

April 12, 1971

TO: Medical Staff and Students

FROM: John L. Wilson, M.D.
Acting Dean, School of Medicine

SUBJECT: Sit-in at the Stanford University Hospital on April 8-9, 1971

On Tuesday, April 6, a noon rally was held on the lawn near the Medical Center by the Black United Front. The BUF is said to be a coalition of the Black Liberation Front, the Black Workers Caucus and representation from the Black Student Union. The Front was organized as a response to the dismissal of Mr. Sam Bridges, a hospital employee, and the laying off of workers at Tresidder. Following the rally on April 6, over 100 persons went to the office of Doctor Gonda, Director of the Hospital, and presented to him a list of 6 demands. They stated that they would return for a reply to these demands at noon on Thursday, April 8. As far as is known, the groups presenting the demands included few if any Hospital employees.

On April 9, another noon rally was held following which about 50 persons went to the office of Doctor Gonda stating that they expected to receive from him, in person, the reply to their demands. The reply had been printed in the Daily on that morning and copies of it were handed to the group. The demands, with Dr. Gonda's responses to them, are printed below:

1. "Workers must have the right to criticize administration policies from the date of hiring without intimidation."

All employees have the right to criticize administration policies. In addition, there are regular opportunities of communicating employee views to the administration. If there are any instances in which that policy has been violated, I would appreciate having the evidence brought to my attention.

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

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.

3. "Workers must have grievance rights from date of hiring."

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.

4. "Workers must have the right to have peers present on all grievance procedures."

While the grievance procedure does not explicitly provide for the presence of peers at the early steps, our practice has been to allow it as is expressly set forth in later steps of the grievance procedure.