

possession of the administrative area of the Hospital and inhibiting normal traffic between patient care areas constituted a disruption of Hospital function and was a threat to the welfare of the patients in the institution.

It was noted at that time that the group involved in the occupation consisted almost entirely of persons from outside the Medical Center and the University. A few Hospital employees were present. Discussions were conducted in a crowded, closed conference room by persons who did not identify themselves. It was not possible to learn who was the individual or individuals in charge of the occupation. It was now clear that complete control of the administrative section of the Hospital had been established. The demand for the presence of Dr. Gonda continued and it was agreed to call him to the administrative area in the hope of resolving the difficulties and terminating the occupation.

Dr. Gonda arrived about 10:00 p.m. and spent until midnight conferring with the group in an attempt to reach agreement on the demands and to terminate the occupation. Dr. Gonda reiterated an earlier assurance that the grievance procedure of the Hospital was still available to Mr. Bridges and that he would receive reinstatement and all back pay if the findings were in his favor. Agreement was reached with the Black United Front group on all of the demands except for the immediate rehiring of Mr. Sam Bridges. The group stated that they intended to occupy the premises until Mr. Sam Bridges was rehired. At 12:30 a.m. on Friday, April 9, it was obvious that a sit-in was intended. They were again urged to leave, were again strongly advised that their continued occupation was a disruption of Hospital function, and were told that it would be necessary for the University to seek legal advice on means to terminate the occupation.

At 8:00 a.m. on April 9, the Black Advisory Committee met with the sit-in group in the administrative suite and heard witnesses regarding the work performance of Mr. Bridges. The BAC then issued the following statement:

April 9, 1971

Hospital Employees

The Black Advisory Committee

Reinstatement of Sam Bridges

In a hearing held this morning by The Black Advisory Committee and The Black United Front, all of the charges made against Sam Bridges were reviewed. All available witnesses were confronted and their statements reanalyzed. The purpose of this hearing was to ascertain the true facts surrounding the dismissal of Mr. Bridges.

Due to new and pertinent facts brought out at this hearing, the Black Advisory Committee recommends that Sam Bridges be rehired and be retroactively reimbursed for total time loss.

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

Doctor Gonda received the above recommendation from the Black Advisory Committee and agreed to submit it for review by an impartial referee acceptable to Mr. Bridges, the Black United Front and the University in accordance with the final stage of the grievance procedure of the Hospital. Mr. Henry Organ was acceptable as the referee to Mr. Bridges and the BUF. Doctor Gonda disqualified himself from the grievance procedure and agreed to recommend Mr. Organ to Acting President Miller. This was not acceptable as a solution to the sit-in group which, after 2 hours of discussion with Doctor Gonda, voted at 1:45 p.m. to sit-in until Mr. Bridges was rehired. Doctor Gonda did not agree with this demand and left the meeting.

Acting President Miller then wrote the following note which was delivered to the sit-in at about 4:30 p.m.

STANFORD UNIVERSITY

April 9, 1971

STATEMENT BY WILLIAM F. MILLER

Dr. Gonda has conveyed to me his recommendation for his replacement in the Grievance Procedure. I have that under consideration. However, we agree there will be no conclusion on the composition or dates for the Grievance Procedure while the occupation of the Hospital continues. Under existing circumstances, Dr. Gonda and I concur he should not return to the discussions.

[signed]  
William F. Miller  
Acting President

There was no response from the sit-in and no indication of any kind that the occupation would end. About 5:30 p.m. one of the sit-in members (Mr. Willie Newberry) is quoted by the Palo Alto Times as saying that they would occupy the premises until the Bridges' case was settled and that "they're going to have to restore the man."

After 30 hours of occupation and extensive but unsuccessful negotiations, it was considered necessary to invoke the trespass law and to call for its enforcement. The Palo Alto Police arrived at 5:45 p.m. and informed the sit-in that the occupation was unlawful. Many promptly left but more than 50 stayed, barricaded themselves in the administrative area where they completely destroyed the furniture and equipment. In removing the occupants of the area there were 23 arrests. Six of the occupants and 13 policemen were injured, none seriously. Property loss is estimated to be about \$100,000.

The problem of rehiring of Mr. Bridges could have been readily solved by resort to the regular grievance procedures of the Hospital. These were made available to him and he was assured of back pay if his firing proved unjust. He and his BUF supporters chose instead to demand re-instatement and