

TO: People of the Stanford Medical Center and the Community

FROM: Stanford Medical Center Employee Coalition

SUBJECT: Correction of Statement Issued April 12, 1971 by
John L. Wilson, M.D., Acting Dean, School of Medicine
Concerning the Sit-In at Stanford University Hospital.

DATE: April 13, 1971

The Stanford Medical Center Employee Coalition is greatly concerned with the numerous inaccuracies presented in the statement by Acting Dean John Wilson. Since we feel that it is important that the entire community know of these inaccuracies, we have set these down in careful order using the "page" and "paragraph" references to his original statement.

Page One, Item Number Two:

"Workers must have the right to organize a union which represents the workers' interest."

Hospital Reply: "Employees are free to decide if they wish to join unions. The Hospital was involved in a Union election in 1967, and union organizing activities have been held regularly since then."

FACT: The Hospital does not recognize unions. The Licensed Vocational Nurses have been attempting to organize a union and gain recognition recently as have other Hospital workers, and have not been recognized.

Page One, Item Number Three:

"Workers must have grievance rights from day of hiring".

Hospital Reply: "Present Hospital policy is ambiguous on this point. Our practice, however, has been to make grievance procedures available to employees regardless of length of service. I will take steps to clarify the Policy Manual on this point."

FACT: Personnel Policy Manual Section 204 reads as follows:

THE EMPLOYEE MAY RESIGN OR BE TERMINATED FOR ANY REASON WHATSOEVER AND AT ANY TIME AT THE SOLE DISCRETION OF THE EMPLOYEE OR HOSPITAL WITHOUT RECOURSE DURING THE PROBATIONARY PERIOD.

This rule has been followed in practice.

Page Two, Item Number Five:

"The re-hiring of Sam Bridges with pay for time lost."

Hospital Reply: "Mr. Bridges was informed of the opportunity to

file a grievance and was given a copy of the Hospital's Grievance Procedure (Section 525) and of the rules of conduct (Section 500) with those violations pertaining to him underlined. He has not chosen to bring his case before the Grievance Committee.

FACT: Mr. Bridges was told by Warren Thorpe, the Assistant Chief Engineer, that although grievance procedures exist they do not apply to Mr. Bridges since he was a probationary employee.

Page Two, Item Number Six:

"Stanford Hospital must adopt an Affirmative Action Program."

Hospital Reply: "Stanford University Hospital has an Affirmative Action Program and is in process of completing its documentation. For the past two years, Stanford University Hospital has had a Black Advisory Committee selected by black employees. More recently, the Alianza Latina composed of most of the Spanish-speaking employees of the Medical Center has been formed. These groups have been actively involved in the implementation of the Hospital's Affirmative Action Program."

FACT: The Affirmative Action Program has not yet been formulated or approved by this Hospital. Some preliminary work has been done on the program but this was disapproved by the Administrative Council.

Item: Text of Dr. Wilson's statement on Page Three, (dated 4/8/71):

"By late afternoon of April 8, the crowd in the administrative area on the second floor of the Hospital had increased to 80 to 100 persons and refused to disperse. They called for the personal appearance of Dr. Gonda."

FACT: The people at that time assembled in the administrative suite went to this place to meet with Dr. Gonda who had previously agreed to meet them there. Upon reaching the administrative suite, Dr. Gonda was not present and the group thereupon elected to wait until he arrived.

Item: "Administrative personnel necessarily left the area and all the files, facilities, and resources of the administrative section including the emergency and disaster radio and special telephonic equipment were inaccessible for the use of the Hospital."

FACT: The administrative, medical and nursing personnel were at all times allowed use of the facilities for patient care activities.

Page Four, Last Paragraph:

"The new and pertinent facts referred to in the above document were essentially a reversal by the witnesses of their original statement according to the Black Advisory Committee."

Further investigation by the Black Advisory Committee clarified the testimony which had previously been given. For Example: Mr. Bridges had been reported as being found asleep on one occasion in the "Brown Bag" Room while he was suppose to be working.

The employee who made this statement subsequently reported that he had heard that Mr. Bridges had been found sleeping in the "Brown Bag" Room and did not actually see him himself. It was also reported that Mr. Bridges was not doing his job but during the subsequent investigation, his supervisor reported that his job had never been shown to him, nor had his job description ever been explained to him. Mr. Bridges has been reported as using verbally abusive language with a security guard. Upon investigation of this question, the security guard stated that Mr. Bridges had never used abusive language, but had stated, "Hey, old man, come back here." When (3/9/71) the security guard reported the incident to his superior, the latter was told not to worry about the situation because Mr. Bridges would soon be terminated anyway. Mr. Bridges was terminated on March 16.

Page Five, Paragraph 1:

"Mr. Henry Organ was acceptable as the referee to Mr. Bridges and the BUF. Dr. Gonda disqualified himself from the grievance procedure and agreed to recommend Mr. Organ to Acting President Miller. This was not acceptable as the solution to the sit-in group which, after two hours of discussion with Dr. Gonda, voted at 1:45 P.M. to sit in until Mr. Bridges was re-hired. Dr. Gonda did not agree with this demand and left the meeting."

FACT: Mr. Henry Organ was completely acceptable to the sit-in group as mediator in the grievance procedure. Dr. Gonda left the meeting with the understanding that he would ask Provost Miller for approval of Mr. Organ's service as grievance hearing officer in his place. Simultaneously, the demonstrators were to contact Mr. Organ to see if he was available which was confirmed.

Instead of Dr. Gonda returning to the meeting, Provost Miller released a statement declaring that there would be no further negotiations under pressure and police arrived shortly thereafter.

Page Five, Last Paragraph

"The problem of re-hiring Mr. Bridges could have been readily solved by resort to the regular grievance procedures of the Hospital."

FACT: Mr. Bridges had been told that as a probationary employee the grievance procedures of the Hospital were not available to him.

Page Six, Paragraph One:

"On the other hand, the sit-in was a threat of force and created an atmosphere in which sound interpretation and judgement were exceptionally difficult or impossible. It seemed unwise to accept an imposed settlement when there was ready access to another more effective process such as the grievance procedure."

Since these United States were formed most negotiations here have always been held from a position of strength. The American Indians know this very well having faced the cannon and sabers of the U.S. Cavalry. Other groups have been surrounded by superior

forces, threatened with destruction by bombs and in fact, annihilated by superior weapons if they did not agree to demands made by U.S. forces. It should be noted that here the demonstrators were ready and willing to submit the significant questions to a grievance procedure and to abide by the outcome.

We are compelled to make further comment about the reaction to the statements of the Black Advisory Committee as compared to the reaction to the statements of Dean Wilson reported on April 12, 1971. Many observers failed to admit that humans can make mistakes and that the mistake of the Black Advisory Committee was determined by testimony of the witnesses in both instances. However, there is ready acceptance of the statement of Dean Wilson with its many innumerable inaccuracies, a few of which he attempted to correct by substituting a new "page six" of his statement released earlier in the day. This inconsistency is completely inexplicable. Perhaps the same parties who took exception to the Black Advisory Committee's reversal would find the Dean's re-statement of the factual situation equally unacceptable.

In the beginning, Warren Thorpe, Assistant Chief Engineer, hired Sam Bridges. Subsequent to this, Warren Thorpe fired Sam Bridges. Warren Thorpe ultimately reports to, and is responsible to, Dr. Gonda -- the Director of the Hospital. Why is it that Dr. Gonda told the demonstrators that he could not re-hire Sam Bridges?