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January 1965

In case some information gathered was not repeated in your conversations with Zoo employees or detailed in my initial report, the following is submitted:

Hiring and Promotion Practices

1.It is stated that a good deal of hiring at the Zoo is done through the " "buddy" system. That is, the boss hires his personal friends from the outside, or he might ask a worker if he has a friend who mught be interested in a job. If this is so,THIS NEGATES EQUAL OPPORTUNITY,FAIR COMPETITION, and makes hiring somewhat of a "closed affair".

2. Reportedly, a Negro woman applied for a clerical job and was promptly given a tour of the restroom and acquainted with the duties of a custodian.

3. It is stated that a Negro student in his third year of college applied for a job as a vendor filler last year. He was offered a job as custodian. After interviewing for this job, he was told he was too highly qualified for it. He was NOT hired for that or A MORE SUITABLE JOB FOR WHICH HE WAS QUALIFIED TO HOLD. *

4. Of all the students hired last year, ONLY ONE (1) WAS NEGRO (the son of a custodian). He was assigned to a clean-up detail.
Many students work as clerks inthe stands, drivers of sight-seeing buses, fillers of refreshment vendors, etc.

5. It is reported that upon being hired, some of the Negro employees were told there would be NO POSSIBILITY OF ADVANCEMENT.

6. Some cases were reported in which these workers were discouraged from taking tests for other jobs.

Working Conditions of Women Custodians

1. Heavy-cleaning jobs such as "hosing down" the restrooms are done. Elsewhere these jobs are done by men. (Check Civil Service Custodians)

2. They have NO LOCKER or LOUNGE PRIVILEGES whihh means:

(Reportedly, a custorian was FIRED for using the lounge)

A. No hot water to wash themselves after working all day in filth.

B. No Priviate place to store or change into clean clothes.

C. No place to eat lunch when it rains except under an umberlla or in the restroom.

D. No heat in restrooms and no place to go to warm-up on cold days. (Some women have been forced to purchase and take their own heaters in order to keep warm enough to keep working)

E. No place ot sit on "breaks" or rest when they feel ill.

This is in violation of the California Labor Code, Section 1253

"Every employer in any establishment employing any female, shall provide suitable seats for all female employees and shall permit them to use such seats when they are not engaged in the active duties of their employment."

It is said that a few years ago one of these women was found unconscious on the floor of the restroom. She had become ill with pneumania, fainted, and fallen off her APPLE CRATE.
(The Custodians provide their own apple crates alsO)