

Montgomery Ward
Oakland 16, California

Date 8/12/63

TO: Attention: William E. Barger

RE: Montgomery Ward v. CORE

Gentlemen:

We enclose a verifax copy of Stipulation in connection with the above entitled matter, pursuant to Mr. Barger's request on August 12, 1963.

Very truly yours,

HAGAR, CROSBY & ROSSON

By *Justin M. Roach, Jr.*
Justin M. Roach, Jr.

JMR/pb - Encl.

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IN THE SUPERIOR COURT OF THE STATE OF CALIFORNIA, IN AND FOR THE
COUNTY OF ALAMEDA
BEFORE HONORABLE THOMAS W. CALDECOTT, JUDGE
DEPARTMENT NO. 1

MONTGOMERY WARD & CO., INCORPORATED,
a corporation,

Plaintiff,

vs

CONGRESS OF RACIAL EQUALITY, an unincorporated
association, DURAN BELL, JR., CHARLES BELLARS,
DOUGLAS JONES, INGE POWELL, ROSELYN LEONARD,
DAVID JAMES, ELLA QUINN, BRUCE MACINTOSH,
B. C. ALLEN, DOES ONE TO TWO HUNDRED, BLACK
COMPANY, a corporation; GREEN COMPANY, a
corporation; WHITE COMPANY, a corporation;
RED COMPANY, a corporation; BLUE & WHITE CO.,
an unincorporated association; BLACK & WHITE
CO., an unincorporated association; RED & BLUE
CO., an unincorporated association; GREEN &
YELLOW, an unincorporated association; BLUE &
YELLOW CO., an unincorporated association; RED
& WHITE, an unincorporated association; BLUE &
BLACK, an unincorporated association; RED &
YELLOW CO., an unincorporated association;
YELLOW & WHITE, an unincorporated association;

Defendants.

MAY 27 1963
No. 332499
STIPULATION

Conference held May 28, 1963.
HAGAR, CROSBY & ROSSON, Attorneys, by JUSTIN M. ROACH, JR.,
Esq., appeared as counsel for the plaintiff.
BEVERLY AXELSON and EDISES GROSSMAN and GREGAN, Attorneys,
by MALCOLM S. BURNETTIN, Esq., appeared as counsel for the
defendants.

The following is agreed between the parties:
1. The picket-lines within the area of the Oakland-Berkeley

1 Chapter of CORE will be withdrawn from any Montgomery
2 Ward establishment immediately or coincidentally with
3 the filing of dismissal of the complaint without
4 prejudice.

5 2. It is further provided that the following policy as to
6 implementing the non-discriminatory policy of Montgomery
7 Ward will be as follows:

8 (a) That Montgomery Ward will meet with the proper
9 representatives of CORE and discuss individual cases
10 and complaints that they might have, and in these
11 discussions they will discuss why the person who
12 was hired was hired or why the person who was not
13 hired was not hired, and will also make available
14 the original records involved.

15 (b) That Montgomery Ward will provide a list or compi-
16 lation setting out the figures as to the number of
17 supervisory and non-supervisory personnel in its
18 Oakland-San Leandro operation considered as one
19 unit, and these numbers will be broken down within
20 the supervisory and non-supervisory category
21 reflecting presently how many white, non-white and
22 negro people are in each category. This list will
23 be provided within a week or ten days.

24 (c) That thereafter the representatives of Montgomery
25 Ward will meet with proper representatives of CORE
26 once a month for the next three months, and then
27 periodically thereafter to provide at that time
28 up-to-date compilation of the breakdown within the
29 categories of supervisory and non-supervisory
30 of the present white, non-white and negro people
31 on the payroll of its Oakland-San Leandro operation.

32 (d) That at the same time they will also obtain figures

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as to any employees within each category, supervisory and non-supervisory, that had been placed on the Montgomery Ward payroll from the date of the last accounting.

3. The non-discriminatory policy that Montgomery Ward agreed to follow and which they will continue to follow involves these steps:

- (a) That they will include a statement "Equal Opportunity Employer" in Montgomery Ward's employment ads.
- (b) That they will write to employment agencies with whom it normally has contact indicating its positive practice of non-discriminatory employment.
- (c) That they will send a representative of Montgomery Ward to the predominantly negro high schools in the area for the purpose of counseling students in the opportunities of retailing and retail distribution.

4. That the parties will continue to work together cooperatively in the future to attempt to effectuate the implementation of this non-discriminatory policy.

Dated: May 29, 1963.

Attorney for the Plaintiff

Attorney for the Defendants

Attorney for the Defendants

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18 DAVID JAMES, ELLA QUINN, BRUCE MacINTOSH,
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18 4. That the parties will continue to work together
19 cooperatively in the future to attempt to effectuate the
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25 Attorney for the Plaintiff

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31 Attorney for the Defendants
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