

Speech by Chairman Brown to the Federal Bar Association's Briefing on Labor Relations, June 11, 1973, Sheraton Park Hotel, Washington, D. C.

1. Introduction

Chairman Brown used typical "lawyer's" introduction about how he misses being on a court case and how he really enjoys speaking with fellow attorneys. However, the thrust of his speech was directed not at those who have an affinity for Title VII but rather to an audience without much grasp of the Civil Rights law.

2. He then went on to the OEO/EEOC alphabet soup confusion.

3. He told the gathering that he had just come from Easton, Maryland, where the District Directors were meeting and citing the growth of the Commission from 380 people in 1965 to 1900. He called it a tragic expansion.

4. Volunteerism is not working. It is not being attempted. The Commission will have to use a hammer -- the carrot doesn't work. Again, this is an excellent piece of phraseology which was slightly mumbled over rather than emphasized. It can be worked into a very effective piece of oratory. The Chairman then remarked on the progress of the Commission since March 1972. He mentioned our latest press release heralding the 116 cases and predicted 141 cases by July 1. He mentioned the 5 litigation offices and the size of their staffs. He then reprimanded corporations, companies and unions of all sizes. He insisted that everyone obey the law. He then listed certain cases of recent importance including Metropolitan Life Insurance and the Grebco Construction Company.

He stated that business must realize that EEOC means business. Another good phrase that was glossed over. He then spoke about the Griggs case in great detail. The Commission has changed the definition of discrimination away from disparate treatment to disparate effect. He discussed the Griggs dicta and stated that the U. S. is a credential society -- the initials after a person's name carries more weight than the knowledge in his head. He then dealt with universities and state and local governments and promised no special

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5. The state protective laws does not carry greater force than the EEO laws. Rosenfeld vs Southern Pacific was cited. These laws protect both men and women as cited by the Diaz case.

6. He then discussed the AT&T cases as the highlight of his career. The three parts to that agreement are:

a. AT&T will develop goals and timetables in each company

b. Goals for males in formerly female categories must be met

c. Transfer and promotion must be done in accordance with equal rights for all.

7. He then dealt with quotas and goals stating that quotas were not in keeping with the American system. He discussed reverse discrimination and finished by saying that the Anglo male is becoming an "endangered species" since women and minorities are pushing them back to where they should have been in the beginning. Thus we hear cries of reverse discrimination when anglo males are really being placed where they belong.

Conclusion

8. Finally, he stated a hope for volunteerism but insisted that with or without knowledge you must obey Title VII laws.