

5. "The rehiring of Sam Bridges with pay for time loss."

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.

6. "Stanford Hospital must adopt an Affirmative Action Program."

Stanford University Hospital has an Affirmative Action Program, and is in the 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.

All of the above demands, with the exception of the rehiring of Mr. Sam Bridges, were reported by Dr. Gonda to be already part of Hospital policy or positive action on them is imminent. The rehiring of Mr. Sam Bridges with pay for time lost was identified early as the chief issue. The Black Advisory Committee, consisting of Black Hospital employees, issued the following statement giving the reasons for the firing of Sam Bridges and their support of the action taken:

MEMORANDUM

TO: Hospital Employees
FROM: The Black Advisory Committee
SUBJECT: OUR STAND ON THE SAM BRIDGES CASE

We, the Members of the Black Advisory Committee, upon reading the charges made by Mr. Sam Bridges, did, in fact, conduct a thorough investigation regarding his dismissal.

The investigation disclosed the following facts.

- 1) On several occasions his co-workers complained that Mr. Bridges was not doing his work and that they had to carry his workload as well as their own.
- 2) On two particular occasions he verbally abused - 1) a co-worker because he was questioned about some work he had not done, and 2) a Security Guard because he was told that he had to put money in a parking meter.
- 3) He was found asleep on one occasion in the "Brown Bag" room while he was supposed to be working.

4) He was counselled about his work performance on at least three different occasions due to complaints by his co-workers.

5) He was observed on campus several times while he was supposed to be working.

The Black Advisory Committee can present evidence to substantiate these facts. It was our conclusion that Mr. Bridges was terminated because he was not doing the job he was hired to do, and therefore putting an added burden on his co-workers.

Had Mr. Bridges, after being told about the grievance procedure, chosen to take his case before the grievance committee, this Committee would have insured him fair and impartial treatment.

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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. They occupied the entire administrative area making it necessary for the Hospital administrative staff to discontinue their work and to lock the offices. The doors on either end of the corridor were closed and people entering the administrative area were challenged as to their business. The locked administrative offices were broken into by removing a door from the hinges so that the entire complex of offices was occupied. 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. The occupiers placed guards on the doors at each end of the administrative corridor. This corridor connects clinic and treatment facilities on one side with blood banking, laboratory and hospital wards on the other. Hospital personnel and patients were permitted to pass after identification through a corridor crowded with a large number of people. Certain personnel of the Medical Center were required by the occupying group to leave the administrative area while certain outside groups of individuals were allowed to come and go.

The Black Advisory Committee of Hospital employees met with the group occupying the premises and discussed their demands, chiefly the rehiring of Mr. Sam Bridges, at about 4 p.m. on April 8. After these discussions, the Black Advisory Committee issued a statement at about 5:00 p.m. stating that new information regarding Mr. Bridges had come to light in the discussions and that another meeting with the Black United Front would be held at 8:00 a.m. on the following morning, Friday, April 9.

It was hoped that arrangements for a meeting at 8:00 a.m. on the following morning would result in dispersal of the occupying group which, however, reiterated the demand that Dr. Gonda must meet with them in person before they would leave the administrative area. Therefore, at 7:00 p.m. on Thursday, April 8, Dr. John Wilson, Acting Dean of the Medical School and Executive Officer of the Medical Center, met for approximately an hour with the occupying group. They were informed that their action in taking