

But much more must be done. **The Anti-Bakke Decision Coalition (ABDC)** is initiating a national campaign against the Sears Suit. Our aims are to:

- force Sears to drop its suit and defend affirmative action;
- have Sears provide back pay and damages for its past discrimination of minority and women workers;
- demand that Sears meet federal guidelines and establish an effective affirmative action hiring and promotions program.

Activities will include an education and outreach program to civil rights, labor, community, student and religious organizations as well as all justice minded people. We will be conducting a petition drive, organizing informational picket lines at selected Sears stores, and calling on the public to **"Don't Shop Sears"** and turn in their credit cards. We will be coordinating our efforts with other groups around the country fighting against the Sears suit and working around the issue of affirmative action. Particularly important is the task of linking the Sears suit to the ongoing fight around the Weber case which will be decided upon by the Supreme Court very soon.

We encourage everyone to join us in building this national campaign against Sears. **Drop the Sears Suit! Defend Affirmative Action! Fight Discrimination and National Oppression!**



#### HOW YOU CAN HELP

1. Endorse the campaign against the Sears suit, and actively join and participate in building the campaign with the ABDC.
2. Circulate petitions asking people to oppose the Sears suit and to Support Affirmative Action.
3. Organize a presentation or program to your union, caucus, community organization, school or congregation. Help to distribute posters, buttons, brochures, and literature about the Sears suit to your friends and neighbors.
4. Join with us in informational picketing of selected Sears stores. **"DON'T SHOP SEARS."**

Send in a financial contribution to support the campaign.

**DON'T SHOP SEARS!  
DEFEND AFFIRMATIVE ACTION —  
FIGHT NATIONAL OPPRESSION!**

## ANTI-BAKKE DECISION COALITION

The **Anti-Bakke Decision Coalition** is a nationwide coalition of many student, community and labor organizations. We originally formed to build a broad mass movement to defeat the racist Bakke decision. Since the U.S. Supreme Court decision on June 28, 1978, we have continued to organize around the "effects" of Bakke — the attacks on affirmative action and other day to day issues affecting working and oppressed people. We pay particular attention to fighting the national oppression and discrimination of minority nationalities, and in this context, many **ABDC** chapters have initiated campaigns to Stop the Sears Suit.

We encourage groups and individuals to work with and join the **ABDC**. You can contact our National Office or local chapters at the following addresses:

#### National Office

558 Capp Street  
San Francisco, Ca. 94110  
(415) 648-280

#### Atlanta

P.O. Box 769  
Atlanta, Ga. 30301

#### Boston

56 Linnaean, Box 187  
Cambridge, Mass. 02138

#### Chicago

P.O. Box 87245  
Chicago, Ill. 60680

#### Los Angeles

c/o EPIC  
5151 State University Drive  
Los Angeles, Ca. 90032

#### New York

c/o P.C.P.A.  
126 Division Street  
New York City, N.Y. 10002

#### Sacramento

941 33rd Street  
Sacramento, Ca. 95818

#### San Francisco

558 Capp Street  
San Francisco, Ca. 94110

#### San Jose

1531 Florida  
San Jose, Ca. 95122

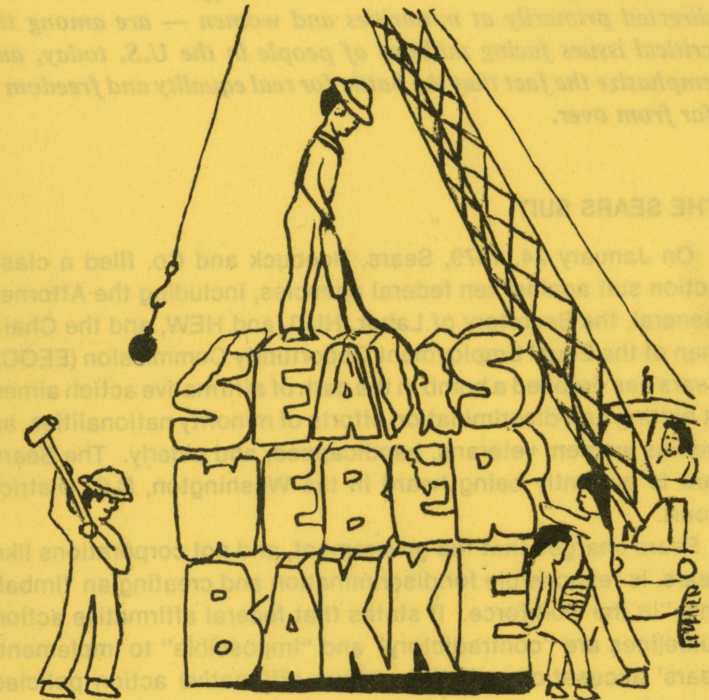
#### Santa Barbara

1142 W. Hemlock  
Oxnard, Ca. 93030



Labor donated

## DROP THE SEARS SUIT



**Stop the attacks on  
affirmative action!**

*A pamphlet by the*  
**ANTI-BAKKE DECISION COALITION**

*Affirmative Action is under fire. The Bakke Decision, the Weber Case, and now the Sears Suit — all are part of the flood of law suits aimed at declaring affirmative action illegal and unconstitutional and setting back the fight against discrimination and national oppression. These attacks on affirmative action — directed primarily at minorities and women — are among the critical issues facing millions of people in the U.S. today, and emphasize the fact that the battle for real equality and freedom is far from over.*

### THE SEARS SUIT

On January 24, 1979, Sears, Roebuck and Co. filed a class action suit against ten federal agencies, including the Attorney General, the Secretary of Labor, HUD, and HEW, and the Chairman of the Equal Employment Opportunity Commission (EEOC). Sears has dropped a bomb in the path of affirmative action aimed at halting anti-discrimination efforts of minority nationalities, as well as women, veterans, handicapped, and elderly. The Sears Suit is currently being heard in the Washington, D.C. District Court.

Sears charges that the government, and not corporations like Sears, is responsible for discrimination and creating an "imbalance" in the workforce. It states that federal affirmative action guidelines are "contradictory" and "impossible" to implement. Sears' accusations pit the various affirmative action policies against each other — for example, they state that the 1978 Age Discrimination in Employment Act restricts opportunities for women and minorities, and that the G.I. Bill of Rights and other veterans opportunity programs have created a white-male dominated workforce. Sears' solution is to wipe out all affirmative action programs!

### SEARS: GUILTY OF DISCRIMINATION

Sears corporation is trying to pass off as the knight in shining armor, clamoring that it would be hiring more minorities and women if the federal government bad guys would quit interfering. But a close look at Sears' track record reveals that its corporation, as well as the federal government, is guilty of long standing racism and discrimination.

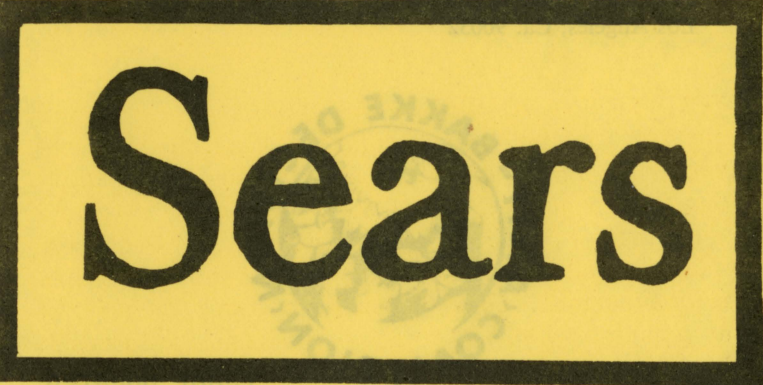
Sears is the largest retail corporation in the U.S., with over \$18 billion in annual sales. It is also the second largest private employer of women.

- \* Since 1964, it has been hit with over 1,500 law suits and charges of discrimination violations.
- \* Sears has paid women as much as \$300 less than men for performing certain identical jobs.
- \* Blacks and other minorities are kept in the lowest paying jobs, and discrimination in hiring has been cited.

No wonder Sears has over \$80 million in law suits pending against them. In 1973, the EEOC charged Sears (along with General Motors, Ford, and General Electric) with discrimination violations. In 1977, EEOC voted two to one against Sears and the case is still being reviewed. It has been reported that the EEOC is preparing to file a \$30 million-plus suit against Sears, similar to ones that forced General Electric to pay \$32 million and the Steel industry \$31 million.

The Sears Suit is clearly a diversionary tactic. By pointing the finger at the federal government and asking the courts to prohibit the use of statistics used in the EEOC claim against Sears, it hopes to counter and undercut the EEOC's discrimination suit. It is also a way for Sears to duck the \$80 million in pending claims against them. Sears also wants the courts to approve its hiring program, and thereby sidestep any attempts to force Sears to provide back-pay and other damages for its past discriminatory practices.

**DON'T SHOP**



**Sears**

### FEDERAL GOVERNMENT:

### OTHER SIDE OF THE SAME GUILTY COIN

The federal government, the "defendants" in the case, is also guilty of racism and discrimination. With the Civil Rights marches, the freedom rides and boycotts, the Third World strikes and urban rebellions, millions of people blew the lid off the myth of "American democracy" and the "land of freedom, equality and justice for all." The centuries-old legacy of slavery, Jim Crow segregation, and national oppression was alive and flourishing in all spheres of U.S. society. Relying on the strength and unity of the people, we demanded and won important gains and programs that improved the living conditions of the masses of people.

The U.S. government tried, but failed, to suppress this mass movement with its national guard, police squads and legislation. Faced with no alternative, it was forced to implement programs like affirmative action, the Civil Rights Act, and other small reforms.

These steps fell far short of eliminating discrimination and national oppression. Programs that did exist have never been fully enforced, as the government violated its own anti-discrimination provisions. Now, with the Sears Suit, both the government and big corporations like Sears are let off the hook — it provides them with a legal basis to dismantle affirmative action programs that they never wanted in the first place.

Sears and the Federal government are like two thieves both guilty of robbing and discriminating against the people. Neither support affirmative action and would like nothing better than to add it to their long list of cutbacks and attacks on the working and living standards of the masses of people.

### PROTESTS MOUNT AGAINST SEARS STORES

In the past few months, many groups have launched protests against the Sears suit and its attack on affirmative action. Several groups, including Operation PUSH, have begun a national petition drive against Sears. The National Newspaper Publishers Association, made up of independent Black publishers, has called for a four month boycott of all Sears stores. Various Civil Rights organizations have also spoken out against the Sears suit and its attacks on the rights of minorities.