

United Stanford Employees has been working to improve job conditions at Stanford for the past year and a half. We are fully in support of the efforts put forward by the Black caucus to rectify the legal and medical problems caused by the police assault on last week's demonstrators. We have been invited by the Black caucus to add our demands to those already published. Our membership in the Medical School and the Hospital has agreed wholeheartedly that we should present the following:

1. REHIRE SAM BRIDGES. We do not wish to judge his guilt or innocence; however we feel that enough evidence has come to light regarding the circumstances of his firing, and about the administrative practices in the Engineering Dept., that Mr. Bridges ought to be rehired immediately.
2. NO LAYOFFS AT STANFORD. The process exists for transferring those people face being laid off into other openings within the University. The problem is that the departments are now acting without consulting Personnel. We believe the Personnel Office should enforce its own policies and require each Department to furnish adequate information and lead time so that new jobs may be found for those persons needing them. We further believe that in the event no job is available for the individual, that he ought to have the option of taking re-training classes sponsored by Stanford, to enable him to find employment within the University. SINCE STANFORD DOES NOT HAVE UNEMPLOYMENT INSURANCE, THIS DEMAND IS PARTICULARLY SIGNIFICANT.
3. EQUAL BENEFITS AT THE HOSPITAL AND MEDICAL SCHOOL. Presently, the Hospital workers do not receive the tuition benefits for their children which Medical School people receive. This discrepancy is unfair. The health and retirement programs, as well, ought to be exactly the same for both groups.
4. EQUAL MINIMUM WAGE. The minimum wage of \$450 a month in the Hospital is \$50/month HIGHER than in the medical school, and this larger sum was won only after a concentrated and united effort by Hospital workers. We believe that all workers should receive the same minimum wage -- at least \$450 a month.

We hope the Stanford community will give these demands consideration and support us in our efforts to have Stanford adopt fair and equal employment practices.

UNITED STANFORD EMPLOYEES