



SAFEWAY STORES, INCORPORATED

1930 Army Street, P.O. Box 3003, San Francisco, California

San Francisco, California, 94103

Dear Mr. [Name Redacted]:

We wish to acknowledge the fact that the Bay Area Chapters of the Congress of Racial Equality (CORE) have been in contact with the Safeway offices for discussions designed to improve communications between our representative offices and to discuss our mutual problems.

It has been Safeway's published policy since its inception, and recorded for years, that there shall be no discrimination in employment because of race, religious creed, color, ancestry, national origin or political or fraternal affiliation. No employee or candidate for employment is to be given special treatment or preference or denied equal opportunity because of his race, religious creed, color, ancestry, national origin or political or fraternal affiliation. This applies not only to hiring, promotion, work scheduling, but to all other activities as well.

In a memorandum to all Safeway Executives, our Chief Executive of the company stated:

"It is the job of every person in Safeway to see that Safeway's record for fair dealing remains unblemished and that each of us makes it our personal responsibility to enforce the policy completely."

It is in the spirit of this announced policy of Safeway that we assure you that we will continue to implement this policy with all possible means at our disposal. This includes:

1. To display prominently in each Safeway Store a notice to the effect that Safeway is an "Equal Opportunity Employer."
2. To issue written instructions reaffirming Safeway's non-discriminatory policy in hiring and promotion to all responsible officials, including general store managers, non-foods store managers, persons in charge of offices, warehouses, food plants, and other Safeway establishments.



SAFEGWAY STORES, INCORPORATED

1930 Army Street, P.O. Box 3093, San Francisco, California

October 15, 1961

We wish to acknowledge the fact that the Bay Area Chapters of the Congress of Racial Equality (CORE) have been in contact with the Safeway offices for discussions designed to improve communications between our representative offices and to discuss our mutual problems.

It has been Safeway's published policy since its inception, and recorded for years, that there shall be no discrimination in employment because of race, religious creed, color, ancestry, national origin or political or fraternal affiliation. No employee or candidate for employment is to be given special treatment or preference or denied equal opportunity because of his race, religious creed, color, ancestry, national origin or political or fraternal affiliation. This applies not only to hiring, promotion, work scheduling, but to all other activities as well.

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It is in the spirit of this announced policy of Safeway that we assure you that we will continue to implement this policy with all possible means at our disposal. This includes:

1. To display prominently in each Safeway Store a notice to the effect that Safeway is an "Equal Opportunity Employer."
2. To issue written instructions reaffirming Safeway's non-discriminatory policy in hiring and promotion to all responsible officials, including retail store managers, non-foods store managers, persons in charge of offices, warehouses, food plants, and other Safeway establishments.

3. To reaffirm to unions and public and private employment agencies Safeway's non-discriminatory policy in hiring, promotion, and Safeway's desire to recruit qualified members of minority groups. To re-establish contact with Oakland and Berkeley offices of the Department of Employment.
4. To include the phrase "Equal Opportunity Employer" in all the help wanted ads; to advertise job openings through appropriate Negro publications and radio.
5. To continue to train qualified minority group persons for promotional opportunities within the Safeway organization.
6. Safeway must at all times retain its management prerogative of determining where employees will work, but will not use this prerogative to discriminate against any minority or majority group.
7. For CORE to meet with responsible officials of Safeway within one month of our final conference, at which time Safeway officials will provide for CORE:
 - a. A statistical breakdown of all employees by job category and race (White, Negro, Spanish-American and All Other minorities) for each retail store, food plant, warehouse and office.
 - b. A factual and numerical account of progress to date in terms of hiring and promotion for all sections of the Safeway organization, and
 - c. A statistical summary by race (White, Negro, Spanish-American and All Other minorities) of those applying to take the D/E preliminary tests, those who pass the above tests, those who are interviewed by Safeway, those who satisfactorily complete such interview, and those who enter Safeway's training program.

Safeway is releasing this information for consideration and discussions within the framework of mutual cooperation and existing State laws for the purpose of securing more qualified employees from minority groups. Safeway reserves the right to discontinue furnishing such information if it appears that the information is not being used in the best interest of all parties.

8. To have regular meetings between Safeway officials and representatives of various CORE Chapters every three months, at which time progress during the preceding period will be reviewed. At this

time, up-to-date figures (as mentioned in 7b and 7c above) will be presented by Safeway officials.

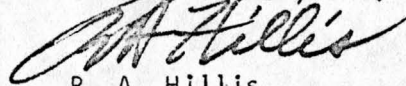
9. To agree to sponsor "Distributive Education Programs" in all local high schools specifically including schools with high proportion of minority enrollment.

The Company has been actively seeking qualified employees from minority groups and we sincerely welcome the assistance of CORE and other minority group leaders in this objective.

We have no objection whatsoever to your publishing this letter, if you so desire, as our announced policy.

Very truly yours,

SAFEWAY STORES, INC.



R. A. Hillis
Division Employee-Public
Relations Manager

RAH:pr

REPORT OF COMPOSITION OF WORK FORCE BY ETHNIC GROUPS
AS OF WEEK ENDING SEPTEMBER 21, 1963

Composite Report for Safeway Operations in the Greater San Francisco Bay Area

Ethnic Group (by sight)	Retail Operations			SAFEGWAY OPERATION Supply Operations						Safeway Brands Supply	Service Operations Adm. Office & Service Depts.	Totals by Ethnic Groups
	Retail Stores	Whse. & Trking.	Adm. & Cleric.	Prod. Supply	Meat Supply	Bakery Supply	Dairy & Egg	Brookside Supply				
White	2,689	504	173	252	14	318	191	231	92	263	4,727	
Negro	63	16	1	10	-	3	3	41	-	8	145	
Spanish-American	58	92	4	94	-	128	22	31	6	1	436	
All other Minorities	<u>90</u>	<u>17</u>	<u>5</u>	<u>10</u>	<u>-</u>	<u>6</u>	<u>6</u>	<u>13</u>	<u>-</u>	<u>11</u>	<u>158</u>	
TOTAL	2,900	629	183	366	14	455	222	316	98	283	5,466	