The original documents are located in Box 3, folder "SER/Jobs for Progress (1)" of the Fernando E.C. De Baca Files at the Gerald R. Ford Presidential Library.

SER — JOBS FOR PROGRESS, INC. ☐ National Office / 9841 Airport Blvd., Los Angeles, Ca 90045 (213) 649-1511 / **Ricardo Zazueta,** National Director

March 13, 1975

MAR 14 1975

Mr. Fernando de Baca
Assistant to the President
Spanish-American Affairs
Old Executive Office Building
Washington, D.C. 20500

Estimado Fernando,

Enclosed for your information is copy of a letter sent to Senator Warren G. Magnuson concerning the Department of Labor and Manpower Legislation.

Sinceramente,

Ricardo Zazueta

Ricardo Zazueta
National Director

RZ:cz

Enclosures

SER — JOBS FOR PROGRESS, INC. ☐ National Office / 9841 Airport Blvd., Los Angeles, Ca 90045 (213) 649-1511 / Ricardo Zazueta, National Director

March 13, 1975

The Honorable Warren G. Magnuson
United States House of Representatives
Washington, D.C. 20515

Estimado Congressman Magnuson:

Enclosed for your information is a letter I have just received from Mr. Ben Burtdesky Deputy Assistant Secretary for Manpower. His letter concerns a letter which SER submitted to the President in which we raised a number of issues concerning the Spanish-Origin. Some of these issues specifically dealt with the Department of Labor and Manpower Legislation. So consequently the President referred those sections to the Department of Labor for their response.

One of the issues we raised in our letter to the President and to which Mr. Burtdesky addressed himself to concerned Senate Report language accompanying the FY 75 Labor/HEW Appropriations Bill which calls for 15 million dollars out of Title I to be matched with 15 million dollars out of Title III for the funding of local SER projects and for an additional 3 million dollars for a National SER Office. In late January you also addressed yourself to this issue by sending a letter to Secretary of Labor Brennan requesting official Department of Labor policy on the status of this report language. The Department of Labor declined to answer your letter because of the pending shift in the position of Secretary of Labor.

The enclosed letter from Mr. Burtdesky does finally state official Department of Labor policy on the issue of the report language and it is apparent that the Manpower Administration does not recognize the compromise reached by those conferees who met to discuss the differences between the House and Senate versions of the FY 75 Labor/HEW Appropriations Bill. At that time the conferees agreed that both languages were complementary and therefore no negotiations or rewriting of either the House or the Senate language was required. The Departmnet of Labor, on the other hand, states that there was indeed no compromise reached and therefore there is no congressional mandate accompanying the language in the reports.

Apparently if the Department of Labor is to implement this language it will have to receive explicit instructions in committee report language. The opportunity for realizing this goal exists in the upcoming FY 76 Department of Labor appropriations legislation.

The Honorable Warren G. Magnuson
March 13, 1975
Page - 2 -

Another issue which SER raised in its letter to the President and to which Mr. Burtdesky addresses himself to in the letter concerns the equitable distribution of jobs under Title II and VI of the Comprehensive Employment and Training Act of 1973. OPCS reviews of PEP done during the final fourth quarter of fiscal year 1974 for the Denver, Dallas, and San Francisco Regions reveal a distinct pattern of discrimination against the Spanish-Origin, not only in the proportion of jobs held, but also in the distribution of jobs. The questions that SER raises on behalf of the Spanish-Origin community is what new procedures or guidelines is the Department of Labor implementing to prevent this same pattern of discrimination from developing under Title II and Title VI of CETA. Primarily the same Prime Sponsors who handle PEP monies are now also administering Title II and Title VI monies and the likelyhood of a rapid and favorable change in their employment practices is unlikely unless a consistant effort is made by the Department of Labor to implement language in the Bill which calls for an equitable distribution of jobs among the disadvantaged.

If we can be of any assistance please feel free to call on us.

Sinceramente,

Ricardo Zazueta

Ricardo Zazueta
National Director

RZ:cz

Enclosure

cc: Senators
Gaylord Nelson
Edward Kennedy
Walter Mondale
Alan Cranston
Richard Schweiker
William Proxmire
Joseph Montoya
Thomas Eagleton
Birch Bayh
John Tower
John Tunney

Congressmen:
George Mahon
John J. Rhodes
Edward Roybal
Ray Madden

Mr. Fernando de Baca,
Assistant to the President

~~Pending~~

SENT

File

January 21, 1975

Honorable Peter J. Brennan
Secretary of Labor
Department of Labor
Washington, D.C. 20210

Dear Mr. Secretary:

I would like your assurance that you intend to comply with language pertaining to Opportunities Industrialization Centers and SER, Jobs for Progress, Inc. in the Senate Report accompanying Public Law 93-517, the regular FY 1975 Labor-HEW Appropriations Act.

The Senate Report language directs the Department of Labor to provide not less than $15 million in Title III funds under the Comprehensive Employment and Training Act to prime sponsors on a 50-50 matching basis for the funding of OIC. It furthermore instructs the Department to take steps to insure that funding of OIC for fiscal year 1975 be at least a total of $75 million through a combination of support by State and local sponsors and national contracts.

The Committee Report also instructs the Department to provide not less than $15 million out of Title III to prime sponsors on a 50-50 matching basis for the funding of SER programs and, in addition, to provide $3 million out of Title III for a SER National Office.

Enactment of the Urgent Supplemental Appropriation, Public Law 93-624, provides an additional $875 million under the Comprehensive Employment and Training Act. Together with the $2,400,000,000 contained in the regular appropriation, there should now be sufficient funds available to provide the amounts specified in our Senate REport for SER and OIC's.

I want to reiterate the Committee's statement that OIC presented arguments of compelling importance for these funds and that the job training and employment programs of this organization have had an outstanding record of success. The Committee also stated that SER, Jobs for Progress, Inc., has performed in an effective and efficient manner for the past eight years in providing services to the limited-English-speaking. The legislative record clearly indicates that the view of the House did not differ from that of the Senate.

I am, therefore, asking that you inform me of your plan by February 10, 1975 to comply with Senate Report 93-1146 with respect to SER, Jobs for Progress, Inc., and Opportunities Industrialization Centers of America.

I look forward to your prompt reply.

Sincerely,

Warren G. Magnuson,
Chairman, Subcommittee on
Labor-Health, Education,
and Welfare

WGM:Dh

224-7291

Jim Sourwine

U.S. DEPARTMENT OF LABOR
OFFICE OF THE ASSISTANT SECRETARY FOR MANPOWER
WASHINGTON, D.C. 20210

FEB 12 1975

FEB 18 1975

Mr. Ricardo Zazueta
National Director
SER-Jobs for Progress, Inc.
9841 Airport Boulevard
Los Angeles, California 90045

Dear Mr. Zazueta:

The President has asked the Department to reply directly to you on your letter of January 17, 1975, in which you urged the implementation of economic measures designed to aid persons of Spanish origin. To this end, I would like to discuss below only those matters in your letter which impact on manpower activities.

First, you urge that the Department insure that the Spanish origin receive an equitable share of public service jobs and monies. Presumably, you are referring to jobs which are being created under titles II and VI of the Comprehensive Employment and Training Act (CETA) of 1973. In preparing regulations to implement these two titles of CETA, the Manpower Administration was determined that all segments of the population would be given an equitable opportunity to secure these public service jobs. We, therefore, included in our regulations specific mention of services to significant segments of the population which, as you know, incorporates the Spanish origin.

Section 96.29(a) of the title II regulations states: "The significant segments of an eligible applicant's population shall be served on an equitable basis. For example, individuals from each significant segment could be placed in programs under Title II in a manner consistent with their incidence in the unemployed population of the eligible applicant or other measures of equity could be utilized. Sections 205(c) (2) and 208(b)." Similar language was made a part of our recent regulations for title VI. Obviously, we are committed to the equitable distribution of jobs and funds to all groups.

The other manpower issue raised in your letter concerned both the Senate and House reports on the 1975 Labor-HEW Appropriation Bill. You have suggested that the Department comply with the "intent of Congress" by providing title III funds on a matching basis with prime sponsors.

The fact is that there are substantial differences between the House and Senate reports relative to language concerning OIC and SER. The differences between the two versions were not resolved in conference. The final appropriation bill (House 93rd Congress, 2nd Session, Report No. 93-1489, November 21, 1974, Conference Report, "Making Appropriations to DOL-HEW and Related Agencies") makes no mention of SER and contains no language that incorporates by reference either the House or Senate reports. Thus, no clear direction was indicated by the Congress and it becomes the responsibility of the Department of Labor to determine what course of action must be followed.

It is the position of the Manpower Administration that it is clearly the intent of the act that State and local prime sponsors are to have the responsibility to allocate manpower resources available to them in a manner that reflects the needs of the individuals within their areas of jurisdiction. To in any way set aside funds for specific private nonprofit groups by name under any title of the act, in our opinion, violates the original intent of Congress when the act was passed. We do not feel, therefore, that the language that appears in either the House or Senate conference report in any way binds the Manpower Administration to make additional resources available to SER.

I would also like to note that even if Congress had incorporated language in the final appropriation bill the Department of Labor would not be in a position to carry out the mandate. Funds available under title III of CETA are committed to ongoing programs of proven effectiveness with a very minor degree of flexibility. In Fiscal Year 1976, it is anticipated that even further cuts will be made in national manpower programs due to the substantial decrease in total overall resources.

This is, of course, why we have stressed the importance of developing the capability within SER of dealing directly at the local level with CETA prime sponsors, and is the primary reason why we continue to support the national SER organization.

The Manpower Administration has every intent to implement the Comprehensive Employment and Training Act in a fair and impartial way in accordance with the terms and conditions of the act. We have confidence that the intent and purpose of the act will be carried out in an equitable manner by the State and local units of government that have been designated as prime sponsors.

We again would like to stress the importance of developing sound working relationships with CETA prime sponsors. If we can be of assistance in this matter, please let me know.

Sincerely,

Ben Burdetsky

BEN BURDETSKY
Deputy Assistant Secretary
for Manpower

U.S. DEPARTMENT OF LABOR

MAR 14 1975

OFFICE OF THE REGIONAL DIRECTOR
REGION IX

ROOM 10064 FEDERAL BUILDING
450 GOLDEN GATE AVENUE, BOX 36017
SAN FRANCISCO, CALIFORNIA 94102

March 11, 1975

Honorable Timothy Barrow
Mayor of Phoenix
251 West Washington
Phoenix, AZ 85003

Dear Mayor Barrow:

Following the Rio Salado briefing and brainstorming meeting on February 14, which you co-hosted with Congressman John Rhodes, I returned to San Francisco to explore what resources the Department of Labor could make available for the project.

Of course, the principal source of DOL assistance for a project of this kind is made available through the Comprehensive Employment and Training Act (CETA) of 1973, which at the beginning of each fiscal year provides grants of money to States and to local governments of 100,000 population or more for local manpower programs. As one of the principal members of the Cooperative Employment and Training Agency, the consortium of the City of Phoenix and the County of Maricopa, which receives CETA funds for your area, you are aware it may be possible to provide Federally funded OJT, training and work experience to the unemployed and disadvantaged, and in some cases, Public Service Employment (PSE) for the project. The decision of whether to do so or not remains the sole responsibility of the Cooperative Employment and Training Agency.

My Regional Staff will be working with your consortium so that the manpower aspects of the Rio Salado project is taken into account when the 1976 fiscal year CETA plan is developed in the next few months.

Additionally, the Federal assistance available to the City of Phoenix/County of Maricopa consortium under CETA may be increased in the near future from two other sources.

The first source is the Secretary of Labor's Discretionary Fund for Title VI of CETA (the PSE section). There is 70-odd million dollars in this fund which is expected to be released this month. Criteria for determining how this money will be distributed is not yet established but the formula is expected to include factors based on whether unemployment is rising in an area or on how effectively previous Title VI money was utilized. If the Cooperative Employment and Training Agency receives a share of this discretionary money, it alone would make the decision as to how it would be used and the Rio Salado project could be given prime consideration.

The second possible source of additional funds could be decided by the Congress and the President in the next several weeks. Congress presently is deliberating whether to appropriate more money for the Emergency Jobs Program (Title VI of CETA). If more funds are made available, it could reasonably be expected that the City of Phoenix/ Maricopa County consortium would receive its proportionate share. As before, the consortium would determine how it wished to spend the additional money and whether to make any of it available to the Rio Salado project.

Please be assured that as I become aware of any other resources for which the Rio Salado project might qualify, I shall bring it to your attention. If you have any questions about the information I have provided here, or if there are any other ways in which you think I could be of assistance, please don't hesitate to call on me.

Yours truly,

George W. Smith

George W. Smith
Regional Director

cc: Congressman Rhodes
Phoenix Office

Fernando DeBaca, Special Assistant
to the President

William J. Haltigan, Assistant
Regional Director for Manpower

SER — JOBS FOR PROGRESS, INC. ☐ National Office / 9841 Airport Blvd., Los Angeles, Ca 90045 (213) 649-1511 / **Ricardo Zazueta**, National Director

MAR 14 1975

March 11, 1975

Dr. Fernando C. De Baca
Special Assistant to the President
The White House
Washington, D. C. 20500

Estimado Dr. De Baca:

This is the testimony that SER/Jobs for Progress, Inc. presented before the United States Senate Committee on Labor and Public Welfare during the hearings on the nomination of Mr. John Dunlop as Secretary of Labor.

This testimony has some recommendations that I feel are very important to our community in the area of CETA (Comprehensive Employment and Training Act of 1974), Migrants, Public Service Employment, Research and Statistics, the Office of Federal Contract Compliance, and Illegal Aliens.

We hope that some of these recommendations will be implemented by the new Secretary of Labor. Please let me know if there are some other areas that we need to pursue.

Sinceramente,

Ricardo Zazueta

Ricardo Zazueta
National Director

RZ:csm

Enclosure

TESTIMONY BY

RICARDO ZAZUETA
NATIONAL DIRECTOR
SER/JOBS FOR PROGRESS, INC.

BEFORE THE

SENATE COMMITTEE ON LABOR AND PUBLIC WELFARE

ON THE NOMINATION OF

MR. JOHN DUNLOP

AS

SECRETARY OF LABOR

FEBRUARY 25, 1975

(A) Introduction

Senator Cranston, I am Ricardo Zazueta and to my right is Narciso Cano. I am testifying before you today in my role as the National Director of SER/Jobs for Progress, Inc., a demonstrated effective community-based organization servicing the Spanish-origin community. We are sponsored by the two largest Spanish-origin fraternal organizations in America, the American G. I. Forum and LULAC, the League of United Latin American Citizens.

In reference to Mr. Dunlop's nomination, we are especially pleased to note Mr. Dunlop was born and educated in California, a state that has over 3 million of our 16 million Spanish-origin Americans. And, we note further that Mr. Dunlop was raised in the Philippines where Spanish is the dominant language. We hope that as a result of his first-hand knowledge, Mr. Dunlop will be sensitive toward problems unique to the Spanish-American community.

(B.) Meetings with Mr. Dunlop

Our intention in this testimony is to raise questions concerning our problems which we hope the Committee will ask of Mr. Dunlop. But, most important of all is our wish to have periodic discussions with Mr. Dunlop. An open and frequent dialogue with the Secretary of Labor on these and other problems can't help but to resolve some of them in favor of the Spanish-origin community. We think this is especially important since there are no Spanish-origin employees in major administrative positions in the Washington Office of the Department of Labor--no policy makers that can identify and appreciate the problems of the Spanish-origin Americans.

Question #1	Will the nominee have frequent discussions with members of the Spanish-origin community?

Now, the remainder of our testimony will cover issues on CETA, Migrants, Public Service Employment, Research and Statistics, the Office of Federal Contracts Compliance, and the Illegal Alien.

(C) CETA

Congress included language in CETA which provided that programs of demonstrated effectiveness, such as SER, be given due consideration in funding by Prime Sponsors. In addition, Section 301 (b) of CETA addresses the specific needs of the limited English-speaking and instructs the Secretary of Labor to assure that specialized manpower programs be continued to provide bilingual and bicultural manpower services. The lack of enforcement and funds for Section 301 (b) by the Department of Labor has been a disappointment to the Spanish-origin community. It is a concern to SER and other community-based organizations that the Migrant Programs continue to be administered by community-based organizations.

Question #2

What is the nominee's position on encouraging prime sponsors to utilize community-based organizations of demonstrated effectiveness?

Question #3

In which specific ways does the nominee plan to implement Section 301 (b) and the Migrant Programs?

Towards this same end, Congress during its consideration of the FY 1975 Labor/HEW Appropriations Bill included report language directing the Department of Labor to fund SER in FY 1975 for 33 million dollars by means of local and national contracts. Since that time, SER has attempted to negotiate with DOL in setting up the procedures and a timetable for implementation of this language. Unfortunately, we have not met with much success.

Question #4

How can we be sure that the nominee will follow the intent of Congress?

Question #5

Will the nominee implement the language in the Senate Report concerning SER?

(D) Public Service Employment

"The Emergency Jobs and Unemployment Assistance Act of 1974" authorized the expenditure of 2.5 billion dollars for Title VI of CETA. One billion has been appropriated. The remainder, 1.5 billion will most certainly be appropriated by Congress soon. Public Service Employment has been primarily directed at employing the recently unemployed skilled worker who has been laid-off during the past two years due to our country's economic recession. The hard-core unskilled and unemployed worker, who was usually unemployed before the recession, is now unemployed and will continue to be unemployed after the Public Service Employment program ends and the economy recovers. The hard-core unskilled and uneducated, if they are included in the Public Service Employment Program, are employed in make-shift jobs in the sanitary departments or picking up rocks in our cities. When the economy recovers and Public Service Employment ends, they will again be unemployed because they are still unskilled and uneducated. The need exists for using some Title VI money to train and educate the hard-core unemployed and increase their chance of employment once the economy recovers.

Question #6

Does the nominee intend to support the appropriations of 1.5 billion dollars for the remainder of this fiscal year for Title VI?

Question #7

Will the nominee establish guidelines and policies to assure that some Title VI monies be used to train and educate the hard-core unskilled and uneducated unemployed?

FY 1974 Public Employment Program data indicate that a pattern of discrimination in hiring exists against the Spanish-origin community. The Spanish-origin population are getting fewer jobs, and the jobs they get are at the lower pay scale. SER can substantiate these statements.

Question #8

Does the nominee believe that the Spanish-origin community should receive an equitable share of all Public Service Employment jobs?

Question #9

Will the nominee consider encouraging local program agents to establish local minority hiring goals and timetables?

Question #10

What procedures does the nominee intend to establish to assure that the Spanish-origin community receives an equitable share of Public Service Employment jobs according to the incidence of unemployment among the Spanish-origin population?

(E) Office of Contract Compliance

The Office of Federal Contract Compliance (OFCC) is a very important Division of the Department of Labor, and we are concerned about its organizational position, its employment practices, and its policies. We would appreciate Mr. Dunlop's views:

1. OFCC's organizational position and importance has apparently been downgraded from immediately below the Secretary level to below the Assistant Secretary's level.

Question #11

In view of the importance of the functions of the OFCC, would the nominee be in favor of having it placed directly under his supervision?

Question #12

We would like to know the nominee's position on the need for upgrading the Spanish-origin community's representation at the policy and decision-making level of the OFCC?

2. The OFCC does not report on a periodic basis the results of its activities; and thus, the level of awareness of OFCC's effectiveness as it affects the Spanish-origin community is extremely low.

Question #13

We would like to know the nominee's opinion on our request for a full report on OFCC, its activities, and results as they pertain to the Spanish-origin community?

The position of Deputy Director for the OFCC has been vacant for approximately seven (7) months. In the past, several Spanish-origin professionals have applied for numerous top-level positions with the OFCC; and despite the fact that they were qualified and went so far as to pass all screening tests, they were not hired.

Question #14

We would like to know the nominee's opinion on filling the Deputy Director's position with a Spanish-origin professional who is qualified?

4. Hometown plans are proving ineffective largely because DOL has prevented OFCC from following through on its mandate given by Executive Order 11246. Affirmative action plans in most cases are not being filed; and where they are, those not in compliance are not being punished.

Question #15

What is the nominee's stand on full enforcement of EO 11246 by OFCC?

Question #16

Along this same line, what is Mr. Dunlop's position on DOL's role in integrating all occupations, not just the craft and construction trades?

(F) Research and Statistics

We have some thoughts on how Mr. Dunlop as Secretary can improve the Research and Statistical gathering policies of the Department of Labor as they affect the Spanish-origin community.

1. SER/Jobs for Progress, Inc. has a grant from the Ford Foundation to study the impact of CETA on the Spanish-origin

community. To date we have had some cooperation from DOL on our study. But, in some instances, obstacles have been placed in our path.

Question #17 — Will Mr. Dunlop assist us in our efforts to objectively analyze the impact of CETA on the Spanish-origin community?

2. A need exists for more employment data, and on a more frequent basis, on the Spanish-origin community. Presently, we believe that twice as much data is available on the Black population as on the Spanish-origin population.

Question #18 — Will Mr. Dunlop support plans to provide more statistical data specifically on the Spanish-origin community of the United States?

3. Last year the Bureau of the Census revised upward its estimate of the Spanish-origin population of the United States. We believe this revision is not reflected in the mathematical formulas used to distribute CETA monies. As a result, areas with a poor Spanish-origin population may not be receiving monies they are entitled to. And, our people lose out again.

Question #19 — Will Mr. Dunlop investigate the matter, and if true, rectify the situation?

4. We ask for an increase in the attention paid to the Spanish-origin community by the Research Arm of DOL--OPER (Office of Policy, Evaluation, and Research).

(G) Conclusion:

The Illegal Alien

Senators, in conclusion, we would appreciate having the nominee state his position on the Border and Immigration policies of the Department of Labor.

The issue is a crucial one for the Spanish-origin community, and we ask that legislation, regulations, and procedures not be developed without input from various groups in the community, ourselves included.

Thank you for granting us this time to testify before this Committee on one of the two Cabinet positions most important to the Spanish-origin community of the United States.

File SER

TENTATIVE AGENDA

NATIONAL BOARD OF DIRECTORS MEETING

October 31st & November 1st 1974

New Orleans, La., Governor's House

THURSDAY, OCTOBER 31ST

5:00 to 7:00 P.M.	Registration - Reception (Registration Fee $30)	

FRIDAY, NOVEMBER 1ST

9:00 A.M.	Call to Order Pleague of the Legions Verification of Attendance Secretary's proves of due notice of meetings Approval of Minutes of July 12 & 13, 1974	Pete V. Villa Chairman
	Report of Outstanding Committees	
	Executive Committee	P. Villa
	Personnel Committee	T. Alvarez
	Program Committee	D. Galvan
	Finance Committee	W. Bonilla
	Policy Committee	J. Benites
12:00 Noon	Luncheon	Greg Luna Master of Ceremonies
	Awards	Ricardo Zazueta National Director
	Keynote Speaker	Fernando de Baca Special Assistant to the President of the United States.

FRIDAY, NOVEMBER 1ST

2:00 to 3:00 P.M.	Special Reports
	1. Training and Technical Assistance Contract 2. Program Expansion 3. Supplementary funds - $2.2 million 4. New Programs A. OMBE B. Ford Foundation Grant C. Texas Job Bank 5. Status of Legislation
3:00 to 4:00 P.M.	Local Program Presentation
4:00 to 4:30 P.M.	New Business
4:30 P.M.	Adjurnment
5:00 P.M.	New Orleans Open House Ribbon Cutting Ceremony

SATURDAY, NOVEMBER 2nd

9:00 to 12:00 NOON	Executive Session Breakfast Meeting