

Demands given
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6-30-64
N-VAC
Non-Violent Action Committee
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After complaints of job discrimination by the Negro community N-VAC (Non-Violent Action Committee) began an investigation of Van De Kamps hiring policies.

N-VAC's investigation showed;

Out of 200 women in the Bakery only 3 were Negro. Of these 3 two were doing clean-up work, the third woman, after 7 years as a janitress, was just promoted to wrapper. There are some Negro men working in the Bakery, mostly in heavy-labor type jobs.

In the frozen food plant NONE of the 150 women employed there are Negro. There are 3 or 4 Negro janitors.

NONE of the 50 truck drivers are Negro.

NONE of the administrative staff are Negro.

Van De Kamp's has about 500 retail outlets for their bakery products. Each of these outlets have one or more Van De Kamp's girls working full time, even the Van De Kamp's shelf in the supermarket has a full time Van De Kamp's girl working there. Out of 550 of these girls only 5 are Negro and of these 5 two are only part-time relief girls. The 3 girls who have their own shelf are employed only in the Negro area.

N-VAC began negotiations with Van De Kamp's during the early part of February. However Van De Kamp's has refused to discuss their employment situation with us. They have refused to give us a complete statistical breakdown of their employees by race and job categories.

N-VAC is asking for;

- 1 A complete statistical breakdown of jobs by race and job category.
- 2 Immediate hiring of a certain number of Negroes as a show of good faith.
- 3 Compensatory hiring of Negroes in all job categories and all geographical areas, until a fair percentage of Negroes is reached.
- 4 Adjustment of promotion and training policies to ^{QUALIFY} ~~the~~ Negroes ^{FOR ALL JOB CATEGORIES} ~~a fair chance.~~
- 5 Publication of job openings and Van De Kamp's new fair hiring policy in the ^{MINORITY} ~~Negro~~ press.
- 6 Continuing reports to N-VAC by Van De Kamp's as to the progress made on these demands.
- 7 That no one presently employed by Van De Kamp's be fired to implement these demands.
- 8 *Use influence to drop legal charges*
The Non-Violent Action Committee is a local protest group dedicated to eliminating discrimination by direct action.

9 after agreement the two parties ~~to~~ cause to be known as the agreement
(Labor-Demanded)