

San Diego Zoological Garden

UNDER THE MANAGEMENT OF THE
 ZOOLOGICAL SOCIETY OF SAN DIEGO
 SAN DIEGO, CALIFORNIA 92112
 P.O. BOX 551 234-5151
 AREA CODE 714

September 8, 1964



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Mr. Harold K. Brown, Chairman
 San Diego CORE
 2965 Imperial Avenue
 San Diego, California 92102

Dear Mr. Brown:

Policy-wise, the Trustees of the Zoological Society do everything possible to improve the working conditions and the income of all its employees. From the earliest days in the formation of the Society and establishment of the zoo there has never been prejudice or discrimination concerning race, color or creed. The maintenance of the happiness and well being of all our employees, at all levels, is management's responsibility.

The majority of the employees of the zoo are members of the Chauffeurs, Garage and Automotive Employees, Local No. 481, which represents the employees in matters pertaining to hours, wages and working conditions. Formal grievance procedures are set and function very well. We have no evidence that your organization formally represents any of the employees of the San Diego Zoo. We are continuously in contact with organizations with special interests and make every effort to cooperate with them. All applicants for zoo positions, regardless of race, color or creed have equal opportunity to apply and employment is based solely on the ability of the candidate to meet the job requirements.

In direct reply to your letter we had hoped that you would be more specific. If zoo management is to meet with you it would be wise to follow an agenda. We don't feel that discussion of employment statistics are proper. We are obligated to negotiate only with the exclusive collective bargaining representative of our employees as to matters relating to working conditions.

Harold K. Brown

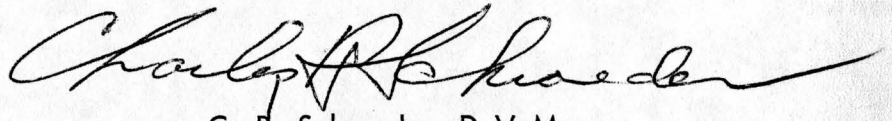
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At this time we can see no reason for an immediate meeting. After you clarify your position I will discuss the matter with our Trustees at their regular meeting Wednesday, September 23rd.

Yours truly,

SAN DIEGO ZOOLOGICAL GARDEN

A handwritten signature in cursive script, reading "Charles R. Schroeder". The signature is written in dark ink and is positioned above the typed name and title.

C. R. Schroeder, D.V.M.
Director

CRS:m