

Final Report of the
EMPLOYMENT PRACTICES STUDY COMMITTEE

to the

SIXTY-FOURTH GENERAL ASSEMBLY

of the

STATE OF IOWA

Submitted January, 1971

FINAL REPORT
OF THE
EMPLOYMENT PRACTICES STUDY COMMITTEE

Senate Concurrent Resolution 135, adopted by the Sixty-third General Assembly, Second Session, directed that all resolutions calling for interim studies by the Legislative Council and the Legislative Service Bureau which were not adopted in both houses be delivered to the President Pro Tempore and the Speaker of the House for consideration by the Legislative Council. At its May 7, 1970 meeting, the Legislative Council unanimously adopted a motion which provided that House Concurrent Resolution 106 be referred to the standing state government committees of the Senate and House of Representatives, with requests that these committees propose an interim subcommittee to conduct the requested study.

The following members of the General Assembly were appointed to the Employment Practices Study Committee:

Senator Floyd Gilley
Senator Francis L. Messerly
Senator William D. Palmer
Representative C. Raymond Fisher
Representative Edgar J. Koch
Representative John E. Tapscott

Representative Koch received a federal appointment as the Iowa Director of the Small Business Administration shortly after his appointment to the Study Committee. He resigned his Study Committee appointment and the Legislative Council appointed Representative Murray C. Lawson to fill the vacancy created by Representative Koch's resignation.

The Committee's organizational meeting was held on September 1, 1970 with Representative C. Raymond Fisher serving as temporary chairman. The committee elected Representative Fisher as permanent Chairman, and Senator Francis L. Messerly as Vice-chairman.

The Committee recognizes that private industry in Iowa is adopting and implementing fair employment practices to include all people within the economic mainstream in Iowa. It is recognized that this progress is the result of enforcement of the federal Civil Rights Act of 1964 and the Iowa Civil Rights Act of 1965. These two laws apply only to private industry. Equal opportunity employment in state government was begun under Executive Order 9, issued by Governor Harold E. Hughes, and reaffirmed by Governor Robert D. Ray, which states that "The State of Iowa has a special obligation to have its operations serve as a model for business, industry, labor, and education. No state official who is responsible to the Governor shall, therefore, in policy or

in practice, discriminate on the basis of race, color, religion, national origin, or ancestry."

The Committee decided to review present employment practices in state government to determine whether state agencies have implemented fair and equal employment opportunity as provided by Executive Order 9.

The Committee invited Mr. Alvin Hayes, Jr., Executive Director of the Iowa Civil Rights Commission and Mr. Wallace L. Keating, director of Merit Employment Department to the September 30, 1970 meeting to discuss general employment practices in state government and the implementation of fair and equal employment opportunity.

The testimony revealed that minority employment in state government exists generally in the lower level positions. Testing programs for job qualification also tend to discriminate against minority groups. It is also noted that the only examinations presently given by the Merit Employment Department are for positions as secretaries and clerks. The lack of communications between departments and between persons within an agency has impaired progress in implementing fair employment practices.

The Committee invited various department heads and personnel officers to its meetings on October 8, 1970 and October 15, 1970 to discuss employment practices within various departments. Representatives of the following state agencies made presentations to the Committee:

State Department of Public Instruction
Department of Public Safety
Iowa Employment Security Commission
Iowa State Highway Commission
State Board of Regents
State Department of Health
Department of Social Services
Iowa Liquor Control Commission
Department of Agriculture
Department of Revenue

Testimony from these agencies emphasized that there is a lack of communication in recruiting employees. From the testimony, it has not been the intention of any agency to practice discrimination, but many fail to actively recruit minority persons. Geographical factors are also an important consideration. Minority persons tend to seek employment only in urban areas where there are concentrations of minority groups. This makes it difficult for agencies to recruit minority persons for employment in agency offices located in the rural areas. Another important factor is the cost of moving to areas where jobs are available.

The Iowa State Highway Commission initiated a new program this summer to actively recruit high school graduates from disadvantaged families for a twelve-week training course in con-

junction with four area community colleges. One hundred persons graduated, including fifteen blacks. These persons are presently employed as engineering aids by the Highway Commission.

The Department of Social Services is presently participating in the Public Service Career Program. This federal program is designed to prepare disadvantaged adults and out-of-school youth for careers in human service fields through work experience, education, and training and is primarily federally funded.

The Merit Employment Department is presently conducting a survey of all state agencies to determine the number of minority employees presently employed as compared to the total number of employees in state agencies, and the positions held by minority employees. As of this date, the results of the survey have not been presented to the Committee.

The Committee has recently concluded its hearings and recommends that the General Assembly establish a state compliance officer who is responsible for carrying out Executive Order 9, and be responsible for informing minority groups and state agencies of federal and local programs available for training minority persons, informing minority groups of opportunities in state government, determining availability of public and private funds, and seeking compliance of state agencies with the Iowa Civil Rights Act of 1965.

The Committee further recommends that a member of a minority group be appointed to the Merit Employment Council when the next vacancy occurs.