



PEMA News

President John Landis began the June 9 meeting by calling for the Treasurer's report which was accepted as presented.

Due to the fact that one of the speakers had a later assignment, the business session was postponed. Ben Burkholder introduced Mr. Joseph Smith of the Pennsylvania Human Relations Commission and Mr. Malcolm C. Taylor, Bureau of Employment Security.

Mr. Taylor - "The Bureau attempts to make certain that employment is equalized. A strong attempt is being made to assist industries to equalize employment from the standpoint of minority groups."

"The Bureau of Employment Security is an organization attempting to be helpful and is not an enforcement agency. They are capable of making job studies and assist in preparing job descriptions that are very important. They are specialists in the language field, therefore, can talk to minority groups, and develop a complete understanding."

"In the event industry should insist on persons they consider neat, clean cut, and not the hippie type, they must realize that these are not part of any job description, and therefore, must be overlooked. In many instances people so described may have the necessary talents needed in the performance of a specific job. Industry should not advertise insisting on 'male only', when a female could fill a position. The Bureau has observed that it is possible to find a female who is capable of doing most any kind of job."

"The Bureau is able to institute training programs to make people available for jobs."

"We are totally funded by the U.S. Government, and are constantly aware of the fact that there is an ever greater supply of people than jobs. The Bureau has an investigation division to check when labor claims unjust treatment. Complete guidance comes from the National office."



Joseph Smith

where job norms are set up. If there are no norms for specific jobs, the occupational analyst will develop them.

"There is a service offered by the Bureau on Social Awareness and a two day training program is available to management groups."

"Management should have complete documentation to cover any dismissal."

Mr. Smith - "Should a marketing organization wish to advertise for help, they should make certain their Ad reads correctly. Many newspaper editors have been trained to write Ads correctly and if they have not had such training, they can request instructions from the Human Relation Commission."

The purpose of the Commission is to control discriminatory practices in hiring. They are the enforcement agency for civil rights on employment, housing, education, etc. The Commission represents all parties. They enforce and investigate on all complaints when they originate from individuals or companies with four or more employees. Migrant workers and boys working on farms do not come under Commission rules."

"Every investigation must be fair and the investigator must be entirely neutral, i.e., he must not side with either employer or individual."

"A person to be hired must be qualified for the position and the

employment agency has the right to determine just what is required for a specific job. This is why it is important to have job descriptions. Difficulties always arise when expectations do not match actual practices of jobs.

"An employment agency can work toward changing the role of people performing for them. Employees look upon a plant as a community of people. Workers



Malcolm Taylor

are always motivated by feeling they are part of an organization.

"One must look for patterns of employment & give the same kinds of procedure to similar jobs. In every instance procedures must be consistent."

Sam Berenson indicated that a great deal of interest should be displayed in S 3419 which is attempting to put a great deal of work now performed by USDA into a new Consumer Agency. Industry should try to prevent this because USDA understands the poultry industry and a new agency may not. In addition the bill is in the Commerce Committee where knowledge of the egg & poultry industry is lacking. The Sisk Bill should be watched, because it is still floating around and activity may resume any time.

Regis Puhl - Invited anyone not now a member to come forward and everyone should continue to sell memberships. Those who do not have pins—leave their name & for \$1 a pin will be mailed.

The meeting adjourned at approximately 10:30 p.m. The next meeting will be in September.

Respectfully submitted,
E. J. Lawless, Jr., Secretary

Co. Lamb Wins National Prize

A Dorset yearling ram won national recognition for Lancaster County owners Wednesday, by becoming reserve grand champion at the Eastern Stud Ram and Ewe Show held in Staunton, Virginia.

The home-bred lamb shown by Mr. and Mrs. Robert D. Herr and Family, Narvon R.D. 2, then went on to sell for \$300 in the national sale the following day. This selling price was the top of the day for the Dorset yearling rams.

The champion ram of the show was a ram lamb consigned by Wendy Harmann of Woodbury, Connecticut and went on to bring the highest price for a Dorset in the country this year, \$1500.

Carrying the local breeder's prefix, Nix Besser, the reserve champion yearling ram was first in his class of 17 prior to being named to the reserve championship.

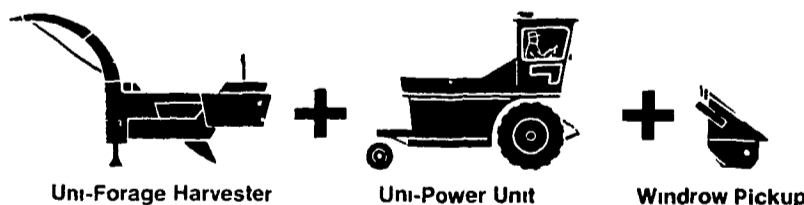
The national show and sale is held each year and features four breeds — Dorset, Hampshire, Suffolk, and Southdown. Twenty-one states were represented.

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