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LEON H. SULLIVAN, MINISTER

CHURCH OFFICE
BALDWIN 3-5460

April 9, 1985

The Honorable George W. Crockett, Jr.
House of Representatives
Washington, DC 20025

Dear Mr. Crockett:

I write to you as one concerned about ways we may assist in the elimination of the terrible injustices suffered by the Black population of South Africa. The intent of this letter is to present to you positions which I support as the Congress weighs legislation relating to South Africa.

For the last six years I have advocated: (1) no new investments by U. S. companies in South Africa, (2) no new bank loans to the South African government or its agencies, (3) the banning of the sale of the Kruggerand, and (4) economic sanctions that will influence the South African government to abolish all apartheid laws. I continue to support these positions and urge legislation that will make them law.

Also, as the author of the Sullivan Principles, I advocate that the new amplified version of the Principles, which in addition to fair employment practices, call for U. S. companies to use their influence and resources to help eliminate apartheid, become mandatory for all U. S. companies and that these Principles be given "teeth" by the U. S. congress, with a stringent system of monitoring and the application of stiff penalties, including sanctions, embargoes, and loss of U. S. government contracts for non-compliance.

I also recommend legislation requiring companies from other nations who are doing business in the United States, with businesses in South Africa, to also comply with the Principles or their equivalent.

Your consideration and support of these views will be greatly appreciated. I thought it important that you know where I stand on this urgently important matter.

Sincerely,

Leon H. Sullivan

Leon H. Sullivan

APR 16 1985

LHS/ef

**THE (SULLIVAN)
STATEMENT OF PRINCIPLES
(FOURTH AMPLIFICATION)**

NOVEMBER 8, 1984

FIRST ISSUED MARCH 1977
1ST AMPLIFICATION JULY 1978
2ND AMPLIFICATION MAY 1979
3RD AMPLIFICATION NOVEMBER 1982
4TH AMPLIFICATION NOVEMBER 1984

STATEMENT of PRINCIPLES

of U.S. Firms with Affiliates

in the

REPUBLIC of SOUTH AFRICA

Non-segregation of the races in all eating, comfort and work facilities.

Equal and fair employment practices for all employes.

Equal pay for all employes doing equal or comparable work for the same period of time.

Initiation of and development of training programs that will prepare, in substantial numbers, Blacks and other non-whites for supervisory, administrative, clerical and technical jobs.

Increasing the number of Blacks and other non-whites in management and supervisory positions.

Improving the quality of employes' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.



Reverend Leon H. Sullivan

INTRODUCTION

In early 1977, I announced the endorsement of an initial twelve American firms to a set of six principles to promote racial equality in employment practices for U.S. firms operating in the Republic of South Africa to promote programs which can have a significant impact on improving the living conditions and quality of life for the non-white population, and to be a major contributing factor in the end of apartheid.

The Statement of Principles was amplified on June 6, 1978 as a result of the world-wide interest and the momentum gained through its implementation. Again on May 1, 1979 the Statement of Principles was amplified to incorporate changes in the industrial setting, laws, and social conditions. Also as emerging needs became more evident, goals and objectives were established to encompass them.

Past amplifications have been a continuation of the evolutionary nature of the Principles to maximize their impact in being a major contributing factor toward the ending of apartheid. They reflect activities undertaken in the implementation of the Principles in an evolving and dynamic manner. Since the initiation of the Principles, we have seen the growth and participation of U. S. Companies increase from 12 to 128.

Previous amplifications have required a more stringent implementation of the Principles including increased dimensions of activities, more sensitivity to employee concerns, a broadened scope of union recognition, further direction for training and promoting non-whites to all levels of company operation, and certified reporting. Through it all I have continued to stress to the companies the importance of on-going communications and consultations with Black leaders living in South Africa.

The new amplification represents another step in the efforts of the companies, and calls for U. S. companies to deal more directly with laws and customs which impede social and political justice.

STATEMENT of PRINCIPLES

of U.S. Firms with Affiliates

in the

REPUBLIC of SOUTH AFRICA

Principle I Non-Segregation of the races in all eating, comfort and work facilities

Each signator of the Statement of Principles will proceed immediately to:

- **Eliminate all vestiges of racial discrimination.**
- **Remove all race designation signs.**
- **Desegregate all eating, comfort and work facilities.**

Principle II Equal and fair employment practices for all employees

Each signator of the Statement of Principles will proceed immediately to:

- **Implement equal and fair terms and conditions of employment.**
- **Provide non-discriminatory eligibility for benefit plans.**
- **Establish an appropriate and comprehensive procedure for handling and resolving individual employee complaints.**
- **Support the elimination of all industrial racial discriminatory laws which impede the implementation of equal and fair terms and conditions of employment, such as abolition of job reservations, job fragmentation, and apprenticeship restrictions for Blacks and other non-whites.**
- **Support the elimination of discrimination against the rights of Blacks to form or belong to government registered and unregistered unions and acknowledge generally the rights of Blacks to form their own unions or be represented by trade unions which already exist.**
- **Secure rights of Black workers to the freedom of association and assure protection against victimization while pursuing and after attaining these rights.**
- **Involve Black workers or their representatives in the development of programs that address their educational and other needs and those of their dependents and the local community.**

Principle III Equal pay for all employees doing equal or comparable work for the same period of time

Each signator of the Statement of Principles will proceed immediately to:

- **Design and implement a wage and salary administration plan which is applied equally to all employees, regardless of race, who are performing equal or comparable work.**
- **Ensure an equitable system of job classifications, including a review of the distinction between hourly and salaried classifications.**

- Determine the extent upgrading of personnel and/or jobs in the upper echelons is needed, and accordingly implement programs to accomplish this objective in representative numbers, insuring the employment of Blacks and other non-whites at all levels of company operations.
- Assign equitable wage and salary ranges, the minimum of these to be well above the appropriate local minimum economic living level.

Principle IV Initiation of and development of training programs that will prepare, in substantial numbers, Blacks and other non-whites for supervisory, administrative clerical and technical jobs

Each signator of the Statement of Principles will proceed immediately to:

- Determine employee training needs and capabilities, and identify employees with potential for further advancement.
- Take advantage of existing outside training resources and activities, such as exchange programs, technical colleges, and similar institutions or programs.
- Support the development of outside training facilities, individually or collectively - including technical centers, professional training exposure, correspondence and extension courses, as appropriate, for extensive training outreach.
- Initiate and expand inside training programs and facilities.

Principle V Increasing the number of Blacks and other non-whites in management and supervisory positions

Each signator of the Statement of Principles will proceed immediately to:

- Identify, actively recruit, train and develop a sufficient and significant number of Blacks and other non-whites to assure that as quickly as possible there will be appropriate representation of Blacks and other non-whites in the management group of each company at all levels of operations.
- Establish management development programs for Blacks and other non-whites, as needed, and improve existing programs and facilities for developing management skills of Blacks and other non-whites.
- Identify and channel high management potential Blacks and other non-white employees into management development programs.

Principle VI Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities

Each signator of the Statement of Principles will proceed immediately to:

- Evaluate existing and/or develop programs, as appropriate, to address the specific needs of Black and other non-white employees in the areas of housing, health care, transportation and recreation.
- Evaluate methods for utilizing existing, expanded or newly established in-house medical facilities or other medical programs to improve medical care for all non-whites and their dependents.

- Participate in the development of programs that address the educational needs of employees, their dependents, and the local community. Both individual and collective programs should be considered, in addition to technical education, including such activities as literacy education, business training, direct assistance to local schools, contributions and scholarships.
- Support changes in influx control laws to provide for the right of Black migrant workers to normal family life.
- Increase utilization of and assist in the development of Black and other non-white owned and operated business enterprises including distributors, suppliers of goods and services and manufacturers.

INCREASED DIMENSIONS OF ACTIVITIES OUTSIDE THE WORKPLACE

- Use influence and support the unrestricted rights of Black businesses to locate in the Urban areas of the nation.
- Influence other companies in South Africa to follow the standards of equal rights principles.
- Support the freedom of mobility of Black workers to seek employment opportunities wherever they exist, and make possible provisions for adequate housing for families of employees within the proximity of workers employment.
- Support the ending of all apartheid laws.

With all the foregoing in mind, it is the objective of the companies to involve and assist in the education and training of large and telling numbers of Blacks and other non-whites as quickly as possible. The ultimate impact of this effort is intended to be of massive proportion, reaching and helping millions.

PERIODIC REPORTING

The Signatory Companies of the Statement of Principles will proceed immediately to:

- Report progress on an annual basis to Reverend Sullivan through the independent administrative unit he has established.
- Have all areas specified by Reverend Sullivan audited by a certified public accounting firm.
- Inform all employees of the company's annual periodic report rating and invite their input on ways to improve the rating.

There will be a continuing review and assessment of these guidelines in light of changing social circumstances in South Africa as well as the results of Progress Report evaluations, and periodic on-site monitoring in South Africa.

Fourth Amplification
November 8, 1984

For additional information
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