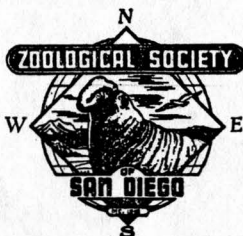


San Diego Zoological Garden

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



November 9, 1964

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Mr. Harold K. Brown
 Chairman
 Congress of Racial Equality
 2965 Imperial Avenue
 San Diego, California

Dear Mr. Brown:

I have your letter of October 26, 1964. You indicate in that letter that San Diego CORE is the spokesman for at least eight of eleven full time Zoo employees and two part time employees. While you do not identify for whom it is that you claim to speak, we presume that they are all persons who are members of Chauffeurs, Garage and Automotive Employees, Local 481, and are persons deriving all the benefits from the collective bargaining agreement existing between Local 481 and ourselves.

Your letter seems to indicate that one or more of these individuals claims to have been improperly treated by the Zoological Society. We do not believe that such is the case.

But our belief is not the important thing in this regard. Our employees are protected against improper treatment by the provisions of the collective bargaining agreement which was negotiated by the Union representing the employees for the benefit of just such employees. Any bona fide claim of mistreatment made by such an employee is properly the subject of the grievance procedure under the collective bargaining agreement. We meet with the aggrieved employee and his legally constituted representative, Local 481, to attempt to resolve the grievance. In the event that a satisfactory resolution of the grievance cannot be accomplished at such meeting, the collective bargaining agreement requires that the grievance be submitted to impartial arbitration. All parties have an absolute right to present all evidence they think pertinent to the arbitration board. The board hears the evidence and makes findings of fact. It decides whether or not there has been improper treatment of the grievant. If the arbitration board finds there has been improper treatment, it orders the appropriate

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November 19, 1964

remedy. This order will be enforced by our courts. We always stand ready to comply with any proper order of an arbitration board.

This grievance and arbitration process is one that has been zealously guarded and strengthened by the United States Supreme Court and by all persons who are interested in the fair, impartial, non-discriminatory and peaceful resolution of such problems. It is a process that has long been recognized as the essence of industrial democracy. It has been found to serve very well the interests of all parties and to protect the rights of every individual. It breeds respect for law, order and the rights of the individual. It creates harmony rather than disruption.

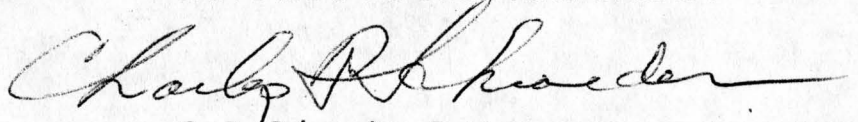
We want to have any bona fide grievance of such an employee processed promptly under the established procedure. We have in the past and shall in the future continue our program of insuring that all employees are aware of their rights in this regard. Such procedure protects the interest of all as well as protects the interest of the individual.

We have gone to considerable length in detailing the procedure and philosophy behind the collective bargaining agreement and its grievance process so that you can use your influence with those of our employees, for whom you indicate you speak, to insure that they utilize the established procedures for protecting their rights. Toward that end we enclose a dozen copies of this letter. You can make each fully aware of his right to pursue any claimed discrimination or improper treatment by the Zoological Society.

We hope that when you reflect on our situation at the Zoo as we have explained it, you will agree that we have taken every proper step to avoid any discriminatory practices in our relationships with our employees. We appreciate your interest and hope that you will remain among the legion of San Diegans that are loyal to the world's finest zoo.

Very truly yours,

SAN DIEGO ZOOLOGICAL GARDEN



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

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November 19, 1964

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