

CORE'S PROPOSALS TO MONTGOMERY WARD & CO.
REGARDING IMPROVED EMPLOYMENT PRACTICES

The San Diego Chapter of The Congress of Racial Equality make the following proposals to Montgomery Ward & Co. regarding improved employment practices:

1. That all stores issue a forthright statement of non-discriminatory policy with regard to hiring, up-grading, training, lay-offs, rehires and working conditions. Publicize it to employees at all levels, and to customers and the community. Make it explicit in training sessions, manuals and company publications.
2. Review the ethnic pattern of employees, job by job and department by department; if evidenced indicates reluctance or failure to hire or upgrade members of any group take appropriate action.
3. Include a nondiscrimination clause in union contracts, and in contracts with suppliers, vendors, concessioners and services. Insist on compliance.
4. Advertise job vacancies in minority news media. State "all qualified applicants welcome" or the equivalent.
5. Utilize mass media and company publications to project and image of the company as employing minority workers. Publicize the achievements of those employees.
6. Make your needs known to minority churches, school principals, teachers and counselors and to organizations such as NAACP, CORE, Urban League, and agencies affiliated with community welfare councils.
7. Encourage minority employees to refer qualified friends and relatives; place job orders with the State Employment Service.
8. Display The FEPC poster where applicants and interviewers will see it.
9. Make a conscious effort to place members of minority groups in positions or departments which they have not previously entered, especially in "public contact" positions.
10. Tally applicants and referrals by ethnic group for purposes of providing and account of "equal opportunity" practices on a continuous basis.
11. Meet with the proper representatives of CORE once a month for the next three months, and periodically thereafter to provide at that time an up-to-date compilation of breakdown of workforce within the category of supervisory and non-supervisory of the present white, non-white and negro people.
12. Place minority workers in trainee positions, especially those which lead to skilled, supervisory or executive levels through an in-service program.

L Probably not in northern agreement.

GE follow up court

Civil Service City

From: San Diego chapter of the Congress of Racial Equality (CORE)
To: Montgomery Ward & Company
Subj: CORE's proposals to Montgomery Ward & Company regarding improved employment practices for the purpose of substantially increasing the number of minority personnel in all job categories

The following proposals are made to Montgomery Ward & Company regarding improvement of employment practices:

1. That all stores issue a forthright statement of non-discriminatory policy with regard to hiring, upgrading, training, lay-offs, rehires and working conditions. Publicize it to employees at all levels, and to customers and the community. Make it explicit in training sessions, manuals and company publications.
2. Review the ethnic pattern of employees, job by job and department by department; if evidence indicates reluctance or failure to hire or upgrade members of any group, take appropriate action.
3. Include a nondiscrimination clause in union contracts, and in contracts with suppliers, vendors, concessioners and services. Insist on compliance.
4. Advertise job vacancies in minority news media. State "all qualified applicants welcome" or the equivalent.
5. Utilize mass media and company publications to project an image of the company as employing minority workers. Publicize the achievements of those employees.
6. Make your needs known to minority churches, school principals, teachers and counselors and to organizations such as NAACP, CORE, Urban League, and agencies affiliated with community welfare councils.
7. Encourage minority employees to refer qualified friends and relatives; place job orders with the State Employment Service.
8. Display the FEPC poster where applicants and interviewers will see it.
9. Make a conscious effort to place members of minority groups in positions or departments which they have not previously entered, especially in "public contact" positions.
10. Tally applicants and referrals by ethnic group. (Caution: Do not record the racial or ethnic identity of individuals on pre-employment forms or records.)
11. Meet with the proper representatives of CORE once a month for the next three months, and periodically thereafter to provide at that time an up-to-date compilation of breakdown of workforce within the category of supervisory and non-supervisory of the present white, non-white and Negro people.
12. Place minority workers in trainee positions, especially those which lead to skilled, supervisory or executive levels through an in-service program.

From: San Diego chapter of the Congress of Racial Equality (CORE)
To: Montgomery Ward & Company
Subj: CORE's proposals to Montgomery Ward & Company regarding improved employment practices for the purpose of substantially increasing the number of minority personnel in all job categories

The following proposals are made to Montgomery Ward & Company regarding improvement of employment practices:

1. That all stores issue a forthright statement of non-discriminatory policy with regard to hiring, upgrading, training, lay-offs, rehires and working conditions. Publicize it to employees at all levels, and to customers and the community. Make it explicit in training sessions, manuals and company publications.
2. Review the ethnic pattern of employees, job by job and department by department; if evidence indicates reluctance or failure to hire or upgrade members of any group, take appropriate action.
3. Include a nondiscrimination clause in union contracts, and in contracts with suppliers, vendors, concessioners and services. Insist on compliance.
4. Advertise job vacancies in minority news media. State "all qualified applicants welcome" or the equivalent.
5. Utilize mass media and company publications to project an image of the company as employing minority workers. Publicize the achievements of those employees.
6. Make your needs known to minority churches, school principals, teachers and counselors and to organizations such as NAACP, CORE, Urban League, and agencies affiliated with community welfare councils.
7. Encourage minority employees to refer qualified friends and relatives; place job orders with the State Employment Service.
8. Display the FEPC poster where applicants and interviewers will see it.
9. Make a conscious effort to place members of minority groups in positions or departments which they have not previously entered, especially in "public contact" positions.
10. Tally applicants and referrals by ethnic group. (Caution: Do not record the racial or ethnic identity of individuals on pre-employment forms or records.)
11. Meet with the proper representatives of CORE once a month for the next three months, and periodically thereafter to provide at that time an up-to-date compilation of breakdown of workforce within the category of supervisory and non-supervisory of the present white, non-white and Negro people.
12. Place minority workers in trainee positions, especially those which lead to skilled, supervisory or executive levels through an in-service program.