

STANFORD UNIVERSITY MEDICAL CENTER

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STANFORD -- Hospital officials have again affirmed, in writing, their willingness to assure prompt grievance procedures, on request, for Sam Bridges, the Black employee whose dismissal was cited as the reason for last week's demonstration at the Stanford Medical Center.

In a letter sent to Bridges Wednesday morning, Hospital Personnel Director Kenneth Dunkle reaffirmed the hospital's offer to waive the initial steps in the procedure, if requested. Dunkle said Hospital Director Thomas Gonda had agreed to have Henry Organ of the General Secretary's Office serve as hearing officer for the final stage of the case.

On Friday afternoon, Dr. Gonda asked not to serve as the hearing officer. While discussions had indicated that Organ was mutually regarded as an acceptable replacement, University officials said they would not reach a conclusion on the composition or dates for the procedure until the hospital occupation ended.

If Bridges requests that the initial steps of the grievance procedure be waived, Dunkle said, he would have a "full opportunity to present any facts and arguments" in an informal hearing with Organ, whose decision would be final.

Bridges also would be welcome to have an individual of his own choice assist him in the hearing. In accord with hospital policy, Bridges also would be entitled to have two hospital employees of his choice attend the hearing.

A copy of the letter was sent to James Cheatham of the Black Advisory Committee, a hospital employee group, and to Organ.

Dunkle wrote Bridges that if he wished to request a grievance procedure, he should do so no later than 5 p.m. Wednesday, April 21, one week hence.

Employees may present their grievance initially to their immediate supervisors, and then to the department head and the associate director for personnel. At the third stage, the employee may select two of his co-workers to attend a conference with his department head, line administrator, and the associate director for personnel.

Bridges, who was dismissed March 19 after several weeks' employment, has not yet requested a grievance procedure.

The BAC and other groups have demanded his reinstatement.

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Mailed April 14, 1971.