

EXECUTIVE ORDER 77-10

AFFIRMATIVE ACTION PROGRAM FOR THE DISABLED AND VIETNAM-ERA VETERANS

This administration recognizes there exists an abnormally high unemployment rate of disabled and Vietnam-era veterans in the State of Washington. It is imperative that State Government accord the disabled veteran and veteran of the Vietnam-era positive and affirmative consideration in employment. Steps to provide employment opportunities and advancement for Vietnam-era veterans and disabled veterans to the maximum extent feasible should be taken. To this end I have appointed an Interagency Task Force for Veterans, chaired by Joe Garcia, the Commissioner of the Employment Security Department.

This is in accord with my emphasis on hiring veterans and my concern in alleviating the high rate of unemployment among Vietnam-era veterans. This also adheres to the President's economic-stimulus program establishing a 35 percent goal of unemployed disabled and Vietnam-era veteran participation in CETA (Comprehensive Employment and Training Act) public service employment jobs.

It is noted that compliance with various Federal contracts mandates that affirmative action be taken to employ and advance in employment disabled veterans and veterans of the Vietnam-era. Reference is made to 402 of the Vietnam-era Veterans Readjustment Act of 1974, P.L. 93-508; and Title 41 C.F.R., Chapter 60, Part 60-250, Affirmative Action Obligations of Contractors and Sub-Contractors for Disabled Veterans and Veterans of the Vietnam-era, 41 Federal Register No. 124 (June 25, 1976).

It shall be the policy of the State of Washington to establish a program of helping veterans obtain employment, including provisions for job counseling and placement for the disabled veteran and veteran of the Vietnam-era. In furtherance of this policy, State Agencies are directed to give full consideration as to the implementation of an affirmative action program. With the high unemployment rate for veterans, the record of state service in employment and affirmative action for disabled and Vietnam-era veterans can be improved. The provisions in the Executive Order can lessen this severe problem of unemployment and bring the State of Washington closer to a fine record of achievement in providing job services for veterans. Accordingly with this expressed policy in mind;

NOW, THEREFORE, I, Dixy Lee Ray, Governor of the State of Washington, by virtue of the power vested in me, Direct that affirmative action be taken by all state agencies to employ, advance in employment and otherwise treat qualified disabled veterans and veterans of the Vietnam-era without discrimination based upon their disability or veterans status in all employment practices such as hiring, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. (Reference is made to 41 C.F.R. 60-250.4 1976)

A. To further substantiate this commitment, I am hereby issuing the following instructions to be followed by each state agency to achieve equal employment opportunities for disabled and

Vietnam-era veterans, and to develop a state work force that is truly representative of this state. The Director, Secretary or President of each state agency shall:

1. Conduct a statistical analysis of the number of disabled and Vietnam-era veterans employed by the agency in order to develop definitive goals and objectives for the hiring and advancement in employment of disabled and Vietnam-era veterans as part of your affirmative action plan.
2. Assure that disabled veterans and veterans of the Vietnam-era who feel they have been discriminated, against by state agencies, contractors, sub-contractors covered under the laws and regulations heretofore mentioned, have adequate complaint procedures available to them.
3. Maintain a system of communication and cooperation with the Federal Office of Contract Compliance wherever necessary.

B. To assist the agencies in the development and implementation of affirmative action plan I have assigned the follows responsibilities:

1. Each State Agency shall:

Submit statistical analyses on their present work force to the Department of Personnel within 60 days of issuance of this order. State Agency completed affirmative action plans, including goals and timetables, are to be submitted to the Department of Personnel within 90 days of completion of the statistical analysis. The Department of Personnel will provide technical assistance upon request. The Department of Personnel will submit the affirmative action plans to the Interagency Task Force for Veterans for review and approval.

2. All Institutions of Higher Education shall:

Submit statistical analyses on their present work force to the Higher Education Personnel Board within 60 days of issuance of this order. Affirmative action plans for higher education institutions including goals and timetables, will be submitted to the Higher Education Personnel Board for review and approval within 90 days of completion of the statistical analysis. The Higher Education Personnel Board will submit the affirmative action plans to the Interagency Task Force for Veterans for review and approval.

3. Affirmative action plans which are not in compliance with the guidelines as determined by the Interagency Task Force for Veterans must be resubmitted within 30 days.

C. The Governor's Interagency Task Force for Veterans shall have the following responsibilities:

1. The Task Force will formulate and adopt basic guidelines consistent with the expressed policy of this order for use by the agencies in developing their affirmative action plans.

2. Monitor the effectiveness and progress of the program in order to determine the extent to which each state agency is meeting the employment needs of veterans and the affirmative action obligations under federal contracts.

3. Submit quarterly reports to the Governor outlining the progress of each state agency in meeting its goals and timetables.

4. Submit recommendations to the Governor for any further action which it deems appropriate.

D. Consistent with the foregoing provisions of this order the Governor will review and assess the affirmative action progress reports submitted by the Interagency Task Force for Veterans and based thereon take such additional action as is deemed necessary.

IN WITNESS WHEREOF, I Additional
have hereunto set my hand
and caused the seal of the
State of Washington to be
Affixed at Olympia this 21st
day of September A.D.,
Nineteen hundred and
seventy-seven.

DIXY LEE RAY
Governor of Washington

BY THE GOVERNOR:

Secretary of State