

Friday, May 22, 1964

EDITOR'S NOTE: The final parts of Title VII will DAILY NEBRASKAN.

(CONTINUED) PREVENTION OF UNLAWFUL EMPLOYMENT

Sec. 707. (a) Whenever it is charged in writing under oath by or on behalf of a person claiming to be aggrieved, or a written charge has been filed by a member of the Commission where he has reasonable cause to believe a violation

## published in Monday's

PRACTICES

## Insight Elsewhere

'A pertinent reply . . . '

A couple of primaries occurred lately that contained several points of general interest. Oregon in particular shook the political scene a bit. It may be important to find out what the results there indicate if anything.

Governor Rockefeller carried the state by a substantial majority. There is no doubt that several varying motivations brought out that vote. Rockefeller was the only candidate to conduct an extensive campaign in the state, and it is pretty generally recognized that the candidate who cares enough to come draws votes. His personal appeal to voters has been greatly increased by his courageous persistence despite set-back after set-back after draw-back. There has also been a good deal of speculation that being an underdog convinced people that he needed their vote.

Goldwater spent one day in Oregon, but it didn't counter the ill feeling of voters there about his choice to skip Oregon and concentrate on California. He predicted some time ago that he expected fourth spot in the balloting which he got, but there is some doubt that he expected Rocky to take the prize. The Senator's choice regarding Oregon was a simple one: either to try to win California votes by a win in Oregon or to try to do the same thing by stumping California.

Four other candidates were on the ballot; Senator Margaret Smith, Governor Scranton, Ambassador Lodge and former Vice-President Nixon. Scranton and Smith took the two pit positions in the race, which was expected. The Governor has been making no effort toward primaries. Senator Smith, despite her sincereity and the voter's respect, has great trouble geing taken seriously as a Presidential candidate.

For Henry Lodge the bubble burst. Many voters were no doubt thinking that a Lodge loss might just as well come in Oregon as in California where it was almost a certainty. Still he carried second place in the primary with a vote which is impressive for a candidate 8,000 miles away. His fantastic write-in support may well be over, but there is still considerable public sentiment in his be-

The Nixon campaign was vigorous but not extensive. He himself d i d not go to Oregon, but former Secre-tary of the Interior in the Eisenhower-Nixon adminisministration, Fred Seaton of Nebraska, was among the many Nixon supporters who did some last minute work for Nixon in Oregon.

The Rockefeller vote in no way insures the Governor of nomination, nor does Goldwater's fourth place keep him from presently being the party's front runner. It may well be, however, that many right-ofcenter voters went for Rocky to stop Goldwater in an effort to secure the nomination for some other candidate whose views range from conservative to moderate but who is not connected with the radical right wing.

So much for Oregon. The other primary that I referred to was in Ohio, Most of the attention there was on Bob Taft Jr.

Taft has inherited a rather impressive political heritage. His grandfather William Taft was President of the U.S. His father served in the U.S. Congress, ran against Eisenhower for the Presidential nomination in 1952, and was generally known as "Mr. Republican" for most of his career.

Despite the prestige inherent with such a background. Taft Jr. has been one of the original work-your-way-upfrom-the-bottom types. He began his career in the state legislature where he served four terms. He was Speaker of the House his last term. In 1962, political colleagues urged him to run for the Senate against Frank Lausche. Taft refused and campaigned for Congressman-at-large. He took the election with 60% of the

On the Democratic side of the fence. Ohio is the state by kenneth tabor

where John Glenn wanted to run for the Senatorial nomination. His bathroom injury has kept him out of the race, but sympathetic wellwishers gave him a substantial minority vote. His opponent, political veteran Young, won handily despite

Goldwater supporter Secretary of State Ted Brown was Taft's opponent. He has fourteen years of political success behind him, but it counted for naught. When the votes were tallied Young had 160,000 to Taft's 600,000 which gives Taft a rather sure election in November.

The question in a primary election is not, however, the interest which it draws. The question is what the events and results of the campaign indicate. It seems to me that both of these campaigns carry a great deal of political import.

For instance, in Ohio Ted Brown accused Taft of being a liberal. In the tradition of his father Taft replied that he was a thinking conservative, and that may be something for conservatives to think about,



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## The Civil Rights Bill

district court and each of this Act has occurred (and such charge sets forth United States court of place the facts upon which it is subject to the jurisdiction based) that an employer. of the United States shall employment agency, or la-bor organization has enhave jurisdiction of actions brought under this title. gaged in an unlawful em-Such actions may be ployment practice the Combrought either in the jumission shall furnish such dicial district in which the e m ployer, employment unlawful employment pracagency, or labor organizatice is alleged to have been tion (herinafter referred to committed or in the judicial as the "respondent") with district in which the respona copy of such charge and dent has his principal ofshall make an investigation fice. No such action shall of such charge. If two or be based on an unlawful employment practice ocmore members of the Commission shall determine, curring more than six months prior to the filing of the charge with the Commission and the giving of cause to believe that the notice thereof to the responmission shall endeavor to dent, unless the person aggrieved thereby was prevented from filing such charge by reason of service in the Armed Forces, in which event a period of military service shall not be included in computing the six month period. (e) If the court finds that the respondent has engaged

after such investigation.

that there is reasonable

charge is true, the Com-

eliminate any such unlaw-

ful employment practice by

informal methods of con-

ference, conciliation, and

persuasion and, if appro-

priate, to obtain from the

respondent a written agree-

ment describing particular

practices which the re-

spondent agrees to refrain

from committing. Nothing

said or done during and as

a part of such endeavors

may be used as evidence

in a subsequent proceeding.

has failed to effect the

elimination of an unlawful

employment practice and to

obtain voluntary compli-ance with this title, the

Commission, if it deter-

mines there is reasonable

cause to believe the respon-

dent has engaged in, or is

engaging in an unlawful

employment practice, shall,

within ninety days, bring a

civil action to prevent the

respondent from engaging

in such unlawful employ-

ment practice, except that

the Commission shall be re-

lieved of any obligation to

bring a civil action in any

case in which the Commis-

sion has, by affirmative

vote, determined that the

bringing of a civil action

would not serve the public

(c) If the Commission has

(d) Each United States

failed or declined to bring

(b) If the Commission

in or is engaging in an unlawful employment practice charged in the complaint the court may enjoin the respondent from engaging in such unlawful employment practice and shall order the respondent to take such affirmative action, including reinstate-ment of hiring of employees, with or without back pay (payable by the employer, employment agency. or labor organization, as the case may be, responsible for the unlawful employment practice), as may be appropriate. Interim earnings or amounts earnable with reasonable diligence by the person or persons discriminated against shall operate to reduce the back pay otherwise allowable. No order of the court shall require the admission or reinstatement of an individual as a member of union or the hiring, reinstatement, or promotion of an individual as an employee. or the payment to him of any back pay, if such individual was refused admission, suspended, or expelled or was refused employment or advancement or was suspended, or expelled or was refused employment or advancement or was suspended or discharged for any reason other than discrimination on account of race, color, religion, or na-

tional origin. (f) In any case in which the pleadings present issues of fact, the court may appoint a master and the order of reference may require the master to submit with his report a recommended order. The master shall be compensated by the United States at a rate to be fixed by the court, and shall-be reimbursed by the United States for necessary expenses incurred in performing his duties under this section. Any court before which a proceeding is brought under this section shall advance such proceeding on the docket and expedite its disposition.

(g) The provisions of the Act entitled "An Act to amend the Judicial Code and to define and limit the jurisdiction of courts sitting in equity, and for other purposes," approved March 23, 1932 (29 U.S.C. 101-115), shall not apply with respect to civil actions brought under this section.

(h) In any action or proceeding under this title the Commission shall be liable for costs the same as a private person.

EFFECT ON STATE LAWS Sec. 708 (a) Nothing in this title shall be deemed to exempt or relieve any person from any liability. duty, penalty, or punishment provided by any present or future law of any State or political subdivision of a State, other than any such law which purports to require or permit the doing of any act which would be an unlawful employment practice under this title.

(b) Where there is a State or local agency which has effective power to eliminate and prohibit discrimination in employment in cases covered by this title, and the Commission determines the agency is effectively exercising such power, the Commission shall seek written agreements with the State or local agency under which the Commission shall refrain from bringing a civil action in any cases or class of cases referred to in such agreement. No person may bring a civil action under section 707 (c) in any

cases or class of cases referred to in such agreement The Commission shall rescind any such agreement when it determines such agency no longer has such power, or is no longer effectively exercising such

INVESTIGATIONS, INSPEC-TIONS, RECORDS

Sec. 709 (a) In connection with any investigation of a charge filed under section 707, the Commission or its designated representative shall at all reasonable times have access to, for the purpose of examination, and the right to copy any evidence of any person being investigated or proceeded against that relates to any matter under investigation or in question.

(b) With the consent and cooperation of State and local agencies charged with the administration of State fair employment practices laws, the Commission may, for the purpose of carrying out its functions and duties under this title and within the limitation of funds appropriated specificially for such purpose, utilize the services of State and local agencies and their employees and, notwithstanding any other provision of law, may reimburse such State and local agencies and their employees for services rendered to assist the Commission in carrying out this title.

(c) Every employer, employment agency, and labor organization subject to this title shall (1) make and keep such records relevant to the determinations of whether unlawful employment practices have been or are being committed. (2) preserve such records for such periods, and (3) make such reports therefrom, as the Commission shall prescribe by regulation or order, after public hearing, as reasonable, necessary, or appropriate for the enforcement of this title or the regulations or orders thereunder. The Commission shall, by regulation, require each employer, labor organization, and committee subject to this title which controls an apprenticeship or other training program to maintain

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