

(11). HISTORY OF NAA'S EFFORTS TO SECURE EMPLOYMENT

A. Office of Federal Contract Compliance

1. After it was organized in 1960, N.A.A. pressed for amendment of Order 11246 to include women.
2. August, 1960:
N.A.A. testified at OFCC hearings on proposed guidelines on sex discrimination.
3. N.A.A. pressed for the release of the proposed sex discrimination guidelines, issued Jan. 17, 1961.
4. June 1961
When the guidelines were released June, 1961, N.A.A. protested their exclusion from and succeeded in getting the NAA's definition of bona fide occupational qualification to apply. N.A.A. also protested the elimination of a requirement for goals and timetables in affirmative action programs for women. N.A.A. launched a campaign to bring Congressional pressure on the Labor Department to secure goals and timetables. Support came from Sen. Margaret Chase Smith, Rep. Edith Green, Rep. Patsy Mink, Rep. Florence Dwyer, Sen. Jacob Javits, Sen. Marlow Cook, Sen. Charles McNelly, Rep. Donald Frankel, Rep. Stuart Wicks, Rep. Albert Wark and others.
5. July 28, 1961
N.A.A. held a meeting with Secretary of Labor Goldberg to demand that goals and timetables be applied to women.
6. July 30, 1961
N.A.A. conducted demonstrations at the 14-city National Association of Manufacturers teleconference in order to pressure the elimination of goals and timetables.
7. July 30, 1961
The next day, Sen. Goldberg issued a statement declaring that goals and timetables would apply to women but that women's availability could not be determined by the methods used for other minorities. He promised to set up a committee to work out procedures for determining availability.
8. August 1961
N.A.A. made recommendations for the members of the Committee set up for women for, first, appointment of the Committee, and then for meetings. It took months to get the appointments made and the meeting still had not taken place.