

January, 1994

Things were quiet during the holidays but we have a call scheduled with Cyrus and his boss Michael Hausfeld to discuss the real possibility of a class action suit. During Dec. Sil and I applied for right to sue letters from the EEOC. While I still have a lot of questions I am starting to see the real possibilities. Florence has been able to get a lot of good data regarding the number of AA's in grades and salaries. Things in my group look hopeless, even with all the turnover and a few changes in assignment I don't see any career development towards the next move.

Mid-January

NN announced that she is leaving to go to an investment bank. I am going to ask for her position, it will be a small promotion but at least it would represent some career progress.

During my review she said I rated an "S". That should definitely put me in line for a promotion.

She gave it back to me and said Senior mgmt said I was uppity and reduced it to a G+
this my third G+.

February, 1994

Cyrus has sent us the final draft of the complaint it reads Roberts vs Texaco. Have been having doubts about this, a real push pull kind of feeling. Sil has expressed many of the same feelings it seems like when I am pushing he is pulling away and vice versa.

Perhaps we are a good balance or we are both completely nuts. He has three small kids, a wife, a mortgage. I have Staci with one more year of high school and four years of college. I am just now getting financially stable from the divorce. No doubt we are both nuts.

Mid-February, 1994

Shelby called us in his office to announce NN's replacement. It was not me. They are bringing JB back to finance from AE. I don't understand the connection, he has no pension experience and he wasn't well regarded in the finance group. I was so stunned I couldn't speak, I know I had a dumb smile on my face while SF was talking. Brad Lawson spoke up and said what about Bari she has twenty years of experience. Sf didn't answer. Brad said well JB doesn't have any pension experience SF said well Bari will just have to help train him. I was so humiliated

that for the first time in my corporate career I wanted to cry. I got physically sick to my stomach.

But, I will never give these good ol' boys the satisfaction of making me break down. I talked to Sil and they are fucking with him to regarding his rating a G- for the second year in a row with all kinds of subjective reasons why. He showed me a letter he had constructed complaining about racism from RG and PW. The letter almost made me cry he is in such pain and humiliation. I advised him to tone the letter down and let it sit a couple of days before he sends it. Ultimately I know now that we both are in the same frame of mind. No pulling back. We are going to call Cyrus and start pushing for the filing of this suit asap.

March 10, 1994

Cyrus called to say that the complaint was finished and that he was sending a copy fedex for Sil and I to read and make any changes. They plan to file it in the White Plains federal court on March 23. I am feeling very anxious and apprehensive. There is no turning back now. This company is so racist and obvious. I hope I can last the three years. Cyrus also said they put in comments about the past retaliation of the company and that they will insist to the judge that he speak to TX regarding any retaliation against us. Also the complaint has only Sil and I, they decided that Florence should not be a lead plaintiff. I'm sure she's relieved.

March

Cyrus called and said they want to make a few changes to the document and it will probably be filed on the thirtieth. In the meantime Sil has received a letter from Ulrich asking him to take the racism charges out of his PMP appeal and that he would probably increase his rating or at least his pay. What kind of system is this that they can do these kinds of things arbitrarily. We get to add this letter to our documentation for the case. Maybe the delay isn't so bad. I just have to get through the weekend.

March

I have been on pins and needles all day. I haven't heard whether or not the complaint has been delivered to the 3rd floor. The waiting is getting hard. I guess we will hear something from CM tonight.

March

The complaint was served to TX however it was quiet today. CM said it may take a couple of days for it to hit the press. There is no turning back now. I feel both