[MS-0436.002.010.001]

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 SELLARS, DOUGLAS JONES, INGE POWELL, ROSYLN 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.	No. 332495 STIPULATION

Conference held May 28, 1963.

HAGAR, CROSBY & ROSSON, Attorneys, by JUSTIN M. ROACH, JR., Esq., appeared as counsel for the plaintiff.

BEVERLY AXELROD and EDISES, GROSSMAN and GREGAN, Attorneys, by MALCOLM S. BURNSTEIN, 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

EDGAR F. JONES
Official Court Reporter
Court House
Oakland, California

Chapter of CORE will be withdrawn from any Montgomery Ward establishment immediately or coincidentally with the filing of dismissal of the complaint without prejudice.

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

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

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

(c) That thereafter the representatives of Montgomery Ward will meet with proper representatives of CORE once a month for the next three months, and then periodically thereafter to provide at that time up-to-date compilation of the breakdown within the categories of supervisory and non-supervisory of the present white, none-white and negro people on the payroll of its Oakland-San Leandro operation.

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

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COURT HOUSE
OAKLAND, CALIFORNIA

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

EDGAR F. JONES
Official Court Reporter
COURT HOUSE
OAKLAND, CALIFORNIA

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 SELLARS, DOUGLAS JONES, INGE POWELL, ROSYLN 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.	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 AXELROD and EDISES, GROSSMAN and GROGAN, Attorneys, by MALCOLM S. BURNSTEIN, Esq., appeared as counsel for the defendants.

The following is agreed between the parties:

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

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

(c) That thereafter the representatives of Montgomery Ward will meet with proper representatives of CORE once a month for the next three months, and then periodically thereafter to provide at that time up-to-date compilation of the breakdown within the categories of supervisory and non-supervisory of the present white, none-white and negro people on the payroll of its Oakland-San Leandro operation

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

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 27, 1963

Attorney for the Plaintiff

Attorney for the Defendants

Attorney for the Defendants