

COMMITTEE ON FAIR EMPLOYMENT PRACTICE
Mc Z

2 July 1943

MEMORANDUM

TO: The Assistant Secretary for Air

1. Reference is made to the attached copy of a memorandum of 14 June 1943, from the Director of Civilian Personnel and Training, Office of the Secretary of War, with respect to the complaint of Mr. Luther Somers, who alleged that racial discrimination was practiced against him in his effort to secure employment as a Student Instructor in the Army Air Forces Technical Training School, Chicago, Illinois.
2. Paragraph 5 of this memorandum clearly shows that Mr. Somers was denied employment as a Student Instructor because of his race or color in violation of Executive Order 8802 of 25 June 1941, as amended by Executive Order No. 9346 of 27 May 1943.
3. Inasmuch as it appears that Mr. Somers was not employed solely because it was deemed impracticable to detail him for temporary duty at St. Louis University, St. Louis, Missouri, with which the Army Air Forces has a contract for the training of Student Instructors for duty with Headquarters, Chicago Schools AAFTTC, Chicago, Illinois, and Scott Field refused the request for acceptance of additional colored persons for training, it is recommended that steps be taken to provide training for colored applicants at either Scott Field or some civilian school which accepts Negro students.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

C. T. Gibson
[Signature]

2 July 1943

MEMORANDUM

TO: The Assistant Secretary for Air

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2. Paragraph 5 of this memorandum clearly shows that Mr. Somers was denied employment as a Student Instructor because of his race or color in violation of Executive Order 8802 of 25 June 1941, as amended by Executive Order No. 9346 of 27 May 1943.
3. Inasmuch as it appears that Mr. Somers was not employed solely because it was deemed impracticable to detail him for temporary duty at St. Louis University, St. Louis, Missouri, with which the Army Air Forces has a contract for the training of Student Instructors for duty with Headquarters, Chicago Schools AAFTC, Chicago, Illinois, and Scott Field refused the request for acceptance of additional colored persons for training, it is recommended that steps be taken to provide training for colored applicants at either Scott Field or some civilian school which accepts Negro students.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

30 June 1943

MEMORANDUM

TO: The Assistant Secretary of War for Air

1. Reference is made to the attached memorandum of 14 June 1943, from the Director of Civilian Personnel and Training of the Office of the Secretary of War with respect to the complaint of Mr. Luther Somers, who alleged that racial discrimination was practiced against him in his effort to secure employment as a Student Instructor in the Army Air Forces Technical Training School, Chicago, Illinois.

2. Paragraph 5 of this memorandum clearly shows that Mr. Somers was denied employment as a Student Instructor because of his race or color in violation of Executive Order 8802 of 25 June 1941, as is amended by Executive Order No. 9346 of 27 May 1943. Inasmuch as it appears that Mr. Somers was not employed solely because it was deemed impracticable to detail him for temporary duty at the St. Louis University, St. Louis, Missouri, with which the Army Air Forces has a contract for the training of Student Instructors for duty with Headquarters, Chicago Schools AAFTC, Chicago, Illinois and Scott Field refuses the request for acceptance of additional colored persons for training, it is recommended that steps be taken to provide training for colored applicants at either Scott Field or some civilian school which accepts Negro students.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy 5
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30 June 1943

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TO: The Assistant Secretary of War for Air

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2. Paragraph 5 of this memorandum clearly shows that Mr. Somers was denied employment as a Student Instructor because of his race or color in violation of Executive Order 8802 of 25 June 1941, as amended by Executive Order No. 9346 of 27 May 1943. Inasmuch as it appears that Mr. Somers was not employed solely because it was deemed impracticable to detail him for temporary duty at the St. Louis University, St. Louis, Missouri, with which the Army Air Forces has a contract for the training of Student Instructors for duty with Headquarters, Chicago Schools AAFTC, Chicago, Illinois and Scott Field refuses the request for acceptance of additional colored persons for training, it is recommended that steps be taken to provide training for colored applicants at either Scott Field or some civilian school which accepts Negro students.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 14, 1943

MEMORANDUM TO: Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary of War

1. This is in reference to your memorandum of March 5, 1943, relative to Mr. Lutner Somers who alleged that racial discrimination was practiced against him in his efforts to secure employment as a Capitalized Student Instructor in the Army Air Forces Technical School, Chicago, Illinois.

2. A report in this connection has been received in this office and it is learned that Mr. Somers reported to the Army Air Forces Technical Training School on February 11, 1943 in reply to a letter requesting his availability for employment as a Student Instructor from an application filed with the Civil Service Commission and certifying that he was available and qualified for such position with the Army Air Forces Technical Training School, Radio School #5, Chicago, Illinois, in the capacity of Student-Instructor, Radio Operator.

3. The contract school for training of Student-Instructors for duty with Headquarters, Chicago Schools, AAFTTC, Chicago, Illinois, is located at St. Louis University, St. Louis, Missouri. The State Laws in Missouri prohibit the attendance at a public school of both colored and white students. The fact that the Missouri State Law prevented the mixed training of colored and white students was first brought to attention when one of the stations hired and sent a colored Civil Service student instructor to St. Louis University for training. The St. Louis University being a private, non-tax supported school, could, if they saw fit, accept colored persons for attendance at the school, but due to the fact that there are no schools in the State of Missouri tax supported, or otherwise, who accept both negroes and white, it was impracticable for that Headquarters to issue the necessary orders detailing Mr. Somers for temporary duty at St. Louis University for the required course of instruction which would qualify him upon satisfactory completion of the course as a Junior Instructor with Headquarters, Chicago School, Army Air Forces, Technical Training Command.

4. On November 9, 1942, the Commanding General, AAFTTC, St. Louis, Missouri, requested by wire the number of colored civilian instructors who were available for colored technical training school, including status and Civil Service rating and a follow-up letter furnishing names



and additional information on these instructors. On December 11, 1942 the Chicago School, AAF TTC received a wire from the Commanding General, AAF TTS, St. Louis, Missouri, requesting that colored instructors on duty at that school be transferred to Scott Field without delay for training colored students in Radio to be conducted at Scott Field. Orders were issued transferring (6) colored radio instructors from the Chicago School, Army Air Forces Technical Training School, which was the number of colored persons employed at that time.

5. At a later date another colored persons applied for a job as student-instructor. Permission was requested of the Commanding General, AAF TTC, St. Louis, Missouri, for this person to be included in the quota to go to Scott Field. The reply stated that the six colored radio instructors transferred from the Chicago School to Scott Field were sufficient for the program and the services of additional colored instructors would be utilized at the Chicago Station. That Headquarters, however, had no authority to train student instructors, so this person could not be hired.

6. In view of the existence of the Missouri State Law and the statement of the Director of St. Louis University, that the University does not accept Negroes in deference to the policy and traditions of education in the State of Missouri and the fact that the established school at Scott Field refused the request for acceptance of additional colored persons, it is evident that no discrimination was intended in Mr. Somers' case.


W. H. Mason, Chief
Employee Relations Branch

March 25, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Luther Somers of Chicago, alleging that racial discrimination had been practiced against him in his effort to secure employment as a Capitalized Student Instructor in the Army Air Forces Technical School in Chicago.

Mr. Somers states that on February 5, 1943, he received a letter from Captain Ross A. Clark of the Army Air Forces Technical Training Command asking him to report for an interview; that he reported accordingly on February 11, and was informed by Captain Clark that the War Department had chosen St. Louis, Missouri for its technical training center and that no provision had been made for training Negro technicians.

Inasmuch as Mr. Somers was seeking civilian employment and the Air Forces are using Negroes in the capacity in which he sought employment, may his complaint be investigated to determine whether there has been any violation of the directive prohibiting racial discrimination in Federal employment?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

San Antonio
Copy
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March 25, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Luther Somers of Chicago, alleging that racial discrimination had been practiced against him in his effort to secure employment as a Capitalized Student Instructor in the Army Air Forces Technical School in Chicago.

Mr. Somers states that on February 5, 1943, he received a letter from Captain Ross A. Clark of the Army Air Forces Technical Training Command asking him to report for an interview; that he reported accordingly on February 11, and was informed by Captain Clark that the War Department had chosen St. Louis, Missouri for its technical training center and that no provision had been made for training Negro technicians.

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Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

4628 So. Mich. Ave. Apt. 4C
March 14, 1943
Chicago, Illinois

Mr. Truman K. Gibson
War Department
Washington, D.C.

Dear Sir:

Receipt is acknowledge of your letter of Mar. 6 1943, concerning my allegation of discrimination in seeking employment in the Army Air Force Technical School.

Over two months ago i filed with the Seventh United States Civil Service Commission in Chicago, Ill. an application for employment as Student Instructor in The Army Air Force Technical School. Before filling out my application blank i was informed by one of civil service employees that they could certify my name to one of the army schools desiring men with my qualifications, but my employment opportunities would be left entirely in the hands of the school needing my services.

I was called in for an interview ~~determining~~ ~~my~~ qualifications for the position mentioned above. Then I was informed that no provision had been made for the training of Negroes and Whites.

Yours very truly,

Luther Somers

Luther Somers

March 6, 1943

Mr. Luther Somers
4628 South Michigan Avenue, Apt. 4C
Chicago, Illinois

Dear Mr. Somers:

Your complaint alleging that racial discrimination was practiced against you in your effort to secure employment with the Army Air Force Technical School, has been referred to this office by the President's Committee on Fair Employment Practice.

Will you please advise me what position you were seeking and whether you were certified for a vacancy by the Civil Service Commission?

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

*Checked
copy "S"*

March 6, 1943

Mr. Luther Somers
4628 South Michigan Avenue, Apt. 4C
Chicago, Illinois

Dear Mr. Somers:

Your complaint alleging that racial discrimination was practiced against you in your effort to secure employment with the Army Air Force Technical School, has been referred to this office by the President's Committee on Fair Employment Practice.

Will you please advise me what position you were seeking and whether you were certified for a vacancy by the Civil Service Commission?

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MacLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

March 2, 1943

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
Office of the Assistant Secretary
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Mr. Luther Somers, 4628 South Michigan Avenue, Apartment 4C, Chicago, Illinois, that he has been unable to secure employment with the Army Air Force Technical School and feels that he has been discriminated against because of his race. He states as follows:

"I received a letter under the date of February 5, 1943, from Captain Ross E. Clark of the Army Air Force Technical Training Command located at 720 South Michigan Boulevard, Chicago, Illinois, to report for an interview.

"On February 11, 1943, it was my privilege to have had an interview with Captain Clark relative to securing employment with the Army Air Force Technical School. I was informed by Captain Clark that the War Department had chosen St. Louis, Missouri for this training, and no provision had been made for the training of Negroes in this capacity."

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



2 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of February 8, 1943, requesting that further inquiry be made into the question of the designation of race opposite Mrs. Aurelia Slemmons' name on a list of eligibles certified by the Ninth Civil Service Region.

A supplemental report states that a further inquiry disclosed no indication of deliberate mishandling of papers. It is the opinion of the Civilian Personnel Branch, Industrial Personnel Division, Army Service Forces, that if the Civil Service Commission again submits Miss Slemmons' name on an eligibility list and she is felt to be qualified by the Civilian Personnel Office she should be given preference in employment. However, should she not qualify for the position, the Commanding Officer at Jefferson Barracks should not be required to employ her.

The Commanding Officer at Jefferson Barracks stated the following:

Quartermaster's Office, this station, has been contacted and subject matter of this complete file reviewed. Information other than already submitted in previous communications is unavailable. Those individuals handling civilian personnel applications as of May, 1942 have been interrogated and no indication of deliberate mishandling or misrepresentation are in evidence. They seemingly had proper knowledge of correct procedures and operated on such bases.

(20) 1/5

Mr. George M. Johnson
2 July 1943

Page - 2 -

As of February 1, 1943, all civilian personnel procedures on this Post were consolidated under one head, now known as Civilian Personnel Office. Those now handling applications are familiar with proper requirements and are operating accordingly.

In these circumstances I doubt whether this matter can be pursued further.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

NOV 25 1943

SPGC-C 201 Slemmons, Aurelia 10th Ind. HAD/ben

HQ., ASF, IPD, Washington, D. C. May 24, 1943.
To The Secretary of War.

Attention: Civilian Personnel Division:

1. This office again invites attention to the fourth indorsement. Paragraph 1 a. indicates that after an investigation no indication of deliberate mishandling of papers was found.

2. It is the opinion of this office that if the Civil Service Commission again submits Miss Slemmons' name on an eligibility list and she is felt to be qualified by the Civilian Personnel Office she should be given preference in employment. However, should she not qualify for the position, the Commanding Officer at Jefferson Barracks should not be required to employ her.

For the Director, Industrial Personnel Division:

James T. O'Connell
JAMES T. O'CONNELL
Lt. Colonel, General Staff Corps
Chief, Civilian Personnel Branch.

1 Incl.
n/c

MAY 25 43 PM

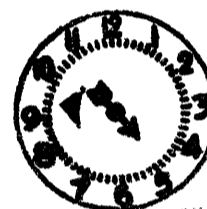


WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

FEB 11 '43 AM

February 9, 1943



WAR DEPARTMENT
SERVICES OF SUPPLY
BRANCH OFFICE

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lemuel Foster:

Reference is made to your memorandum of December 4, 1942, (SPGC-L 201 Slemmons, Aurelia). Paragraph "2-d" thereof states as follows:

Regarding the identification of Miss Slemmons as colored on the list of eligibles certified by the Ninth U.S. Civil Service District, this appears to be a clear violation of Executive Order 8802 and constitutes a matter which should be referred to the President's Committee on Fair Employment Practice for remedial action, inasmuch as the War Department has no jurisdiction over the Civil Service Commission.

The President's Committee on Fair Employment Practice took up with the Civil Service Commission the question of the identification of Miss Slemmons as colored on the list of applicants certified by the Ninth U.S. Civil Service Regional Office. The Committee has furnished this office a copy of the report from the Commission which states that the notation "colored" was placed opposite Miss Slemmons' name by someone in the Quartermaster's Office at Jefferson Barracks. A copy of the report of the Commission is attached hereto.

Evidently there has been a misrepresentation of fact in connection with Form C-106 and the list of applicants attached thereto, which the Commission's Regional Office furnished the Quartermaster's Office at Jefferson Barracks under date of May 11, 1942. In this circumstance, it is believed that appropriate disciplinary action should be taken against the person responsible therefor.

It also appears that the notation as to Miss Slemmons'

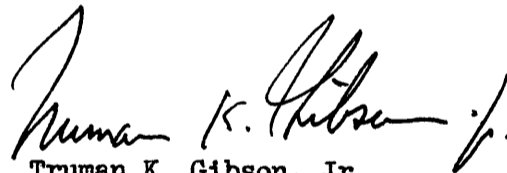


APR 29 1943

The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lemuel Foster
February 9, 1943

Page - 2 -

color on the list of applicants indicates the reason for her non-selection. In this circumstance, it is believed that steps should be taken to accomplish her appointment as Junior Typist in the Quartermaster's Office at Jefferson Barracks.



Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

2497

SPGC-C 201 - Slemmons, Auerlia 1st Ind. ew/w

HQ., SOS, IPD, Washington, D. C. March 5, 1943. - To The Quartermaster General. Attention: Civilian Personnel Branch.

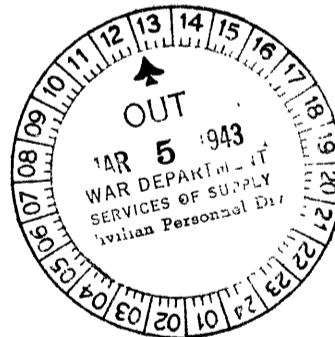
1. Forwarded for clarification in accordance with the 3rd paragraph of the basic communication. It is also requested that this Office be furnished with a report of the action taken in this case.

For the Director, Industrial Personnel Division:

Alexander R. Heron

ALEXANDER R. HERON
Colonel, AUS
Chief, Civilian Personnel Branch

Inclosure:
Let. 1-28-43 from
U.S.C.S.C.



for 201 Slemmons, Auerlia

IMMEDIATE ACTION

102

SPQPA 201 Slemmons, Aurelia 2nd Ind.

War Department, SOS, OQMG, Washington, D. C. March 8, 1943.

TO: Commanding General, Seventh Service Command, SOS, Omaha, Nebraska.

1. Attention is invited to preceding first indorsement.
2. It is requested that information upon which to base reply be furnished this office at the earliest practicable date.

For The Quartermaster General:



E. G. Mathews
 E. G. MATHEWS,
 Colonel, Q.M.C.,
 Assistant.

1 Incl. n/c

MAR 11 1943

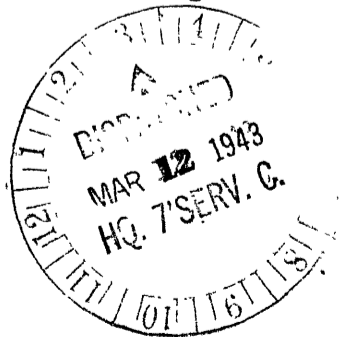
SPKGW 201 - Slemmons, Aurelia (Civ) 3d Ind. S: 26March43

Hq Seventh Serv Comd, SOS, Omaha, Nebraska, March 11, 1943.

TO: Commanding Officer, Jefferson Barracks, Missouri.

A matter pertaining to your station.

For the Commanding General:



NED H. WOODMAN
 Lt Col, GSC
 Acting Director, Personnel Division

John L. Johnston
 JOHN L. JOHNSTON
 Lt Col, GSC
 Chief, Civilian Personnel Branch

48383

1 Incl. n/c

MAR 14 1943

Inf 201 - Slemmons, Auerlia (C) 4th Ind.

BHC/wfs

HQS., BTC #1, AAFTTC, Jefferson Barracks, Missouri, March 23, 1943.

TO: War Department, SOS, OQMG, Washington, D. C.

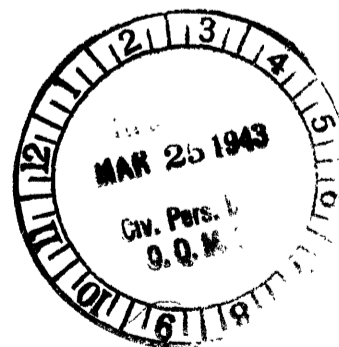
1. In line with request made in 1st Indorsement that paragraph 3 of basic communication be clarified, the following is submitted:

- a. Quartermaster's Office, this station, has been contacted and subject matter of this complete file reviewed. Information other than already submitted in previous communications is unavailable. Those individuals handling civilian personnel applications as of May, 1942 have been interrogated and no indication of deliberate mishandling or misrepresentation are in evidence. They seemingly had proper knowledge of correct procedures and operated on such bases.
- b. As of February 1, 1943, all civilian personnel procedures on this Post were consolidated under one head, now known as Civilian Personnel Office. Those now handling applications are familiar with proper requirements and are operating accordingly.

For the Commanding Officer:

Barton H. Cameron
BARTON H. CAMERON,
Captain, Air Corps,
Assistant Adjutant.

1 Incl. n/c



MAR 25 P M

SPQPA 201 Slemmons, Aurelia 5th Ind.

War Department, ASF, OQMG, Washington, D. C. March 27, 1943.

TO: Commanding General, Headquarters, Army Service Forces, War Department, Washington, D. C., Industrial Personnel Division.

1. Attention is invited to preceding fourth indorsement.

For The Quartermaster General:

E. G. Mathews
 E. G. MATHEWS,
 Colonel, Q.M.C.,
 Assistant.

MAR 28 43 AM



HEADQUARTERS
SERVICES OF SUPPLY

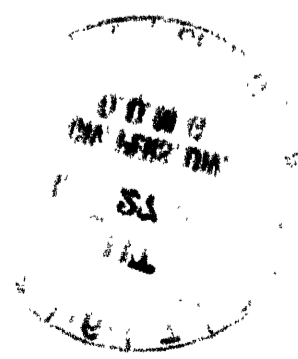
MAR 29 43 AM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

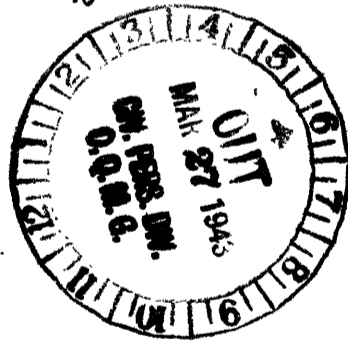
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MAR. 27 7 17 PM '43



APR 9 RECD

SFGC-C 201 Slemmons, Aurelia

6th Ind.

ew/ben

HQ., ASF, IPD, Washington, D. C.
To the Office of the Secretary of War.

April 9, 1943.

Attention: Civilian Personnel Division:

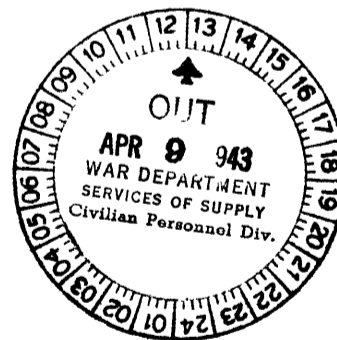
1. Information requested in the basic communication is
forwarded in the fourth indorsement.

For the Director, Industrial Personnel Division:



A. S. PEAKE
Colonel, Infantry
Executive Officer
Civilian Personnel Branch.

1 Incl. n/c



COPY

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

January 28, 1943

Mr. George M. Johnson, Assistant Executive Secretary
President's Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

Dear Mr. Johnson:

Further reference is made to your letter of January 5, 1943, acknowledged informally by telephone on January 8, 1943, in which you state that the War Department informed the President's Committee on Fair Employment Practice that a list of eligibles was submitted to the Quartermaster's Office, Jefferson Barracks, Missouri, by the Ninth U.S. Civil Service Region, to which was attached a copy of Form C-106 containing the name of Miss Aurelia Slemmons, 2528 North Leffingwell Street, St. Louis, Missouri, and that a notation was placed beside her name to indicate that she was colored.

The Commission has received a report from the Ninth U.S. Civil Service Regional Office regarding the matter, along with copies of the papers to which reference is made. The report shows that under date of May 11, 1942, the Commission's Regional Office received a telephone request from the Quartermaster at Jefferson Barracks, Missouri for a list of eligibles for filling vacancies in the position of Junior Typist. In the absence of a sufficient number of eligibles, Form C-106 was issued, authorizing appointment from a list of persons who were applicants for the typist examination. This list of names was typed as a separate sheet which was attached to Form C-106.

The Regional Director advises, and has submitted a copy of the papers from the files in that Office to substantiate her statement, that no notation indicating the color of any applicant appeared on the list when it was issued from the Commission's Regional Office.

The report from the Regional Director further shows that when the original of the Form C-106 and the original of the list of applicants was returned by the appointing officer to the Regional Office in reporting the selections made, there appeared the notation "colored" in red pencil following the name of Miss Slemmons, and a notation "selected" in red pencil, apparently written by the same individual, following the name of another applicant who was appointed and who entered on duty June 5, 1942. It would appear, therefore, that both notations must have been made by someone in the appointing officer's office since no one in the Commission's Regional Office would have known at the time the list was furnished, which one of the applicants would be selected for appointment.

Sady

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The Commission's Regional Director has also forwarded to the Commission these original papers to which reference is made, and they will be held in this office for a few days in case any member of the staff of the President's Committee desires to review them. If no such request is made within two weeks they will be returned to the Regional Office at St. Louis.

The President's Committee on Fair Employment Practice may also be interested in the attached Circular Letter No. 1050 which was issued on January 25, 1943 by the Director of the Ninth U.S. Civil Service Region to all appointing officers in various government agencies and to Secretaries of Local Board of U.S. Civil Service Examiners and Rating Boards in that Region. You will note in the marked paragraph that the Regional Director has emphasized that notations as to the color of applicants should not be made on papers submitted to them by the Civil Service Commission.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclosure 116363

APR 30 1943

Slemmons, Aurelia

7th Ind.

ms/cm

War Department, Office of the Secretary, C.P.D.
To the Civilian Aide to the Secretary of War.

April 14, 1943

Forwarded for your information.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

Incls:
n/c

8th Ind.

Office of the Civilian Aide to the Secretary of War - April 27,
1943 - To: The Director of Civilian Personnel and Training

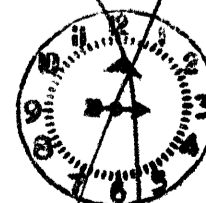
The statements made in the 4th Ind. are not responsive to the basic communication. Inasmuch as the Civil Service Commission reported that the notation "colored" was placed opposite Miss Slemmons' name by someone in the Quartermaster's Office at Jefferson Barracks, this notation could serve only to indicate that her name was to be passed over on the certificate. This office believes this act to be a violation of Executive Order 8802 and Civil Service Rules. It was recommended in the basic communication that she be offered a position as Junior Typist in the Quartermaster's Office and that appropriate disciplinary action be taken against the person who made the notation.

May this office be advised of the action taken on this recommendation.

Truman K. Gibson, Jr.
Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

APR 30 1943 PM

APR 29 1943 AM



William F. ...
William F. ...

Slemmons, Aurelia

9th Ind.

ms/crp

War Department, Office of the Secretary, CPD

May 5, 1943.

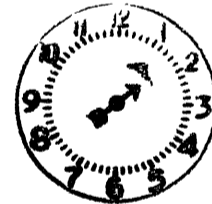
To: Headquarters, Army Service Forces, Attn: Civilian Personnel Branch.

For appropriate action and report to this office in regard to the request of the preceding 8th indorsement.



J. H. Mason, Chief
Employee Relations Branch

MAY 6 43 AM



A

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

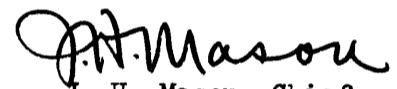
Slemmons, Aurelia

11th Ind.

ms/kva

War Department, Office of the Secretary, C.P.D. June 21, 1943
To: The Acting Civilian Aide to the Secretary of War.

Your attention is invited to the preceding 10th Indorsement.


J. H. Mason, Chief
Employee Relations Branch

Slemmons, Aurelia

7th Ind.

ms/cm

War Department, Office of the Secretary, C.P.D.
To the Civilian Aide to the Secretary of War.

April 14, 1943

Forwarded for your information.

J. H. Mason, Chief
Employee Relations Branch

Incls:
n/c

8th Ind.

Office of the Civilian Aide to the Secretary of War - April 27,
1943 - To: The Director of Civilian Personnel and Training

The statements made in the 4th Ind. are not responsive to the basic communication. Inasmuch as the Civil Service Commission reported that the notation "colored" was placed opposite Miss Slemmons' name by someone in the Quartermaster's Office at Jefferson Barracks, this notation could serve only to indicate that her name was to be passed over on the certificate. This office believes this act to be a violation of Executive Order 8802 and Civil Service Rules. It was recommended in the basic communication that she be offered a position as Junior Typist in the Quartermaster's Office and that appropriate disciplinary action be taken against the person who made the notation.

May this office be advised of the action taken on this recommendation.

Truman E. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

8th Ind.

Office of the Civilian Aide to the Secretary of War - April 27,
1943 - To: The Director of Civilian Personnel and Training

The statements made in the 4th Ind. are not responsive to the basic communication. Inasmuch as the Civil Service Commission reported that the notation "colored" was placed opposite Miss Slemmons' name by someone in the Quartermaster's Office at Jefferson Barracks, this notation could serve only to indicate that her name was to be passed over on the certificate. This office believes this act to be a violation of Executive Order 8802 and Civil Service Rules. It was recommended in the basic communication that she be offered a position as Junior Typist in the Quartermaster's Office and that appropriate disciplinary action be taken against the person who made the notation.

May this office be advised of the action taken on this recommendation.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

cof/p

May 1, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On March 19, 1943 you forwarded to this office the complaint of Mr. Joe Sherley, who alleged that racial discrimination was practiced against him in the matter of his rating and pay in his position at Duncan Field, Texas.

The report of the investigation into this complaint states as follows:

1. Investigation reveals that Mr. Sherley was certified for probational appointment as Machinist Helper and entered on duty November 24, 1941. After entering on duty and seeing the work performed by Machinist Helpers Mr. Sherley realized the duties were too advanced for him and requested that he be given an appointment as Laborer, classified, \$1200 per annum, instead of Machinist Helper. This was agreeable and proper report of such appointment was made to the Civil Service Commission.

2. On September 16, 1942, Mr. Sherley was given an administrative increase from \$1200 to \$1260 per annum. On November 1, 1942, all classified laborers at that Depot were raised to a minimum of \$1320 per annum, which included Mr. Sherley.

3. Mr. Sherley seems to think that his experience as a Machinist's Helper in a railroad machine shop qualified him for the same designation at the San Antonio Air Depot. A Machinist Helper in a railroad shop is not required to operate any machine tools or read blueprints, and measuring instruments as are Machinists's Helpers in Aircraft Shops. In view of the fact that Mr. Sherley has no knowledge of the above he is unable to qualify for the position as Machinist Helper.

Mr. George M. Johnson,
President's Committee on Fair
Employment Practice,
May 1, 1943

Page - 2 -

You may wish to check this report with Mr. Sherley and the
Civil Service Commission. If so, I shall be pleased to have any ad-
ditional information at variance with the report which you may receive.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

April 28, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This is in further reference to your memorandum of March 16, 1943, relative to Mr. Joe Sherley who alleges that discrimination is being practiced against him in the matter of his rating and pay in his position at Duncan Field, Texas.

2. Investigation reveals that Mr. Sherley was certified for probational appointment as Machinist helper and entered on duty November 24, 1941. After entering on duty and seeing the work performed by machinist helpers Mr. Sherley realized the duties were too advanced for him and requested that he be given an appointment as Laborer, classified, \$1200 per annum, instead of machinist helper. This was agreeable and proper report of such appointment was made to the Civil Service Commission.

3. On September 16, 1942, Mr. Sherley was given an administrative increase from \$1200 to \$1260 per annum. On November 1, 1942, all classified laborers at that Depot were raised to a minimum of \$1320 per annum, which included Mr. Sherley.

4. Mr. Sherley seems to think that his experience as a Machinist's Helper in a railroad machine shop qualified him for the same designation at the San Antonio Air Depot. A Machinist Helper in a railroad shop is not required to operate any machine tools or read blueprints, and measuring instruments as are Machinist's Helpers in Aircraft Shops. In view of the fact that Mr. Sherley has no knowledge of the above he is unable to qualify for the position as Machinist Helper.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch



ms/od

April 28, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This is in further reference to your memorandum of March 16, 1943, relative to Mr. Joe Sherley who alleges that discrimination is being practiced against him in the matter of his rating and pay in his position at Duncan Field, Texas.
2. Investigation reveals that Mr. Sherley was certified for probational appointment as Machinist helper and entered on duty November 24, 1941. After entering on duty and seeing the work performed by machinist helpers Mr. Sherley realized the duties were too advanced for him and requested that he be given an appointment as Laborer, classified, \$1200 per annum, instead of machinist helper. This was agreeable and proper report of such appointment was made to the Civil Service Commission.
3. On September 16, 1942, Mr. Sherley was given an administrative increase from \$1200 to \$1260 per annum. On November 1, 1942, all classified laborers at that Depot were raised to a minimum of \$1320 per annum, which included Mr. Sherley.
4. Mr. Sherley seems to think that his experience as a Machinist's Helper in a railroad machine shop qualified him for the same designation at the San Antonio Air Depot. A Machinist Helper in a railroad shop is not required to operate any machine tools or read blueprints, and measuring instruments as are Machinist's Helpers in Aircraft Shops. In view of the fact that Mr. Sherley has no knowledge of the above he is unable to qualify for the position as Machinist Helper.

J. H. Mason, Chief
Employee Relations Branch

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

March 26, 1943

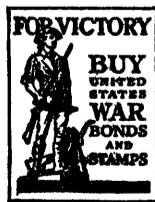
MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War

1. Reference is made to your memorandum of March 16, 1943, relative to Mr. Joe Sherly who alleges that racial discrimination is being practiced against him in the matter of his rating and pay in his position at Duncan Field, Texas.
2. This is to inform you that this matter has been forwarded to the proper office of the Department and a further reply will be made to you at a later date.
3. Please be assured that every consideration will be given to Mr. Sherley's case.

Very truly yours,

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch



Copy 5

ms/kva

March 26, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War

1. Reference is made to your memorandum of March 16, 1943, relative to Mr. Joe Sherly who alleges that racial discrimination is being practiced against him in the matter of his rating and pay in his position at Duncan Field, Texas.

2. This is to inform you that this matter has been forwarded to the proper office of the Department and a further reply will be made to you at a later date.

3. Please be assured that every consideration will be given to Mr. Sherley's case.

Very truly yours,

J. H. Mason, Chief
Employee Relations Branch

March 16, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice concerning the complaint of Mr. Joe Sherley, a Machinist Helper, at Duncan Field, Texas, who alleges that racial discrimination is being practiced against him in the matter of his rating and pay.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in federal employment?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy
1-43

March 16, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice concerning the complaint of Mr. Joe Sherley, a Machinist Helper, at Duncan Field, Texas, who alleges that racial discrimination is being practiced against him in the matter of his rating and pay.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in federal employment?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 9, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to
The Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Mr. Joe Sherley, 510 South Olive Street, San Antonio, Texas, now employed as a Machinist Helper (Number 7278) at Duncan Field, Texas, who feels that he has been discriminated against because of his race in the rate of pay which he receives. The complaint states as follows:

"For the past year, in fact since November, 1941, I have been employed as a Machinist Helper, Engineering Department, Engineering Shops, in the War Department Air Corps, Material Division, Duncan Field, Texas, but have been unable to get a proper rating, my salary being one hundred and ten dollars per month, when it should be one hundred and twenty-five dollars.

"I have made inquiries from time to time, and have always been promised that 'next month your rating will be changed', but so far it has remained the same.

"I have been a machinist helper for the past twenty-two years, and stood the examination and passed it for such position now held by me at Duncan Field, Texas."

In a recent communication with this office, Mr. Sherley stated:



Mr. Truman K. Gibson, Jr.

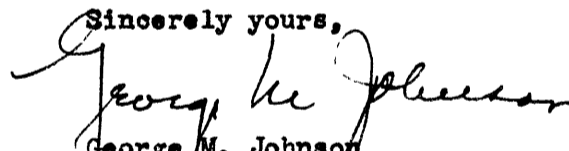
-2-

March 9, 1943

"I inquired of one of my foremen, why it was that I could not get a fair rating, and his reply to me was: 'Well we just don't intend for you black boys to draw that kind of wages.' Usually, when I make such inquiry, they send me from one to another; just around in a circle, but nothing definite is ever done about it."

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,


George M. Johnson
Assistant Executive Secretary

March 29, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice, the complaint of Mr. Leonard D. Smith alleging that racial discrimination was practiced against him in the termination of his services at the Oklahoma City Air Depot, Oklahoma City, Oklahoma, when he asked for a transfer from his job as a Classified Laborer to a vacancy as Electricians Helper.

I am advised that this matter was taken up with the officials at the Depot by Mr. L.W. Clymer of the War Manpower Commission, but apparently Mr. Smith was not satisfied with the results of Mr. Clymer's inquiry.

In a letter to Mr. Clymer, a copy of which is attached hereto, Mr. Smith states that he holds a certificate in Radio, Electronics and Electrical Theory from Langston University, Langston, Oklahoma, and another in Aircraft Electricity from the Oklahoma City Trade School.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment. In view of the seriousness of the manpower problem and the fact that Mr. Smith is still seeking employment as a Radio Mechanic or an Electricians Helper, may his application for employment be given consideration at the Oklahoma City Air Depot or some other station under the Army Air Forces where there may be a vacancy if the termination of his services was not upon sufficient cause.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy
15

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 25, 1943

Mr. Louis R. Lautier
Administrative Assistant
Office of the Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Lautier:

This is in further reference to your letter of March 6 requesting information concerning the present status of Mr. Leonard D. Smith.

I am enclosing herewith a copy of a letter recently received from Mr. Smith.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosure



March 6, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Service,
Tenth and U Streets, N. W.
Washington, D. C.

Attention: Mr. Elmer Henderson

Dear Mr. Johnson:

Reference is made to our telephone conversation of yesterday in which you agreed to find out whether Leonard D. Smith has been inducted into the armed services. If he has not been inducted, will you also please find out his draft classification and his present employment?

Yours very truly,

Louis R. Lautier,
Administrative Assistant
Office of the Civilian Aide to the Secretary
of War

March 25, 1943

Mr. Louis R. Lautier
Administrative Assistant
Office of the Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Lautier:

This is in further reference to your letter of March 6 requesting information concerning the present status of Mr. Leonard D. Smith.

I am enclosing herewith a copy of a letter recently received from Mr. Smith.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

C
O
P
Y

1135 $\frac{1}{2}$ N. E. 8th St.
Oklahoma City, Okla.
March 13, 1943

Mr. George M. Johnson,
Asst. Executive Secretary,
War Manpower Commission,
Washington, D. C.

Sir:

Your letter of March 8, 1943, was received and its contents noted. I have made two applications for employment since Jan. 29, 1943. One as a Radio Mechanic, U. S. Civil Service, another as an Electrician's Helper, (aircraft electricity) Douglas Plant here and was refused employment on the latter application, and the former application, (U. S. Civil Service) have not been heard from.

At the present time I am operating a Radio Repair Shop at the above address.

Yours very truly,

/s/ Leonard D. Smith

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

Leiter

August 11, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of May 29, 1943 relative to the complaint of Miss Phyllis Taylor who alleged that racial discrimination has been practiced against her in her non-appointment at the Cleveland Ordnance District.

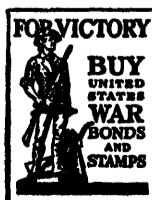
2. There is attached for your information, copy of report made to the Civil Service Commission in this connection.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

Attachment.

Whelan's check?

copy T



ms/crp

August 11, 1943.

United States Civil Service Commission

Washington, D. C.

Attention: Mr. L. A. Moyer, Executive Director
and Chief Examiner.

Gentlemen:

Please refer to our letter of July 19, 1943, relative to the complaint of Miss Phyllis Taylor, File GX:LMB:MEY, who alleged that racial discrimination was practiced in her non-appointment to a position in the Cleveland Ordnance District at Westerville, Ohio.

Information submitted to this office indicates that at the time Miss Taylor appeared at the Cleveland Ordnance District Office for interview, she reported to the receptionist's desk. Mr. Hatch's office had no way of knowing that Miss Taylor was colored but advised the receptionist over the telephone that the position was filled.

The records of the Cleveland Ordnance District indicate that an insufficient number of persons listed on the Civil Service certificate on which Miss Taylor's name appeared were willing to accept appointment. The certificate was returned to the U. S. Civil Service Commission without action. Subsequently appointment was made of a clerk who resides in Westerville, Ohio, so that problems of transportation would be avoided.

Although the girl living in Westerville was not appointed until a month after a certificate was requested from the Commission, on which Miss Taylor's name appeared, her application had been on file prior to the date the certificate was issued and it was to this applicant that Mr. Hatch referred when Miss Taylor was told that the position had been filled. Another applicant whose name appeared on the same list of eligibles was told the same thing when she appeared for interview.

We trust this information is satisfactory.

Very truly yours,

J. H. Mason, Chief
Employee Relations Branch

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27 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to the letter of May 27, 1943, addressed to this office by Mr. Lawrence W. Cramer relative to the salary of Vincente A. Vargas who was said to be employed at the Quartermaster Depot Warehouse No. 6.

The files in the Office of the Quartermaster General do not reveal any record of the employment of Mr. Vincente A. Vargas in the Quartermaster Corps. If the name of the depot at which Mr. Vargas is employed can be furnished a prompt investigation will be conducted.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 23, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This is in further reference to your memorandum of June 1, 1943, relative to the salary of Mr. Vincente A. Vargas who is said to be employed at the Quartermaster Depot Warehouse No. 6.

2. The files in the Office of the Quartermaster General do not reveal any record of the employment of Mr. Vincente A. Vargas in the Quartermaster Corps. If the name of the depot at which Mr. Vargas is employed can be furnished a prompt investigation will be conducted.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



28 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On June 3, 1943, you forwarded to this office the complaint of Miss Catherine Valentine alleging that racial discrimination had been practiced against her in her suspension from work in the Ordnance Department at Fort Johnston, Bayonne, New Jersey.

The report of the investigation into her complaint states as follows:

Miss Valentine was a constant trouble-maker and source of disturbance while employed at that Fort. She refused to obey instructions, argued with fellow employees at the slightest provocation and was generally inefficient and undesirable.

Every effort was made to be nice to Miss Valentine, but conditions reached a point where other girls in the same unit refused to work as long as she was a part of their unit. This unit was composed of both colored and white employees. She refused to wear the coveralls as requested of all the girls. She never asked permission to leave her post. Any detail which was assigned to her would immediately start an argument. She had been tried at different jobs but it never worked out. This disrupted the working harmony of the entire crew.

Miss Valentine's problems were listened to and investigated and having discussed them at length it was decided to terminate her services. She was given every opportunity, but failed to cooperate.

From this report it appears that Civil Service Rules were followed in suspending Miss Valentine. If the Committee desires

C. F. P. K.

Mr. George M. Johnson
28 July 1943

Page - 2 -

further information, however, this office will be glad to secure
it for you.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

July 19, 1943

MEMORANDUM TO: The Acting Civilian Aide to the
Secretary of War.

1. Your memorandum of June 22, 1943, to the Director, Industrial Personnel Division, Army Service Forces, relative to the complaint of Miss Catherine Valentine, Bayonne, New Jersey, has been referred to this Office for final reply. Miss Valentine alleged discrimination in her appointment to and suspension from work in the Ordnance Department at Port Johnston, Bayonne, New Jersey.

2. Information returned to this office indicates that Miss Valentine was a constant trouble-maker and source of disturbance while employed at that Port. She refused to obey instructions, argued with fellow employees at the slightest provocation and was generally inefficient and undesirable.

3. Every effort was made to be nice to Miss Valentine, but conditions reached a point where other girls in the same unit refused to work as long as she was a part of their unit. This unit was composed of both colored and white employees. She refused to wear the coveralls as requested of all the girls. She never asked permission to leave her post. Any detail which was assigned to her would immediately start an argument. She had been tried at different jobs but it never worked out. This disrupted the working harmony of the entire crew.

4. Miss Valentine's problems were listened to and investigated and having discussed them at length it was decided to terminate her services. She was given every opportunity, but failed to cooperate.]

5. If further information is desired this office will be glad to secure it for you.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



22 June 1943

MEMORANDUM

TO: The Director, Industrial Personnel Division
Army Service Forces

Attached hereto is a copy of the complaint of Miss Catherine Valentine, 60 West 22nd Street, Bayonne, New Jersey, which was forwarded to this office by the President's Committee on Fair Employment Practice.

Miss Valentine alleges that racial discrimination was practiced against her in her assignment to and apparently her suspension from work in the Ordnance Department at Fort Johnston, Bayonne, New Jersey.

May this office have a report of the facts in this case in order that it may be determined whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy
V

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

WAR MANPOWER COMMISSION
WASHINGTON, D. C. 205

Leather

June 3, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a complaint registered with our New York office by Miss Catherine Valentine against the Ordnance Department at Port Johnston, Bayonne, New Jersey. She feels that she was discriminated against because of her race.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosures

COPY

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

C
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MEMORANDUM

To: Mr. Edward Lawson May 4, 1943

From: Lethia Clore

Subject: Complaint of Miss Catherine Valentine Versus the Army Ordnance Department

Miss Catherine Valentine of 60 West 22 Street, Bayonne, New Jersey registered the following complaint:

After referral to a technical high school in Bayonne, New Jersey, by the United States Employment Service, Miss Valentine completed the four week course as an automobile mechanic's helper, received her certificate, and was referred by the school to Port Johnston, Second Street and Hobbart Avenue, Bayonne, New Jersey.

She started work in January 1943 and was assigned as a truck driver where she worked for three weeks at a salary of \$5.12 per day. At this time she was given a drivers test which she passed, but was not given her G. I. (government license to drive). She was the only Negro who took the test and all the white girls were given their G. I.'s but she was told that she would have to take another test despite the fact that she passed that one.

Her next assignment was to the ramp in the garage where she cleaned grease spots off the woodwork. Following this she was assigned to the garbage truck where she assisted in dumping and burning garbage.

During the latter part of April she was assigned to washing jeeps on one of which she spilled water on the seat. The driver of the jeep, who was white and whose first name is Rose (last name unknown), asked, "What the hell do you mean by putting water on the seat?" Miss Valentine asserts that she did not answer this question but put the hose down and went to file a complaint with her superior. En route to the superior's office she was met by Rose's friend who told her she should apologize to Rose because she was white. Miss Valentine finally reached the office of Lieutenant Marowitz but he would not listen to her explanation. He referred her to the Labor Relations Board at the Port of Embarkation in Brooklyn where she talked with Mr. Frank. Mr. Frank asked her for her badge which she released and he gave her instead a pass, copy of which is enclosed.

Miss Valentine has made no effort to return to Port Johnston because of the absence of her badge. She feels that she was discriminated against because of her race. Miss Valentine is a Negro.

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 9, 1943

MEMORANDUM TO: Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War.

SUBJECT: Vicente A. Vargas

1. Reference is made to your memorandum of June 1, 1943, concerning the salary of Vicente A. Vargas, employed at the Quartermaster Depot Warehouse No. 6.

2. This will inform you that this matter has been forwarded to the proper office of the Department for consideration. A reply in this connection will be made to you at a later date.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



Cofeb

June 1, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a copy of a letter addressed to it by Mr. Rafael de la Colina, Charge d'Affaires at the Mexican Embassy in which complaint is made concerning the rate of pay received by Mr. Vicente A. Vargas who is said to be employed at the Quartermaster Depot Warehouse No. 6 (War Department), identification No. 1759.

In his letter, Mr. Colina stated:

This man states that on September 16, 1942, he was first employed; on September 25, 1942, he was notified of having been accepted, under Form 1992 (CSC), with a salary of \$1,080.00 a year; on October 24, 1942, he received confirmation of the above. However, he states that the highest payment he has ever received has been \$39.00 for two weeks and the lowest \$26.00 for ten and a half days; not having ever received time and a half for work in cases of forty-eight hours, as is paid to citizens of the United States.

May this office have a report on the facts in this case in order that it may advise the Committee.

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

May 27, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Gibson:

I transmit herewith copy of a letter addressed to me by Mr. Rafael de la Colina, Charge d'Affaires at the Mexican Embassy, in which the question is raised concerning the rates of pay in the case of Mr. Vicente A. Vargas.

Although it is probable that deductions for retirement pay, or Social Security payments, Victory Tax and other reductions may account for some of Mr. Vargas' uncertainty as to whether he is receiving as much pay as he should, the fact that the question is raised as to whether he is being paid at a rate lower than is paid to citizens of the United States perhaps warrants investigation.

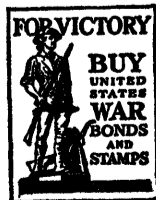
Kindly advise me whether or not Mr. Vargas is being paid at customary rates, especially whether or not he receives in cash any lesser amount than is currently being paid to citizens of the United States.

For my own information I wonder if the implication in the Charge d'Affaires' letter, to the effect that Mr. Vargas is not a citizen is correct, and if so, under what procedure he was appointed.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure



C
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Y

EMBAJADA DE MEXICO

Washington, D. C.,
May 18, 1943

No. 3078
Exp. 73-0/662 (73)/18

INFORMAL

Mr. Lawrence W. Cramer,
Secretary
President's Committee on Fair
Employment Practice,
1918 - 10th Street, N. W.,
Washington, D. C.

My dear Mr. Cramer:

The case of Mr. Vicente A. Vargas has been brought to the attention of this Embassy.

Mr. Vargas is employed at the Quartermaster's Depot, Warehouse No. 6 (War Department). His identification No. 1759.

[This man states that on September 16, 1942, he was first employed; on September 25, 1942, he was notified of having been accepted, under Form 1992 (CSC), with a salary of \$1,080.00 a year; on October 24, 1942, he received confirmation of the above. However, he states that the highest payment he has ever received has been \$39.00 for two weeks and the lowest \$26.10 for ten and a half days; not having ever received time and a half for work in cases of forty-eight hours, as is paid to citizens of the United States.]

This Embassy will appreciate that this case be investigated to ascertain whether Mr. Vargas' claim is justified.

Very sincerely yours,

/s/ RAFAEL DE LA COLINA

Rafael de la Colina,
Charge d'Affaires a.i. of
Mexico.

009484

March 23, 1943

Mr. George M. Johnson
Assistant Executive Secretary
President's Committee on
Fair Employment Practice
Tenth & You Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

There is forwarded herewith for appropriate action a letter addressed to the "Department of War Industry" by Mrs. Nina Van Derburg, 11 Exchange Street, Saratoga Springs, New York, under date of March 13, 1943, alleging that racial discrimination in employment is being practiced by the Artercraft Glove Company at Saratoga Springs.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

*Copied
"Jk"*

May 12, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Enclosed herewith is a copy of a letter I am today sending Mr. L. A. Moyer, Executive Director and Chief Examiner, United States Civil Service Commission. This letter explains itself.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

TKG

May 12, 1943

Mr. L. A. Moyer,
Executive Director and Chief Examiner,
United States Civil Service Commission,
Washington, D. C.

Dear Mr. Moyer:

Reference is made to your letter addressed to the Secretary of War under date of April 14, 1943, and forwarding to the War Department the complaints of Arthur James, 2485 East 84th Street, Cleveland, Ohio, and Edward Thompson, 2646 East 44th Place, Cleveland, Ohio, who alleged that racial discrimination was practiced against them in their efforts to secure appointment to the training course of the Signal Corps given at the Thomas Edison School in Cleveland, Ohio.

Action has been initiated for the investigation of the matter and upon its completion a full report will be forwarded to you.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

Subject: Entrance to Training Course of Signal Corps.

SPSMT 353.9
(April 14, 1943)

3d Ind.

SPSMT-8

WD, ASF, OCSigO, Washington, May 8, 1943.

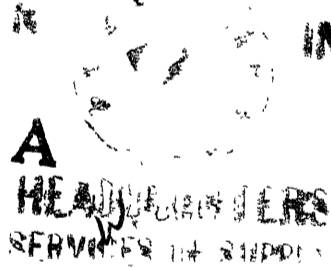
To: Headquarters, Army Service Forces, IPD. Attention: C.P.B.

Action has been initiated for investigation of the matter referred to in the basic communication and upon receipt of a complete report information will be forwarded to serve as basis of reply to the Civil Service Commission.

For the Chief Signal Officer:

MAY 9 43 PM

MAY 9 - 43 AM



Louis Cansler
Louis Cansler,
Colonel, Signal Corps.

1 Incl.
n/c

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

4th Ind.
HQ., A. S. F. *May 12, 1943*
Industrial Personnel Div., C.P.B.
TO: *The Secretary of War*
Attn: Civilian Personnel Branch.
Attention is invited to 3rd indorsement. *C.P.*



COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE CX:LMB:MET
AND DATE OF THIS LETTER

APR 16 RECD

April 14, 1943

The Honorable
The Secretary of War

Sir:

There is attached a copy of a letter dated December 9, 1942, in which Arthur James, 2485 East 84th Street, Cleveland, Ohio, and Edward Thompson, 2646 East 44th Place, Cleveland, Ohio, allege discrimination because of race against their appointment to the training course of the Signal Corps given at the Thomas Edison School in Cleveland, Ohio.

The Commission has been advised by its representative at Cleveland that this particular class began on December 14 and the employees were selected as the result of a joint recruiting program by members of the Commission's staff at Cleveland and officials of the Signal Corps, that one of the requirements for admission to the course was that a person be a member of the U. S. Army Signal Corps Enlisted Reserve on the day of appointment, and in order for persons to obtain such enlistment, it was necessary that they be granted an authority for enlistment by representatives of the Signal Corps. The Commission is advised that no authorizations for enlistment were issued to Negroes by representatives of the Signal Corps who were at Cleveland at the time, and, therefore, no Negroes were admitted to the class.

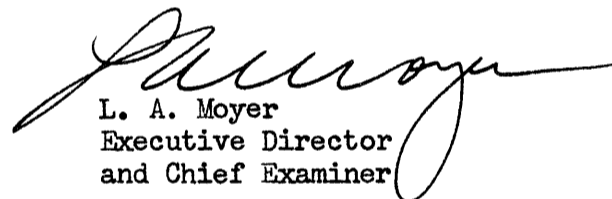
The President's Committee on Fair Employment Practice has been advised of this complaint and additional information is desired from the War Department regarding the matter in order that a complete reply may be made to the complainants and a full report submitted to the President's Committee in accordance with the Commission's agreement with that Committee under the provisions of Executive Order No. 8802. The Commission would, therefore, appreciate receiving a full report from the War Department concerning the consideration given Messrs. James and Thompson for entrance to the training course, including any comments the Department may care to make in regard to the fact that no Negroes were selected for the class.



The Commission's representative advised that the official to whom the complainants referred is Lieutenant C. E. Mundwiler whose official station is at Fort Hayes, Columbus, Ohio.

By direction of the Commission:

Very respectfully,


L. A. Moyer
Executive Director
and Chief Examiner

Inclosure #174288

EX-100

James, Arthur and
Thompson, Edward

1st Ind.

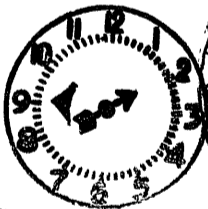
ms/kva

War Department, Office of the Secretary, C.P.D. April 27, 1943
To: Headquarters, Army Service Forces, IPD. Attention; C.P.B.

For investigation and complete report to serve as basis of reply
to the Civil Service Commission.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

APR 29 7:3 AM



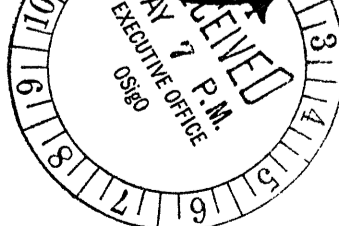
WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION



MAY 7 13 54 243

Ind.
HQ., A. S. F.
Industrial Personnel Div., C.P.B. *May 6 1943*
TO: *the Chief Signal Officer*
Attn: Civilian Personnel Branch.
*For compliance with int
endorsement and report
to this office.*

Please Expedite.



INCLOSURE 4288

U. S. CIVIL SERVICE COMMISSION

••• 16-252

Civil Service Commission
Washington, D. C.

Dec 9, 1942
Cleveland, Ohio

On October 23, 1942

We enlisted in the Signal Corp. took all of the tests and passed them. On Dec. 3 and 4th we received letters stating that we were eligible to enter also that we should go to the Union Commerce bldg. (Room 16550 which we did to talk a person named Mr. A. G. Yawberg he gave a paper stating that we go to Thomas Edison School we did that but at the school we were flatly refused and subjected to partiality by Mr. Harold Lull I noticed that all the boy that were (white) received a pink blank of some type and that us 2 Colored boys did not. Monday at 7:00 Am. as Mr. Yawberg said we should do the Commission Room wasn't open so we came back at 7:00 P. M. Monday night where we listened to a short speech by some Leut. who told us to come back and he brought the subject of Army Releases and I showed him my release stated Dec. 4, 1942 My friend showed his dated Dec. 5, 1942. He(leut. Muddweiler) looked at both our releases and papers he said quote (Well you see boys the big shots aren't in their office today come back tomorrow in the afternoon Oh I'd say about 2:00 or around 12: 00 oclock if you want to.) So we left and come back Wednesday at 10 minutes after 12 noon we saw Luet. Mudelweider he told us to come back at 2:00 we came back at 2:00 at which time we were told quote (Its all out boys I tried to call Columbus But I couldnt reach them.) We been going parts of 2 weeks have all the nessary papers and still where we started. I want to help my Country and the best way I can do would be in the Signal Corp. I hope theres' something you can do The school opens Monday we want to get in

Thank You Very Much

Our Names Are as Follows

Arthur James 2485 E. 84th St.
Cleveland, Ohio

Also

Edward Thompson 2646 E. 44 Pl
Cleveland, Ohio

W

WDOSW - Ex. 2431
LRL/res

4 April 1944

Mr. Clarence M. Mitchell
Associate Director of Field
Operations
President's Committee on Fair
Employment Practice
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Mr. Mitchell:

On 3 February 1944 you forwarded to this office the complaint of Mrs. Lorna B. Waller who alleged that race discrimination had been practiced against her in the termination of her services as a chauffeur at the Dayton Signal Corps Procurement District and Depot, Dayton, Ohio.

The report of the investigation into this complaint indicates that Mrs. Waller was assigned to duty as a full time chauffeur on 12 April 1943 and was separated from this installation on 10 July 1943 by discharge because of excessive absences and failure to qualify.

As of 1 August 1943 there were employed at the Peerless Building from the Motor Pool twenty-seven (27) white employees and seventeen (17) colored. As of 1 September 1943 there were twenty-six (26) white employees and sixteen (16) colored.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

copy

SPGC-C 201 Waller, Lorna B. 6th Ind. ew/ben/n
Hq., ASF, IPD, Washington, D. C. 31 March 1944.
To the Office of the Secretary of War.

Attention: The Civilian Aide to the Secretary of War THRU
The Office of the Personnel Manager.

1. Attention is invited to report contained in fourth indorsement from the Dayton Signal Corps Procurement District and Depot, ASF, Dayton 2, Ohio.

2. This office is of the opinion that racial discrimination was not practiced against Miss Lorna B. Waller in the termination of her employment from the Dayton Signal Corps, but rather that separation was due to excessive absences and failure to qualify.

For the Director, Industrial Personnel Division:

Dudley Frank
DUDLEY FRANK
Lt. Colonel, AUS
Executive Officer
Civilian Personnel Branch.

4 Incls.
n/c

1944 APR 1 AM 10:00

SPGC-C 201 Waller, Lorna B.

6th Ind.

sw/ben/n

Hq., ASF, IPD, Washington, D. C.

31 March 1944.

To the Office of the Secretary of War.

Attention: The Civilian Aide to the Secretary of War THRU
The Office of the Personnel Manager.

1. Attention is invited to report contained in fourth indorsement from the Dayton Signal Corps Procurement District and Depot, ASF, Dayton 2, Ohio.

2. This office is of the opinion that racial discrimination was not practiced against Miss Lorna B. Waller in the termination of her employment from the Dayton Signal Corps, but rather that separation was due to excessive absences and failure to qualify.

For the Director, Industrial Personnel Division:

DUDLEY FRANK
Lt. Colonel, AUS
Executive Officer
Civilian Personnel Branch.

4 Incls.
n/c

INDY PERS DIA
INDIA BRANCH OFFICE
MAR 31 1944



MAR 31 1944

MAR 31 44 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

1/2
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STATION BELMONT WASHINGTON
WASHINGTON OFFICE
TO: COLONEL VBS
INDIA 15718

FOR THE DEPARTMENT DIRECTOR BELMONT STATION

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WAR DEPARTMENT

WASHINGTON, D. C.

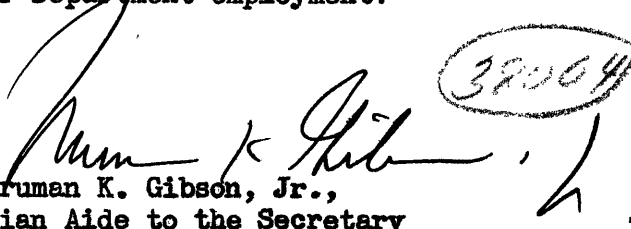
17 February 1944

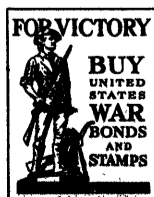
MEMORANDUM

TO: Director, Industrial Personnel Division
Army Service Forces

1. This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Lorna B. Waller, 1676 Harvard Avenue, Columbus, Ohio, alleging that race discrimination was practiced against her in the termination of her services as an employee of the Signal Corps in Dayton, Ohio. Attached hereto is a copy of the letter she sent the Committee.

2. May the facts in this case be investigated to determine whether there has been any violation of the directive forbidding race discrimination in War Department employment?

 (32004)
Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.





FEB 18 4 44 AM



A

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

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SPGC-C 201 Waller, Lorna B. 1st Ind. ew/ben/n

HQ., ASF, IPD, Washington, D. C. 21 February 1944.
To the Office of the Chief Signal Officer.

Attention: Civilian Personnel Branch.

1. Forwarded for investigation and complete report to this office.
2. Information is requested as to the reasons Captain Sanford would not accept the doctor's certificate submitted by Mrs. Waller for two weeks sick leave.
3. In what manner was Mrs. Lorna B. Waller separated from her position.
4. Further, it is requested that a statement be submitted relative to the status of Negro drivers in the Motor Pool.

For the Director, Industrial Personnel Division:


DUDLEY FRANK
Lt. Colonel, AUS
Executive Officer
Civilian Personnel Branch.

1 Incl.
Ltr dtd 28 Aug. 43.

Subject: Alleged Racial Discrimination.

SPSCP-201-Waller, Lorna B. 2nd Ind. SPSCP-12
(17 February 1944)

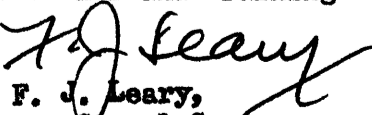
ASF, OCSigO, Washington 25, D. C., 23 February 1944.

To: Commanding Officer, Signal Corps Aircraft Signal Agency (SPSDA),
Wright Field, Dayton, Ohio.

It is desired that report requested in foregoing first indorsement be furnished this office at the earliest possible date for transmittal to Headquarters, Army Service Forces.

By order of the Chief Signal Officer:

Jerry V. Matejka,
Brigadier General, U. S. Army,
Chief, Personnel and Training Service.


F. J. Leary,
Major, Signal Corps,
Acting Chief, Civilian Personnel Branch.

1 Incl. n/c

1 107 146



DISPATCHED

FEB 23 20 41 z40

OFFICE OF THE
CHIEF SIGNAL OFFICER

Subject: Attached packet classification

Jan 11

230-Pers. (17 Feb. '44)

3rd Ind.

SPSDB-1a

Headquarters, Signal Corps Aircraft Signal Agency, Wright Field, Dayton, Ohio. 26 February 1944. To: Commanding Officer, Dayton Signal Corps Procurement District & Depot, 225 S. Main Street, Dayton, Ohio.

- 1. Forwarded as a matter pertaining to your office.

for
 HOBART R. YEAGER,
 Colonel, Air Corps,
 Commanding.

DONALD C. HEIDE
 Captain, Signal Corps

Incl n/c

SPSDE-1i

201--Waller, Lorna B.
(17 February 1944)

4th Ind.

SPSCP-12

Personnel Section, Dayton Signal Corps Procurement District and Depot, ASF, 225 South Main Street, Dayton 2, Ohio. 23 March 1944.

TO: ASF, Office of the Chief Signal Officer, Washington 25, D. C.

- 1. As requested in first indorsement by Civilian Personnel Branch, Headquarters, Army Service Forces, 21 February 1944, and second indorsement by your office, 23 February 1944, report is hereby made of the circumstances in the separation of Miss Lorna B. Waller from this installation 10 July 1943 by discharge because of excessive absence and failure to qualify. Inclosed are statements from the Officer in Charge of the Motor Pool, Dayton Signal Corps Procurement District and Depot, at the time of Miss Waller's separation, and from the Office of the Deputy Depot Commander, Dayton Signal Corps Procurement District and Depot. Also inclosed is a duplicate copy of the official leave record of Miss Waller showing her attendance record from the time of appointment to date of separation.

For the Commanding Officer:

W. E. Steiner
 W. E. STEINER,
 Captain, Signal Corps,
 O/C, Personnel Section.

- 4 Incl.
- Ltr dtd 28 Aug 43
- Ltr dtd 22 Mar 44 (dup)
- Ltr dtd 23 Mar 44 (dup)
- Cy of leave record

RECEIVED
 MAR 12 1944
 12 10 27 AM

157 W. WASHINGTON STREET
DARTMOUTH COLLEGE
DARTMOUTH, N.H. 03824
1011 MAR 22 AM 11 15

RECEIVED
MAR 25 10 54 AM '44
OFFICE OF THE
HIER SIGNAL OFFICER

RECEIVED
FEB 29 1944
1400 02 833

RECEIVED
MAR 25 10 54 AM '44
OFFICE OF THE
HIER SIGNAL OFFICER

Subject: Alleged Racial Discrimination

SPSCP-201-Waller, Lorna B.
(17 February 1944)

5th Ind.

SPSCP-12

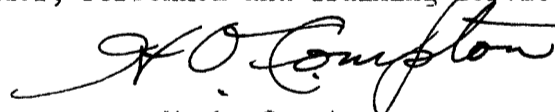
ASF, UCSigO, Washington 25, D. C., 25 March 1944.

To: Director, Industrial Personnel Division, Army Service Forces,
Washington 25, D. C.

Report made by the Commanding Officer, Dayton Signal Corps Procurement District and Depot is contained in preceding 4th Indorsement. Additional information is contained in the inclosed statements made by the Officer in Charge of the Motor Pool and the Deputy Depot Commander of such agency.

For the Chief Signal Officer:

Jerry V. Matejka,
Brigadier General, U. S. Army,
Chief, Personnel and Training Service.



H. O. Compton,
Colonel, Signal Corps,
Chief, Civilian Personnel Branch.

4 Incls: n/c
(Dup. copies of Incls. 2 & 3 w/d)

DISPATCHED
MAR 27 12 47 24
OFFICE OF THE
CHIEF SIGNAL OFFICER

MAR 27 44 PM



A

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

C
O
P
Y

1676 Harvard Avenue
Columbus, Ohio
August 28, 1943

To Whom it may concern:

Dear Sirs:

I'm writing to you in regards to a job I had in Dayton, Ohio. I was working for the Signal Corps and the understanding I had when I was hired was if you taken sick while working and was off more than 3 days to bring in a Doctors certificate to show where I had been under his professional care you wouldn't be discharged from your job. I was off sick two weeks and was under the doctors care until he released me to return to work. After he released me and I returned to work I found that the Officer in Charge of the department in which I worked had discharged me and five other colored drivers. I'm afraid I didn't mention it before but we all drove Army Trucks for the Signal Corps and delivered material to Middletown and Cinn. from Dayton. When I called Capt. Tom Sanford to see if he would accept my doctors certificate he refused. Later another lady driver and myself went to the Signal Corps employment office and they sent us over to the motor pool it seems that there were two openings for messengers and when we got over to the motor pool Capt. Sanford said there weren't any openings for drivers. Later it was said that he said he didn't want any Nigger women in the Motor Pool. The way we all see it our boys are fighting in this war and I personally have a boyfriend in this fight for victory and that is why I took that war job, I tried to get in the service myself and I was too young so I took the job of driving until I'm of age. Capt. Sanford ordered uniforms for us to work in and I went in debt to

Page 1

COPY

COPY

-2-

buy them. I think they cost me about \$7.00. I really liked my job and when I found out that I had been discharged I was really outdone. I was told to write to Washington to see if something couldn't be done about the situation that is growing in Dayton. It seems that when they get ready to lay off workers they only pick out the colored ones to lay off. There is also a bad set up in the Dispatchers Office out there at the Peerless Bldg. The dispatcher picks out the white drivers to send out on the best trips. There is one girl in particular who only goes out when there is a trip going to Cinn. She worked for three months and asked for the raise and got it. While we work for months and put in for our raise, then Sanford tells us he'll give it to us when he feels like it. Well I've given you all the important facts about the situation that is arising in the Peerless Bldg., Dispatcher Office Signal Corps in Dayton, Ohio. All of us are in hopes that we can get our jobs back in the near future. They can't say I didn't qualify for the job, I even rated a new truck.

Thank You For your Attention

Miss Lorna B. Waller

P. S. Please answer this letter, it means an awful lot to the bunch of us.

Send reply to the above address.

(incl. 1) Page 2

WAR DEPARTMENT
SIGNAL CORPS
DAYTON SIGNAL DEPOT
FIRST STREET DEPOT

TS-HW
355-5-1111 ST., DAYTON, OHIO
25-27 W. First St.
22 March 1944

SUBJECT: Lorna B. Waller

TO: Deputy Depot Commander
Borcher Building

Attention: Lt. McNamara - Personnel Section

1. Mrs. Waller was released from Motor Pool for excessive absence - a period of over three weeks.
2. During this period this officer did not have a report of or from Mrs. Waller.
3. As has been the policy, her termination was requested on that basis.
4. Sometime later, approximately 10 days, Mrs. Waller returned asking for her job. At that time there was no opening as a truck driver and her position had been filled and she was told.
5. This officer did not see or have presented to him a Doctor's certificate.
6. This officer did suggest to Mrs. Waller that she might get a job as a messenger but as far as is known, the suggestion was not acted upon by her.
7. There was not in this case or in any case during time this officer was Officer in Charge of Motor Pool where a race was discriminated against, nor was race considered in hiring or firing any employee.

Tom Sanford
TOM SANFORD
Capt., Signal Corps
Officer in Charge

WAR DEPARTMENT
SIGNAL CORPS
DAYTON SIGNAL CORPS PROCUREMENT DISTRICT AND DEPOT
BARLOW BUILDING
DEPOT DIVISION

SPSDD-1g.1

355 S. MAIN ST., DAYTON, OHIO
23 March 1944

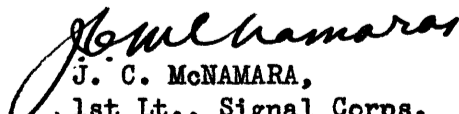
SUBJECT: Mrs. Lorna B. Waller.

TO: Officer in Charge,
Personnel Section,
DSCPD and Depot,
Barlow Building.

Attention: Lt. McNiskin.

1. As per 2nd paragraph of 1st indorsement to letter from Mrs. Lorna B. Waller, dated 28 August 1943, this office is submitting the statement of Captain Sanford as to why a doctor's certificate was not accepted.
2. Mrs. Waller was assigned to duty as a full time chauffeur, CPC-3, on 12 April 1943. In addition to using up all available sick and annual leave, she had, on 3 August 1943, been absent twenty-one days.
3. As referred to in paragraph 3 of 1st indorsement to Mrs. Waller's letter, she was terminated without prejudice for excessive absence.
4. As referred to in paragraph 4 of 1st indorsement, as of 1 August 1943, there were employed at the Peerless Building from the Motor Pool, twenty-seven white employees and seventeen colored. As of 1 September 1943, there were twenty-six white employees and sixteen colored.
5. There has been no racial discrimination at any period with regard to truck drivers.

For the Deputy Depot Commander:


J. C. McNAMARA,
1st Lt., Signal Corps.

NUMBER 06656-W NAME Waller, Lorna B. YEAR 19 43
 DATE APPOINTED April 12, 1943 STATUS WSA (Indef)
 ANNUAL LEAVE BROUGHT FORWARD — SICK LEAVE BROUGHT FORWARD — CODING: — AN. LEAVE — RED. SICK
 ANNUAL LEAVE ALLOWANCE 19 — SICK LEAVE ALLOWANCE 19 — LEAVE — BLACK. LWOP — RED (CIRCLED)
 TOTAL ANNUAL LEAVE — TOTAL SICK LEAVE — AWOL — BLACK, (CIRCLED)

| MONTH | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | ANNUAL LEAVE | SICK LEAVE | LWOP | |
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Discharge 10 July 1943
 Excessive Absence

CP 10543 C WRIGHT FIELD, DAYTON, OHIO LEAVE RECORD FORM RR-16 REMINGTON-RAND INC.

29 May 1944

Mr. Clarence M. Mitchell
Associate Director of Field Operations
President's Committee on Fair Employment
Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to the letter of your Director of Field Operations of 23 November 1943, forwarding to this office the complaint of Mr. Sylvester E. White alleging that race discrimination was practiced against him at the United States Engineer Office in San Francisco, California, in his effort to secure employment as a welder or laborer in Canada or Alaska under the Engineer Department.

The report of the investigation into Mr. White's complaint states as follows:

No defined policy with respect to the hire of Negroes has been issued by the Northwest Division. Both Negroes and whites are considered for employment on the basis of qualifications for the vacancies but recruiting offices in the United States have from time to time been instructed to report hire of Negroes to this headquarters prior to actual appointment in order that clearance could be furnished on housing facilities. The same practice has been followed with respect to female employees, both Negroes and whites.

Proposed hire of Mr. White was actually reported by telephone call from Mr. Mendenhall of the San Francisco Sub-Office and Mr. Clarke, Chief of the Industrial Personnel Section of this Headquarters, for such housing clearance. Clearance for the hire was not given because of indication in the telephone conversation that pressure was being attempted by a committee in San Francisco to force employment of this particular individual.

Some 40,000 men and women were employed in Canada and Alaska by offices of the Northwest Division and its contractors during 1943. I have found no evidence that any officer or employee having responsibility in the procurement of personnel was ignorant of

W

Mr. Clarence M. Mitchell
29 May 1944

Page - 2 -

the anti-discrimination statutes and orders. There is no way of ascertaining the exact number of Negroes employed since race is not disclosed by any of the many personnel records. It is estimated that from 300 to 500 Negroes were employed during the peak of the construction last year and that approximately 50 are employed as of this date.

I find that in both Government and contractor recruiting offices it soon became operating practice, developed with experience in recruiting personnel for the vast area involved, to advise forward offices of proposed Negro hire for clearance as to quarters and mess facilities. The same practice began sooner with respect to female employees but gradually discontinued as definite information became available with respect to facilities for housing females. However, at this date we still find it necessary to contact a few posts before hiring either a Negro or a female.

I find that plans were discussed in the early spring of 1943 for a Negro group recruiting program and that barracks were erected at several places to house these groups. Difficulty in procurement of Negroes in groups caused a discontinuance of this program. Trouble was encountered in the field where Negroes and whites were employed without separate barracks and, while no actual race riots ever occurred, I find that such situations resulted in loss of efficiency and added difficulty and delay to work already difficult by reason of lack of transportation and communication.

It is apparent from the file of this case that the conditions under which Negroes could be employed for duty in the Northwest Division were not well understood by some of the clerks in our San Francisco Sub-Office and I regret embarrassment or humiliation caused Mr. White by this situation. I do not find anything improper in refusal of employment. The prime objective of the anti-discrimination laws and orders is understood by this headquarters to be the successful and unimpeded prosecution of the war. The hire of Negroes without regard to housing problems in such a vast and sparsely populated area as that covered by the Northwest Division in Canada or Alaska would be detrimental to that objective.

Since this office has been advised that the projects in Canada and Alaska are nearing completion, it is regretted that further action can

Mr. Clarence M. Mitchell
29 May 1944

Page - 3 -

not be taken in this case. The Army Service Forces have recommended to the Office of the Chief of Engineers, however, that before it approves separate barracks facilities for Negro and white workers in areas where such segregation is not practiced they should consult with the Industrial Personnel Division for the reason that such segregation may lead to the denial of equal opportunities of employment for Negro workers and, therefore, constitute a violation of Executive Order 9346.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

MAY 13 1944

A-2 [unclear]

SPGC-C 201 White, Sylvester E. 7th Ind. ben/n

HQ., ASF, IPD, Washington, D.C. 13 May 1944.
To the Civilian Aide to the Secretary of War THRU the Office of the
Personnel Manager.

1. Attention is invited to fourth and fifth indorsements and copy of memorandum from this office to the Chief of Engineers.

2. Since this office has been informally advised by the Office of the Chief of Engineers that the projects in Canada and Alaska are nearing completion, it is regretted that further action can not be taken in the complaint of Mr. Sylvester E. White.

For the Director, Industrial Personnel Division:



L. B. TRAVERS
Assistant Chief
Personnel Relations
Civilian Personnel Branch.

5 Incls.
4 n/c
1 added
cc memo

MAY 13 '44 AM

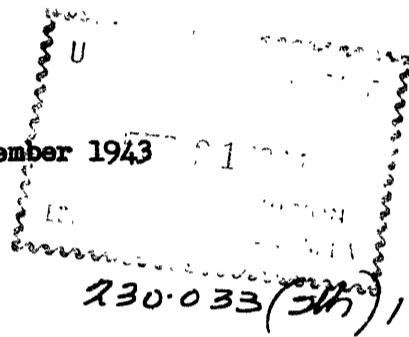


WAR DEPT
ARMY SERV
IND. PER. DIV.

COPY

WAR DEPARTMENT
WASHINGTON, D. C.

18 December 1943

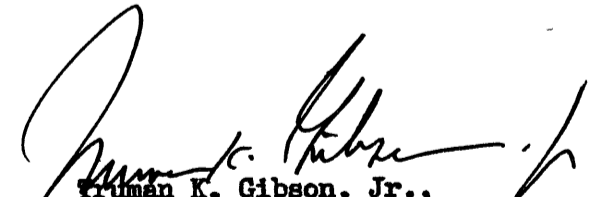


MEMORANDUM

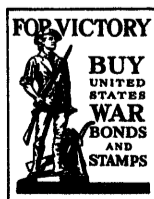
TO: The Director, Industrial Personnel Division
Army Service Forces

Reference is made to my memorandum of 14 December 1943 inclosing copies of correspondence from the President's Committee on Fair Employment Practice and requesting an investigation of the complaint of Mr. Sylvester E. White who alleged that race discrimination had been practiced against him at the United States Army Engineers Office in San Francisco, California, in his effort to secure employment in Canada or Alaska under the Engineers Department.

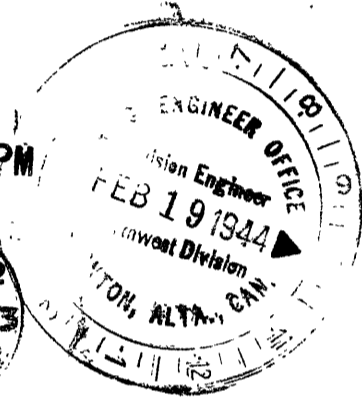
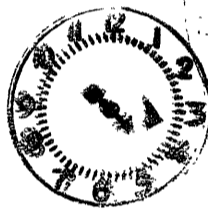
Attached hereto is a copy of a letter from Mr. White dated 12 December 1943, which gives detailed information concerning the alleged discrimination. May this copy of his letter be made a part of his complaint and be considered in the requested investigation?


Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

Incl. - letter 12/12/43



DEC 19 43 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERM. DIV.

230-033 (24) 1-11-43
20-1-11-43-291 P.M.S.V.

SPGC-C 201 White, Sylvester E. 1st Ind. ew/ben
HQ., ASF, IPD, Washington, D. C. 23 December 1943.
TO the Chief of Engineers.

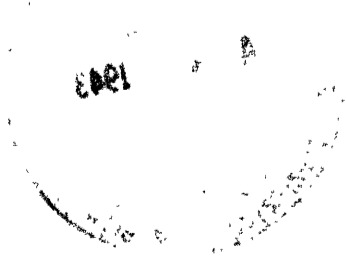
Attention: Civilian Personnel Branch.

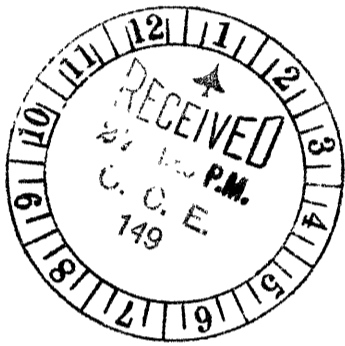
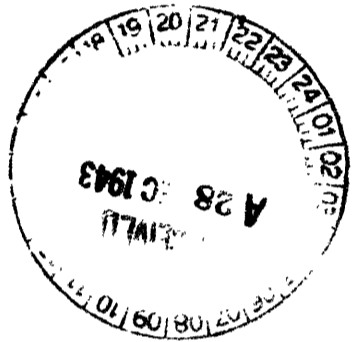
- 1. Attention is invited to basic communication.

For the Director, Industrial Personnel Division:

Dudley Frank
DUDLEY FRANK
Major, AUS
Executive Officer
Civilian Personnel Branch.

1 Incl.
✓ Itr. dtd. 12 Dec. '43.





230-033 (26) 1

201.2-1.1, 1.2, 7) FROM

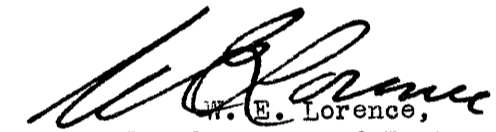
CE 201 Civ.F.(White, Sylvester E.) SPEAP 2nd Ind.

Office, C. of E., 29 December 1943.

To: The District Engineer, U. S. Engineer Office, SAN FRANCISCO, CALIFORNIA.

Your attention is invited to second indorsement from this office dated 21 December 1943 on the same subject.

By order of the Chief of Engineers:


W. E. Lorence,
Colonel, Corps of Engineers,
Director, Industrial Personnel Branch.

1 Inclosure:
Cy. of ltr. dtd. 12 Dec 43 (in dup.)


PADNA 3d Ind.

U. S. Engineer Office, San Francisco, 19, California, 5 January 1944. -

To the Officer in Charge, U. S. Engineer Office, Northwest Division Suboffice, 465 California Street, San Francisco, 4, California.

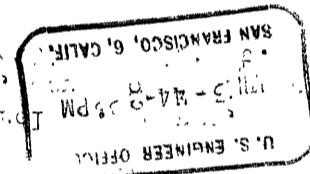
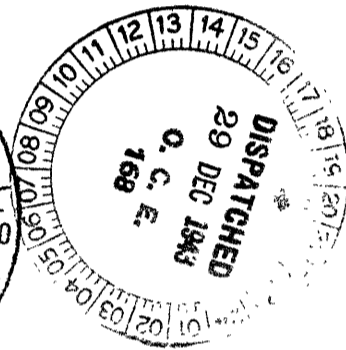
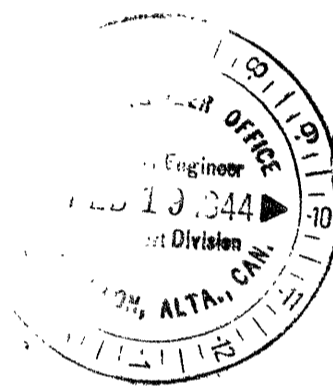
Forwarded as a matter pertaining to the Northwest Division Suboffice.

For the District Engineer:


Harold E. George,
Lt. Col., Corps of Engineers,
Executive Assistant.

1 Incl. -
Copy, letter, 12 December 1943,
in duplicate.

Copy to The Chief of Engineers,
U. S. Army,
Washington, 25, D. C.



4th Ind.

730.033 (2th)

U. S. Engineer Office, Northwest Division Sub-Office, San Francisco, Calif.,
16 February 1944.

To: The Chief of Engineers, U. S. Army, WASHINGTON, D. C.
(THRU: Division Engineer, Northwest Division, EDMONTON, ALBERTA, CANADA.)

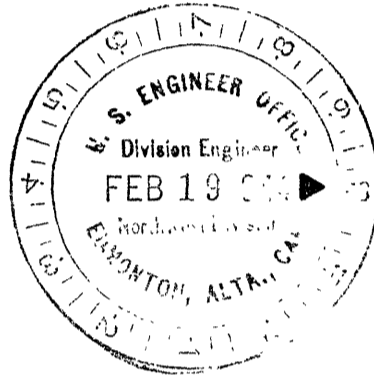
1. Mr. Sylvester E. White called at this office and advised that he was interested in making application for position of Welder. He was informed that this office had no vacancies for Welders for duty in Canada or Alaska, but that his application would be kept on file for consideration should vacancies for Welders occur in the future if he desired to fill out a form and leave it at this office. The fact that this office was not employing Welders at the time, nor did this office anticipate vacancies for Welders, can be substantiated by the fact that during the whole period of recruitment, only one Welder had been recruited. Mr. White had heard the interviewer talking to other applicants regarding positions as Laborers for duty in the same area. He then inquired as to possibilities of his being accepted as a Laborer. It was explained to him that although there were openings available for Laborers, that since he claimed to be a Welder by trade, it was not utilizing his greatest degree of efficiency in the war effort to accept a position as Laborer when he was qualified as a Welder, and suggestions were made to him as to what offices he could contact where he might be able to secure position as Welder for duty outside the United States. Mr. White insisted that he still wanted to be employed as a Laborer, and it was explained to him that even though he passed qualifications for job of Laborer, other requirements such as medical and draft board release would have to be obtained. Furthermore, it probably would be some time before he could be sent to the job site inasmuch as quarters for colored persons were not available and provisions would have to be made for construction of barracks for colored men.*

2. Mr. White was not referred by any agency for a job in Canada or Alaska, but came in on his own to make application.

Maxwell I. Rae
Maxwell I. Rae,
Captain, Corps of Engineers,
Officer in Charge.

FEB 21 1944

1 Incl.
n/c



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J.P.

NWD 230.033 (Wh)1

5th Ind.

(18 Dec 43)

SPNPD

Office, Division Engineer, Northwest Division, Edmonton, Alberta, Canada,
10 April 1944.

To: The Chief of Engineers, U. S. Army, Washington 25, D. C.

1. The circumstances set forth in Mr. White's complaint and the report submitted by the Officer in Charge of the Northwest Division Sub-Office at San Francisco, have been fully investigated and my findings are as follows:

a. No defined policy with respect to the hire of negroes has been issued by the Northwest Division. Both negroes and whites are considered for employment on the basis of qualifications for the vacancies but recruiting offices in the United States have from time to time been instructed to report hire of negroes to this headquarters prior to actual appointment in order that clearance could be furnished on housing facilities. The same practice has been followed with respect to female employees, both negroes and whites.

b. Proposed hire of Mr. White was actually reported by telephone call from Mr. Mendenhall of the San Francisco Sub-Office and Mr. Clarke, Chief of the Industrial Personnel Section of this Headquarters, for such housing clearance. Clearance for the hire was not given because of indication in the telephone conversation that pressure was being attempted by a committee in San Francisco to force employment of this particular individual. (A verbatim transcript of the conversation between Mr. Mendenhall and Mr. Clarke is inclosed.)

c. Some 40,000 men and women were employed in Canada and Alaska by offices of the Northwest Division and its contractors during 1943. I have found no evidence that any officer or employee having responsibility in the procurement of personnel was ignorant of the anti-discrimination statutes and orders. There is no way of ascertaining the exact number of negroes employed since race is not disclosed by any of the many personnel records. It is estimated that from 300 to 500 negroes were employed during the peak of the construction last year and that approximately 50 are employed as of this date.

d. I find that in both Government and contractor recruiting offices it soon became operating practice, developed with experience in recruiting personnel for the vast area involved, to advise forward offices of proposed negro hire for clearance as to quarters and mess facilities. The same practice began sooner with respect to female employees but gradually discontinued as definite information became available with respect to facilities for housing females. However, at this date we still find it necessary to contact a few posts before hiring either a negro or a female.



NWD 230.033 (Wh) 1
The Chief of Engineers
10 April 1944

5th Ind. (Cont'd)

e. I find that plans were discussed in the early spring of 1943 for a negro group recruiting program and that barracks were erected at several places to house these groups. Difficulty in procurement of negroes in groups caused a discontinuance of this program. Trouble was encountered in the field where negroes and whites were employed without separate barracks and, while no actual race riots ever occurred, I find that such situations resulted in loss of efficiency and added difficulty and delay to work already difficult by reason of lack of transportation and communication.

2. It is apparent from the file of this case that the conditions under which negroes could be employed for duty in the Northwest Division were not well understood by some of the clerks in our San Francisco Sub-Office and I regret embarrassment or humiliation caused Mr. White by this situation. I do not find anything improper in refusal of employment. The prime objective of the anti-discrimination laws and orders is understood by this headquarters to be the successful and unimpeded prosecution of the war. The hire of negroes without regard to housing problems in such a vast and sparsely populated area as that covered by the Northwest Division in Canada or Alaska would be detrimental to that objective.



L. D. Worsham,
Brigadier General, U.S.A.,
Division Engineer.

2 Incls.
Incl. 1 - 1 cy. w/d ✓
Incl. 2 added - telephone transcript
(in dup.) ✓

(4)

CE 201 Civ.F.(White, Sylvester E.) SPEPV 6th Ind.

Office, C. of E., 19 April 1944.

To: The Director, Industrial Personnel Division, Army Service Forces,
WASHINGTON, D. C.

Forwarded inviting attention to the fourth and fifth indorsements.

For the Chief of Engineers:

Howard M. Biggs
Howard M. Biggs,
Lt. Col., Corps of Engineers,
Chief of Civilian Personnel,
Industrial Personnel Branch.

- 4 Incls.
Incl. 1 - Cpy. ltr. dtd.
12/12/43.
Incl. 2 - Cpy. tel. transcript
dtd. 11/12/43.
Incl. 3 - Memo. dtd. 12/14/43
w/Inds. thereon. (added).
Incl. 4 - Memo. dtd. 1/31/44
w/Inds. thereon. (added).

APR 21 11 44 PM



WAR DEPARTMENT
ARMY SERVICE
END. DEPT.



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1353 - 12th Street
Oakland, California
December 12, 1943

Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Sir:

Replying to your letter of November 25, requesting information regarding my complaint that race discrimination was practiced against me in my effort to secure employment (as welder or laborer) at the United States Engineers Office in San Francisco, I submit the following facts.

The information is set down according to the questions asked in your letter.

1. With whom did you talk?

a-Two interviewers at the United States Army Engineers Office (Merchants Exchange Building in San Francisco). One was a girl on duty at the desk, and the other a man in the same office to whom she referred me. I do not know the names of either person.

b-An interviewer at the United States Employment Service (1690 Mission Street, San Francisco). This was a Chinese man. I do not know his name.

c-Captain Rae, head of the northwest division of the United States Army Engineers. (His office is also in the Merchants Exchange Building in San Francisco.)

2. What was said in the course of the interview which led you to believe that you were refused employment because of your race?

I called the northwestern division of the United States Army Engineers on Monday, and asked for the person who had charge of hiring welders. They referred my call to a lady and she stated that they had only hired a few welders, and the ones that they

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2-From Sylvester E. White to Truman Gibson, Jr. 12-12-1943

had hired up to that time were combination men, but she knew there was an order coming in the following day for more welders. She stated that they had to be thirty years old or over.

I explained to her my qualifications (I am thirty years old, and am a certified journeyman welder, having taken and passed the Navy test several months ago). She asked me to come into the office and make out an application on the next day.

I went to the office the following day, Tuesday. I entered at the same time two white fellows did. The girl at the desk asked what we wanted and asked the white fellows what trade they followed. She then asked me what my trade was. As soon as I mentioned welding she told me she was absolutely sure there was no opportunity. I then recounted my conversation over the phone the previous day. She went to the next office to see some man. When she came back she told me to go in to see him. I did so. He told me that they had not hired any welders for a long time. I then asked about a job as a laborer. He said that laborers were only guaranteed forty hours per week. I had just heard the girl at the desk practically insist on giving the two white fellows application blanks for laborers, and she also told them that laborers were guaranteed sixty hours per week with time and one half for overtime. However, the man insisted that laborers were guaranteed only forty hours per week.

I, nevertheless, asked for an application blank for a job as laborer. He did not actually refuse to give me the blank, but he talked around the subject and suggested I go and see another outfit about welding in Arabia.

I left the United States Army Engineers Office and went to the United States Employment Service to inquire about work as a warehouseman or longshoreman. I talked to a Chinese fellow who was an interviewer there, and related the experience I'd just had with the U.S. Army Engineers Office. This Chinese fellow volunteered the information that it was the policy of the United States Army Engineers not to hire any Negroes, because they kept the men in barracks and apparently they had no barracks for Negroes. That appeared to me to be the reason why I was not permitted to see the lady I'd talked to over the telephone at the U.S. Army Engineers Office, and why they gave me what

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3-From Sylvester E. White to Truman Gibson, Jr. 12-12-1943

was obviously a "run around".

I filed a complaint with the Fair Employment Practice Committee about the United States Army Engineers, and they asked me to go to see Captain Rae, who is head of the northwestern division of the United States Army Engineers.

I went to see Captain Rae on November 15, 1943. He told me there were three positions I could take. One was to drop the case, and that is what they would like for me to do. Two, if I insisted, they would refer it to the division in Alaska and they would try to find some isolated spot to put me as an individual. They did not want to change their rule as a whole. The third alternative was that I could formally ask the F.E.P.C. for an investigation and let them take the case up and do whatever they saw fit to do.

According to Captain Rae this policy of not hiring Negroes is that of the division in Alaska. Is not a written policy, but one which is followed in practice, nevertheless.

He showed me five spots on the map where they are apparently doing a lot of work, all kinds of work.

He agreed with me that as an individual should stand up for my rights, but on the other hand he as a Captain had his job to do and the Army simply did not want Negroes up there. A lot of people working there are from various parts of the south and they think there would be trouble if they brought Negroes in. He said that if they could classify me as an "individual" and find some isolated spot (although there could be no guarantee even of this) they might be able to find a job for me.

Captain Rae stated that it would be inconvenient for the Army to put up barracks for Negro workers in the districts where they are doing construction work in Alaska. The only barracks for Negroes they have at the present time are those for soldiers.

He stated several times that the department up there might be able to look around and find some isolated spot in which to put me, but that they would not take me along with the quota of people they hire. Judging from his conversation there seemed to be no Negroes there at all in any capacity.

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4-From Sylvester E. White to Truman Gibson, Jr. 12-12-1943

In regard to hiring welders he stated that the welding is being done by contractors, and the the Army is not hiring them directly.

On this latter point the following might be of interest to you. I called on a contractor about a month ago. This was the firm of Bechtel-Price-Callahan. I spoke to a Mr. Bush and asked him about a job as welder on some of the work this firm is doing for the Army in Alaska. He was very enthusiastic about the possibilities and asked me to come in right away. I telephoned Mr. Bush again the next day, this time explaining that I had called the day before about a welding job. This time I mentioned the fact that I was colored. He told me that they did not have any accommodations for Negroes and so were not hiring them. However, he expected that in about thirty days such accommodations would be available, and suggested that I call back after thirty days. When I called this firm just recently I was informed that they were not hiring any more welders. This firm is working on Army projects at White Horse, Canada and Fairbanks, Alaska, and they have three other contracts with the Army.

3. State whether you asked for and were refused an application form.

Please refer to page 2, paragraph 4 of this communication.

4. What agency referred you to the United States Army Engineers?

I went there of my own accord.

5. State if any white applicant was treated differently from you.

Please refer to page 2, paragraph 3 of this communication.

I trust that the foregoing information will be of service to you, and please be assured of my willingness to cooperate in any manner necessary.

Very truly yours,

Sylvester E. White

/s/ Sylvester E. White

TELEPHONE CONVERSATION BETWEEN
MR. CLARK, Edmonton, and
MR. MENDENHALL, San Francisco.

12 November 1943
11:10 AM fs
Discs No. 3179-80

Mr. Mendenhall: (indistinct) committee on fair employment practices in connection with information on negroes. We had a negro in line for a position as welder, for which we had no opening at the time and we told him so. There happened to be two white men in line at the same time for positions as laborers, which we did have an opening for so he said he would go as a laborer. We informed him, of course, that the facilities were not there for negroes, but we would obtain employment for him elsewhere. He refused to accept the employment that we suggested and went to this committee. Now they're hot after us because of discrimination in the War Department. We explained that we didn't have the facilities for separating, etc., and they said that it was not a matter for us to decide and that it was up to the applicant himself to decide whether or not the quarters were satisfactory to him. They're going to make a report this afternoon to the headquarters in Washington, D. C., and unless we can straighten it out by conversation prior to that time
.....

Mr. Clark: I don't believe it's necessary to make any attempt to straighten it out. They'll make their report in any case, and it looks to me as though they're trying a little duress to make the negro eligible. You're not required to take any particular person, black or white, it makes no difference in that respect. If you took the black man in preference to a white man, you'd be discriminating against the whites. The basis for selecting a man is on the qualifications he has for the job.

Mr. M: This man is qualified and we do have positions open for laborers

Mr. C: The thing is this, is he the only eligible you have to fill the laborer position?

Mr. M: No, not at all.

Mr. C: That's what I'm driving at. There is nothing which requires you to take a colored man in preference to a white man. That's not the intent of any discrimination law.

Mr. M: It states under Executive Order 9346 that if this man is qualified, we must hire him.

Mr. C: That is not true. There is nothing which makes it mandatory that you hire a colored man.

Mr. M: It would appear that it does carry strength (indistinct) consider that as mandatory....

Mr. C: I'd have to see that Attorney General Ruling to understand that. I've read the anti-discrimination clauses that are in several of the laws and appropriation acts, and there is nothing which makes it mandatory that

Mr. Clark (Cont'd.)

you give preference to the negro race in making appointments. It's merely that you do not discriminate against them in making appointments. Appointments should be made on the basis of the best qualified man for the vacancy. Where are these labor vacancies for?

Mr. M: I think they are for Dawson Creek, Prince Rupert, Whitehorse, and the Northwest Division.

Mr. C: We might be able to use negro help at some of those places, but they'd have to check on that, however. Regardless of any action that they take down there, the worst thing that can happen is to bring a colored man in and then find that we have no place for him; that we can't house him with the white men because the white men won't live with him or he won't live with them --sometimes it works the other way and the negro isn't willing to live with the white folks.

Mr. M: This fellow apparently is, and the committee says we have no right to decide for him.

Mr. C: Make no attempt to take that fellow up merely on the duress, or the point which the committee is making that unless you straighten it out they're going to report it to Washington. If it's wrong, they should report it to Washington, but we're not going to enter into any bargain that if they don't report it we'll find a job for the man.

Mr. M: No, that's not the point. He says that he would prefer not to make a national issue in the case of this particular individual, but that rather than act upon it any further himself....

Mr. C: Has he given you anything in writing?

Mr. M: No, it's all been telephone conversation.

Mr. C: He won't put a statement in writing that it's mandatory that you take the colored man?

Mr. M: No.

Mr. C: You might ask him if he'll do that, because if they do report it, it's going to come back to the Chief and from the Chief down to the Division, and it will have to be answered. Anything they put in writing may be helpful in giving that answer.

Mr. M: All right. I'll have another talk with him. Would you be interested in talking with him yourself?

Mr. C: No, not particularly. I think you can probably pass on to him what I've said here on this telephone conversation.

Mr. M: If there is any question about that, we can take care of it here.

Mr. Mendenhall (Cont'd.)

His position is this, of course, that the one case doesn't amount to anything, but it's the fact that he will go out and contact others of his race, fill them with that feeling, and do harm there.

Mr. C: Yes, and maybe keep himself in a job.

Mr. M: And also to get more against us.

Mr. C: That's right. You have to be careful, of course, what you say to him--especially anything that you put in writing to him--because, just like my suggestion that you try to get something in writing from him, he may want something in writing from you. If you give him anything, remember that fundamental rule that vacancies are filled on a basis of qualifications, and not on the basis of race.

Mr. M: My opinion is that this fellow may be a stool pigeon for that office.

Mr. C: Yes, he may be. However, before you hire any negroes, be certain that you do contact us and find out if the job will fit. We have negroes working up here and we can use them wherever they will fit into the work.

Mr. M: I told him that, and I told him also that the contractors have negroes up there.

Mr. C: That's right, and in those cases the contractor has erected facilities for those negroes.

Mr. M: I told him also that our jobs were outpost jobs, and that there wasn't a very large number of personnel and was rather confining. However, that doesn't hold with them at all.

Mr. C: One difficulty, of course, is that of housing. There are not quarters for all Government employees in Canada. We have negro clerical employees in both Edmonton and Skagway, and possibly other places that I don't know of offhand--we may have some at Prince Rupert, I'm not sure--but in the case of Edmonton, we had to first make sure that there are houses available or rooms available for them. Edmonton is a congested town and there is a very small negro quarter here, and regardless of what any committee thinks of the case, you can't get the ordinary houseowner to rent out a room to a negro. That would stop us cold from bringing one in here. That's why I say, before you make any actual hire of a negro, that you check with us to see if there will be accommodations for the man. We had a recent case where a negro stenographer was transferred to Dawson Creek from down in the States. When she got there, there just wasn't any place where she could live, so we had to arrange for a re-transfer down to Edmonton and arrange here for a place where she could rent a room. It doesn't do the employee any good. It wasn't the fault of that girl that she was sent up to a place where there weren't any accommodations, and we did everything we could to take care of her. However, you can't be sure that you can do that every time.

Mr. Clark (Cont'd.)

I think that's about the gist of it. If they're going to make a report do nothing at all to discourage them from making it.

Mr. M: On Supplement No. 2 of your Circular Letter No. 97, there is a rate of \$1.25 for...(indistinct)...5-7175...

Mr. C: \$1.12 $\frac{1}{2}$?

Mr. M: Yes, and we were told to go on the basis of that...(indistinct)...

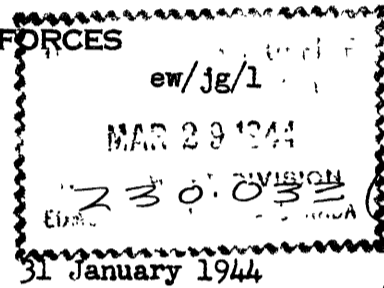
Mr. C: What's that reference again? The telegram.

Mr. M: 5-7175. That's about all I have.

Mr. C: Okay, I'll send you a correction wire.



HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON 25, D. C.



SPGC-C 201 (White, Sylvester) X

MEMORANDUM FOR THE CHIEF OF ENGINEERS
Attention: Civilian Personnel Branch
Subject: Mr. Sylvester E. White

1. Reference is made to first indorsement dated 23 December 1943, from this office, concerning a complaint from Mr. Sylvester E. White, who alleges that discrimination had been practiced against him at the U. S. Army Engineers Office in San Francisco, California, in his effort to secure employment.

2. To date there is no record to indicate that your office has replied to this communication.

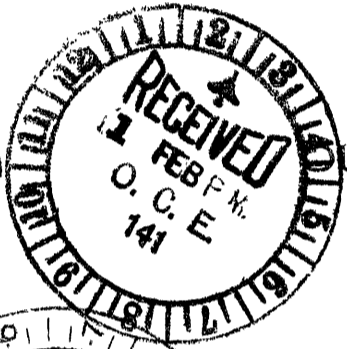
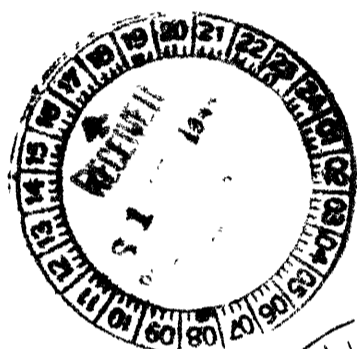
3. It is requested that your report be forwarded at an early date in order that our files on this case may be closed.

For the Director, Industrial Personnel Division:

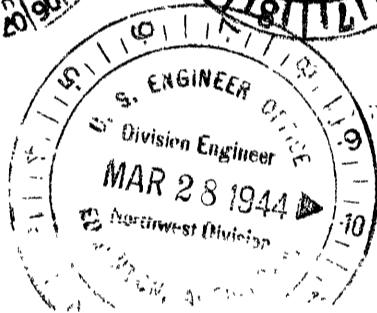
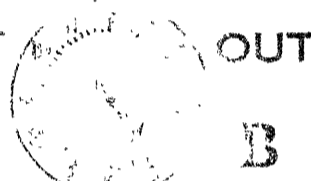
Dudley Frank
DUDLEY FRANK
Lt. Colonel, AUS
Executive Officer
Civilian Personnel Branch



Frank



JAN 31 '44 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

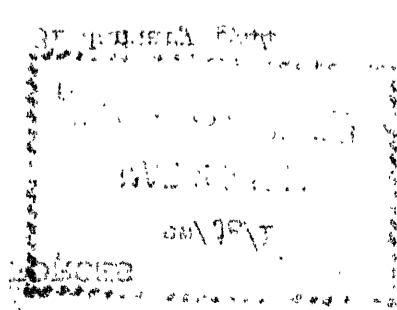
TO: [Illegible]
FROM: [Illegible]
SUBJECT: [Illegible]

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AIR MAIL

VIA AIR MAIL

230-033 (SF) 2

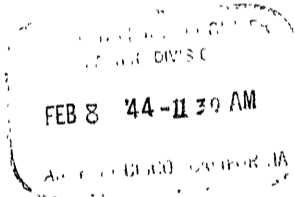
CE 201 Civ.F.(White, Sylvester E.) SPEPV 1st Ind.

Office, C. of E., 4 February 1944.

To: The Division Engineer, U. S. Engineer Office, SAN FRANCISCO, CALIFORNIA.

For prompt report in connection with second indorsement from this office dated 21 December 1943 and second indorsement dated 29 December 1943.

By order of the Chief of Engineers:



Howard M. Biggs
Howard M. Biggs,
Lt. Col., Corps of Engineers,
Chief of Civilian Personnel,
Industrial Personnel Branch.

NPV-PADS-AD

2nd Ind.

Office, Division Engineer, Pac. Divn., San Francisco Branch, 10 February 1944

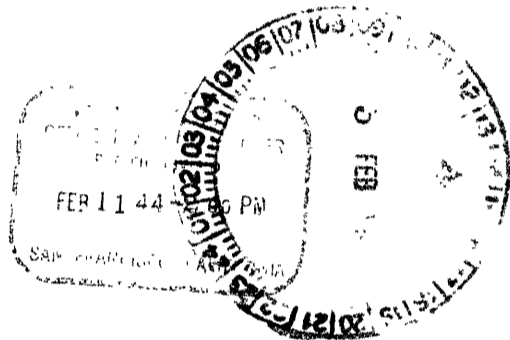
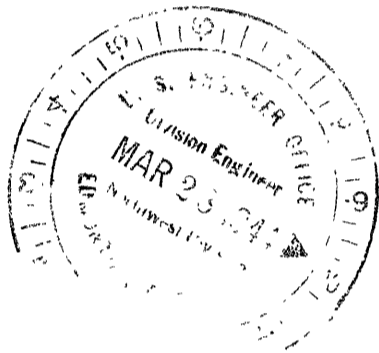
To: The Division Engineer, Northwest Division Sub-Office, 465 California Street, SAN FRANCISCO, CALIFORNIA.

Forwarded as a matter pertaining to your office.

For the Division Engineer:

A. G. Mickow
A. G. Mickow,
Chief Administrative Assistant.





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230-033(1-F)2

File No. 230

3rd Ind.

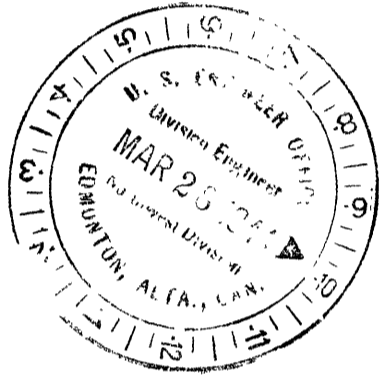
Officer in Charge, Northwest Service Command Sub-Office, 465 California Street,
San Francisco 4, California. 23 March 1944.

To: The Commanding General, Northwest Service Command, Edmonton, Alberta, Canada.

Forwarded, inviting attention to letter from this office dated 16 February 1944, Subject, Report on Sylvester White; to 1st Wrapper Indorsement dated 11 January 1944, on War Department Memorandum dated 14 December 1943; and to 4th Indorsement dated 16 February 1944, on War Department Memorandum dated 18 December 1943.

Maxwell I. Rae

Maxwell I. Rae,
Captain, Corps of Engineers,
Officer in Charge.



J.P.

NWD 230.033 (SF) 2 4th Ind. (31 Jan. 44) SPNPD

Office, Division Engineer, Northwest Division, Edmonton, Alberta, Canada.
10 April 1944.

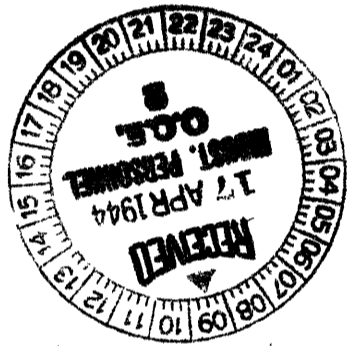
To: The Chief of Engineers, U. S. Army, Washington 25, D. C.

A full report on Sylvester E. White is contained in 5th Indorsement of the Division Engineer under this date on your file CE 201 Civ. F. (White, Sylvester E.) SPEAP.

For the Division Engineer:

H. E. Thurston
H. E. THURSTON,
Major, Corps of Engineers,
Chief, Personnel Branch.

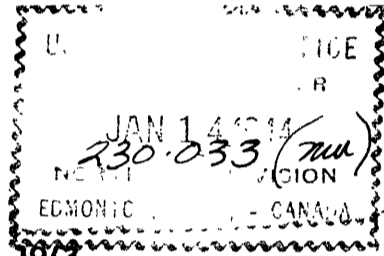
RECEIVED
10 APR 1944
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WAR DEPARTMENT
WASHINGTON, D. C.

14 December 1943



201.2/1 X 230.033 X 319.1 (Spec. Admin.) X 291.2 PAUM

MEMORANDUM

TO: The Director, Industrial Personnel Division
Army Service Forces

This office has received from the President's Committee on Fair Employment Practice, the complaint of Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California, alleging that race discrimination had been practiced against him at the United States Engineers Office in San Francisco, California, in his effort to secure employment as a welder or laborer in Canada or Alaska under the Northwest Division of the Engineers Department.

Attached hereto is a copy of a letter from the Committee under date of 23 November 1943 and a copy of a statement given by Mr. White to the regional office of the Committee in San Francisco. May Mr. White's allegations be investigated to determine whether there has been any violation of Executive Order 9346 and the directives prohibiting race discrimination in federal employment?

30515
Truman K. Gibson, Jr.
Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.



RECEIVED
JAN 14 PM 12:03
NORTHWEST DIVISION
EDMONTON, ALTA., CAN.

230.033(rw)1

SPGC-L 201 White, Sylvester 1st Ind.
Co., ASF, IPD, Washington, D. C., 17 December 1943.

To: Office of the Chief of Engineers (Attention: Lt. Col. Clarence D. Barker)
Forwarded for investigation and report.

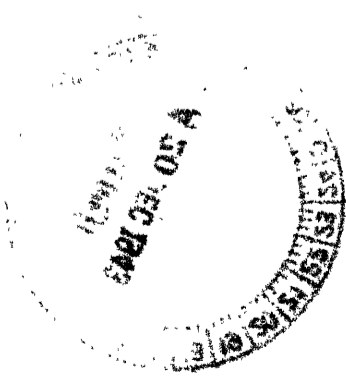
For the Director, Industrial Personnel Division:

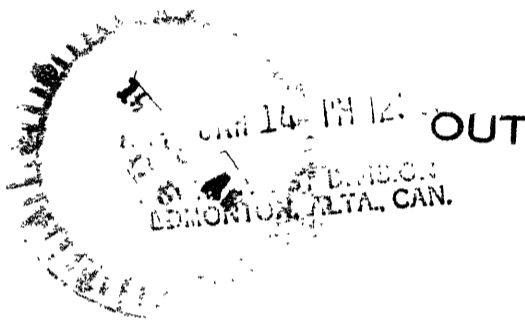
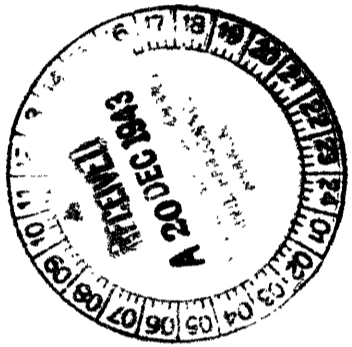


JOHN F. O'GARA
Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

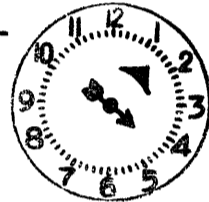
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WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

230.033(200)/

201.2/1 X 230.033 X 319.1 (Spec. Admin.) X 291.2 PADN

CE 201 Civ.F.(White, Sylvester E.) SPEAP 2nd Ind.

Office, C. of E., 21 December 1943.

To: The District Engineer, U. S. Engineer Office, SAN FRANCISCO, CALIFORNIA.

For investigation and prompt report.

By order of the Chief of Engineers:

W. E. Lorence
W. E. Lorence,
Colonel, Corps of Engineers,
Director, Industrial Personnel Branch.

2 Inclosures:
Cy. of ltr. dtd. 23 Nov 43
Cy. of Statement dtd. 15 Nov 43

201.2/1 PADNA 3d Ind.

U. S. Engineer Office, San Francisco, California, 31 December 1943. -

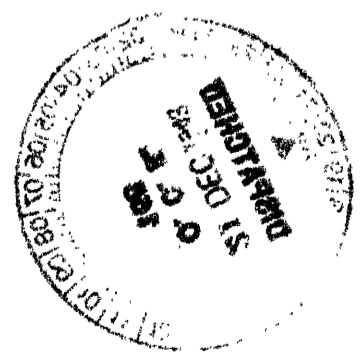
To the Officer in Charge, Northwest Division Sub-Office, 465 California Street, San Francisco, California.

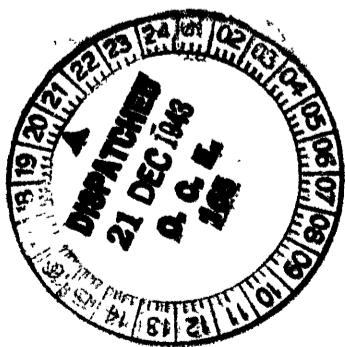
Forwarded as a matter pertaining to the Northwest Division Sub-Office.

For the District Engineer:

Harold E. George
Harold E. George,
Lt. Col., Corps of Engineers,
Executive Assistant.

2 Incls. -
Copy, letter dated 23 November 1943;
Copy of statement dated 15 November 1943.





U. S. ENGINEER OFFICE
12 20 48-1 05 PM
5:15 PM
SAN FRANCISCO, CALIF.

NORTHWEST DIVISION
EDMONTON, ALTA. CAN.
DEC 19 12 14 PM 1948

CP


NWD 230.033 (NW) 1 4th Ind. (14 Dec. 43) SPNPD

Office, Division Engineer, Northwest Division, Edmonton, Alberta, Canada,
10 April 1944.

To: The Chief of Engineers, U. S. Army, Washington 25, D. C.

The basic and previous indorsements were forwarded to this office by the Officer in Charge of the San Francisco Sub-Office for reply. A full report on Sylvester E. White is contained in 5th Indorsement of the Division Engineer under this date on your file CE 201 Civ. F. (White, Sylvester E.) SPEAP.

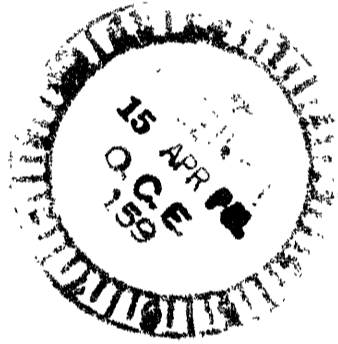
For the Division Engineer:


H. E. THURSTON,
Major, Corps of Engineers,
Chief, Personnel Branch.

Incls. w/d

RECEIVED
14 APR 1944
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APR 14 1944



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Subject: Complaint of Sylvester E.
White. (Negro)

File No. 230.05

1st Wrapper Ind.

230-033 (RM) 1

Officer in Charge, Northwest Division Sub-Office, 465 California Street,
San Francisco 4, California. 11 January 1944.

X 291.2 (RM)

To: The Division Engineer, Northwest Division, Edmonton, Alberta, Canada.

Attention: Captain La Marr.

For information upon which reply can be based.

Maxwell I. Rae

Maxwell I. Rae,
Captain, Corps of Engineers,
Officer in Charge.

JAN 14 PM 12:00
COMMUNICATIONS DIVISION
EDMONTON, ALTA., CAN.

TO: [Illegible]

FROM: [Illegible]

SUBJECT: [Illegible]

1/14/68 (JAN 14)
COMMUNICATIONS DIVISION

12 May 1944

MEMORANDUM TO THE CHIEF OF ENGINEERS
Attention: Industrial Personnel Division
Subject: Mr. Sylvester E. White

1. Reference is made to fifth indorsement, dated 10 April 1944, from the Office, Division Engineer, Northwest Division, Edmonton, Alberta, Canada.

2. The President's Executive Order 9346 provides that in localities where "by law or custom" segregation by race is practiced, separate but equal facilities may be established for the minority group. While this provision relates specifically to conditions of work on the job it can and has been extended to include living conditions within the housing area of the workers.

3. While "law and custom", as used in the Executive Order quoted above, within the area of employment covered by this complaint has quite definitely established the practice of non-discrimination between Negroes and whites relating to transportation, eating places, theatres, etc., the practice of segregation in housing is an established custom. This does not mean a restricted housing area for Negroes and whites but it does mean that Negroes and whites are not housed in the same domicile.

4. The facts reported in this case indicate that where adequate housing facilities for Negroes were available at the places of employment, they were employed. A refusal to employ a Negro under the circumstances that no housing was available for him would not in our judgment be an example of unfair racial discrimination and a violation of the Executive Order any more than it would have been to refuse employment to a woman when no housing facilities were available for her because of her sex.

5. In future cases of this kind it is recommended that the issue raised in this instance be fairly met by employment officers. There appears to be some evidence that this was not the case. The impression

OSW Incl 5.

SPGC-C 201 White, Sylvester W. (continued)

was left with the applicant that he was being discriminated against within the provisions of the Executive Order.

6. In these circumstances, we would recommend that before the Office of the Chief of Engineers approves separate barracks facilities for Negro and white workers in areas where such segregation is not practiced, that they should consult with Industrial Personnel Division for the reason that such segregation may lead to the denial of equal opportunities of employment for Negro workers, and, therefore, constitute a violation of Executive Order 9346.

For the Director, Industrial Personnel Division:

JAMES T. O'CONNELL
Colonel, General Staff Corps
Chief, Civilian Personnel Branch

file

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



In reply, refer to:
12-GR-112 DFO

May 4, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This is in further reference to the complaint of Mr. Sylvester E. White, filed with the War Department on December 7, 1943, and mentioned in subsequent correspondence on March 14, 1944. On March 16, you indicated that the matter had been forwarded by your office for investigation on December 14. You also stated that a follow-up was being sent out on the case.

It will be appreciated if you will let me know what this follow-up has revealed and whether the War Department is now ready to submit a report on the matter.

Sincerely yours,

A handwritten signature in cursive script that reads "Clarence M. Mitchell".

Clarence M. Mitchell
Associate Director of
Field Operations

OSW - Ex. 2431
LRL/res

16 March 1944

Mr. Clarence Mitchell
Associate Director of Field
Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 14 March 1944 inquiring about the status of the investigation into the complaint of Mr. Sylvester E. White. As your file will indicate it was necessary to obtain additional information before requesting an investigation into this complaint. Mr. Will Maslow, your Director of Field Operations, forwarded to this office under date of 7 December 1943 a copy of a statement given by Mr. White to your Regional Office in San Francisco, and an investigation was requested on 14 December 1943. No report has yet been received. I am today requesting that a follow-up be sent out immediately and as soon as a report is received you will be promptly advised.

Sincerely yours,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

Handwritten:
Gibson
6/1/44

18 December 1943

MEMORANDUM

TO: The Director, Industrial Personnel Division
Army Service Forces

Reference is made to my memorandum of 14 December 1943 inclosing copies of correspondence from the President's Committee on Fair Employment Practice and requesting an investigation of the complaint of Mr. Sylvester E. White who alleged that race discrimination had been practiced against him at the United States Army Engineers Office in San Francisco, California, in his effort to secure employment in Canada or Alaska under the Engineers Department.

Attached hereto is a copy of a letter from Mr. White dated 12 December 1943, which gives detailed information concerning the alleged discrimination. May this copy of his letter be made a part of his complaint and be considered in the requested investigation?

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

copy

1353 - 12th Street
Oakland, California
December 12, 1943

Truman K. Gibson Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Sir:

Replying to your letter of November 25, requesting information regarding my complaint that race discrimination was practised against me in my effort to secure employment (as welder or laborer) at the United States Engineers Office in San Francisco, I submit the following facts.

The information is set down according to the questions asked in your letter.

1. With whom did you talk?

a-Two interviewers at the United States Army Engineers Office (Merchants Exchange Building in San Francisco). One was a girl on duty at the desk, and the other a man in the same office to whom she referred me. I do not know the names of either person.

b-An interviewer at the United States Employment Service (1690 Mission Street, San Francisco). This was a Chinese man. I do not know his name.

c-Captain Rae, head of the northwest division of the United States Army Engineers. (His office is also in the Merchants Exchange Building in San Francisco.)

2. What was said in the course of the interview which led you to believe that you were refused employment because of your race?

I called the northwestern division of the United States Army Engineers on Monday, and asked for the person who had charge of hiring welders. They referred my call to a lady and she stated that they had only hired a few welders, and the ones that they

2-Fry Sylvester E. White to Truman Gibson Jr. 12-12-1943

had hired up to that time were combination men, but she knew there was an order coming in the following day for more welders. She stated that they had to be thirty years old or over.

I explained to her my qualifications (I am thirty years old, and am a certified journeyman welder, having taken and passed the Navy test several months ago). She asked me to come in to the office and make out an application on the next day.

I went to the office the following day, Tuesday. I entered at the same time two white fellows did. The girl at the desk asked what we wanted and asked the white fellows what trade they followed. She then asked me what my trade was. As soon as I mentioned welding she told me she was absolutely sure there was no opportunity. I then recounted my conversation over the phone the previous day. She went to the next office to see some man. When she came back she told me to go in to see him. I did so. He told me that had not hired any welders for a long time. I then asked about a job as a laborer. He said that laborers were only guaranteed forty hours per week. I had just heard the girl at the desk practically insist on giving the two white fellows application blanks for laborers, and she also told them that laborers were guaranteed sixty hours per week with time and one half for overtime. However, the man insisted that laborers were guaranteed only forty hours per week.

I, nevertheless, asked for an application blank for a job as laborer. He did not actually refuse to give me the blank, but he talked around the subject and suggested I go and see another outfit about welding in Arabia.

I left the United States Army Engineers Office and went to the United States Employment Service to inquire about work as a warehouseman or longshoreman. I talked to a Chinese fellow who was an interviewer there, and related the experience I'd just had with the U.S. Army Engineers Office. This Chinese fellow volunteered the information that it was the policy of the United States Army Engineers not to hire any Negroes, because they kept the men in barracks and apparently they had no barracks for Negroes. That appeared to me to be the reason why I was not permitted to see the lady I'd talked to over the telephone at the U.S. Army Engineers Office, and why they gave me what was obviously a "run around".

3-From Sylvester E. White to Truman Gibson Jr. 12-12-1943

I filed a complaint with the Fair Employment Practises Committee about the United States Army Engineers, and they asked me to go to see Captain Rae, who is head of the northwestern division of the United States Army Engineers.

I went to see Captain Rae on November 15, 1943. He told me there were three positions I could take. One was to drop the case, and that is what they would like for me to do. Two, if I insisted, they would refer it to the division in Alaska and they would try to find some isolated spot to put me as an individual. They did not want to change their rule as a whole. The third alternative was that I could formally ask the F.E.P.C. for an investigation and let them take the case up and do whatever they saw fit to do.

According to Captain Rae this policy of not hiring Negroes is that of the division in Alaska. Is not a written policy, but one which is followed in practise, nevertheless.

He showed me five spots on the map where they are apparently doing a lot of work, all kinds of work.

He agreed with me that I as an individual should stand up for my rights, but on the other hand he as a Captain had his job to do and the Army simply did not want Negroes up there. A lot of people working there are from various parts of the south and they think there would be trouble if they brought Negroes in. He said that if they could classify me as an "individual" and find some isolated spot (although there could be no guarantee even of this) they might be able to find a job for me.

Captain Rae stated that it would be inconvenient for the Army to put up barracks for Negro workers in the districts where they are doing construction work in Alaska. The only barracks for Negroes they have at the present time are those for soldiers.

He stated several times that the department up there might be able to look around and find some isolated spot in which to put me, but that they would not take me along with the quota of people they hire. Judging from his conversation there seemed to be no Negroes there at all in any capacity.

In regard to hiring welders he stated that the welding is being done by contractors, and that the Army is not hiring them directly.

On this latter point the following might be of interest to you. I called on a contractor about a month ago. This was the firm of Bechtel-Price-Callahan, and I spoke to a Mr. Bush and asked him

4-From Sylvester E. White to Truman Gibson Jr. 12-12-1943

about a job as welder on some of the work this firm is doing for the Army in Alaska. He was very enthusiastic about the possibilities and asked me to come in right away. I telephoned Mr. Bush again the next day, this time explaining that I had called the day before about a welding job. This time I mentioned the fact that I was colored. He told me that they did not have any accommodations for Negroes and so were not hiring them. However he expected that in about thirty days such accommodations would be available, and suggested that I call back after thirty days. When I called this firm just recently I was informed that they were not hiring any more welders. This firm is working on Army projects at White Horse, Canada and Fairbanks, Alaska, and they have three other contracts with the Army.

3. State whether you asked for and were refused an application form.

Please refer to page 2, paragraph 4 of this communication.

4. What agency referred you to the United States Army Engineers?

I went there of my own accord.

5. State if any white applicant was treated differently from you.

Please refer to page 2, paragraph 3 of this communication.

I trust that the foregoing information will be of service to you, and please be assured of my willingness to cooperate in any manner necessary.

Very truly yours,

Sylvester E. White

Sylvester E. White

26 November 1943

Mr. Will Maslow
Director of Field Operation
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Maslow:

Reference is made to your letter of 23 November 1943, forwarding to this office the complaint of Mr. Sylvester E. White alleging that race discrimination was practiced against him in his effort to secure employment as a welder or laborer at the United States Engineers Office in San Francisco.

For your information I am inclosing a copy of a letter I am today sending Mr. White.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

11/27/43

26 November 1943

Mr. Sylvester E. White
1353 Twelfth Street
Oakland, California

Dear Mr. White:

The President's Committee on Fair Employment Practice has brought to the attention of this office your complaint that race discrimination was practiced against you in your effort to secure employment as a welder or laborer at the United States Engineers Office in San Francisco.

Will you please inform me immediately (1) with whom you talked, (2) what was said in the course of the interview which led you to believe you were refused employment because of your race, (3) whether you asked for and was refused an application for employment form, (4) and what agency referred you to the Engineers Office. If any white applicant for employment was treated any differently from you, will you please tell me how. This information is necessary in order to undertake an investigation of your complaint.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

14 December 1943

MEMORANDUM

TO: The Director, Industrial Personnel Division
Army Service Forces

This office has received from the President's Committee on Fair Employment Practice, the complaint of Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California, alleging that race discrimination had been practiced against him at the United States Engineers Office in San Francisco, California, in his effort to secure employment as a welder or laborer in Canada or Alaska under the Northwest Division of the Engineers Department.

Attached hereto is a copy of a letter from the Committee under date of 23 November 1943 and a copy of a statement given by Mr. White to the regional office of the Committee in San Francisco. May Mr. White's allegations be investigated to determine whether there has been any violation of Executive Order 9346 and the directives prohibiting race discrimination in federal employment?

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

In reply refer to:
DFO 12-GR-112

December 7, 1943

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

My dear Mr. Gibson:

This is in further reference to the complaint of
Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California,
against the United States Army Engineers Office in San Francisco.

I note your letter of November 26 states that you
have requested Mr. White to answer certain specific questions.
For your information, I am enclosing a copy of a statement pre-
sented to our regional office in San Francisco by Mr. White.
You will note that he makes further allegations of discrimina-
tion based on race. This latter discrimination occurred when
he made a second visit to the office of the Engineers.

Very truly yours,

Will Maslow
Director of Field Operations

Enclosure

In reply, refer to:
12-GR-112 DFO

March 14, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

On November 23, 1943, Mr. Will Maslow, our Director of Field Operations, communicated with you concerning a complaint from Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California. We have not as yet had a reply to this communication.

It will be appreciated if you will inform us of the status of your investigation.

Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

In reply, refer to:
12-GR-112 DFO

March 14, 1944

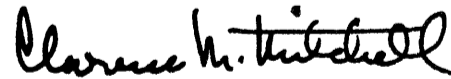
Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

On November 23, 1943, Mr. Will Maslow, our Director of Field Operations, communicated with you concerning a complaint from Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California. We have not as yet had a reply to this communication.

It will be appreciated if you will inform us of the status of your investigation.

Sincerely yours,



Clarence M. Mitchell
Associate Director of
Field Operations



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

In reply refer to:
DFO 12-GR-112

December 7, 1943

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

My dear Mr. Gibson:

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Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California,
against the United States Army Engineers Office in San Francisco.

I note your letter of November 26 states that you
have requested Mr. White to answer certain specific questions.
For your information, I am enclosing a copy of a statement pre-
sented to our regional office in San Francisco by Mr. White.
You will note that he makes further allegations of discrimina-
tion based on race. This latter discrimination occurred when
he made a second visit to the office of the Engineers.

Very truly yours,

Will Maslow

Will Maslow
Director of Field Operations

Enclosure



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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

November 23, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to
the Secretary of War
War Department
Washington, D. C.

In re 12-GR-112

My dear Mr. Gibson:

The San Francisco regional office of the President's Committee on Fair Employment Practice has sent to this office a complaint from Mr. Sylvester E. White, 1353 Twelfth Street, Oakland, California. Mr. White is a Negro and charges that he reported at the U. S. Army Engineers' office in San Francisco on November 9, 1943, seeking employment as a welder or laborer. He alleges that no attempt was made to provide him with an application form so that he could be considered for employment in Alaska or Canada. The complainant stated that he felt he was denied this employment because he is a Negro.

Our regional office reports that a Mr. Mendenhall, Executive Assistant to Captain M. I. Rae, U. S. Army Engineers, Northwest Division, 436 California Street, San Francisco, stated that the policy of the Engineers is to accept Negroes for employment only when quarters can be established beforehand at the place of employment. Mr. Mendenhall also stated that the attitude of the local populace in the area for which workers were being recruited was such that Negroes, Chinese, and other racial minorities would probably be limited to commissary jobs only.

It will be appreciated if you will investigate this matter and bring the policy of the hiring office into line with the requirements of Executive Order 9346. Please notify me of the results of your inquiries and efforts.

Very truly yours,

Will Maslow

Will Maslow
Director of Field Operations



RE: Case 12-GR-112
Referred 11-13-43 TO D.F.O.
For Further Action

SYLVESTER WHITE
November 15, 1943

I went to Captain Rae today, (11-15-43), and he told me that there were three positions I could take.

Number one was to drop the case, that is what they would like for me to do.

Number two, if I insis^t, they would refer it to the division up there and they would try to find some isolated spot to put me as an individual. They did not want to change their rule as a whole.

The third alternative, was that I come tell you the whole story and let you take the case up or do whatever you saw fit to do. In other words follow through on the case. According to Captain Rae, this is the policy as followed by the group up there. The policy apparently is not a hard set policy or a written policy, but the policy of the division up there.

He showed me five spots on the map where they are apparently doing a lot of work, all kinds of work. The main thing they need are carpenters, plumbers, steamfitters, pipefitters, black smiths and all kinds of maintenance workers. Apparently they are putting up these big barracks at five places across Alaska and Canada. There are a lot of Civil Service Employees going up. It seems to me that the way he explained it, the whole thing should be cracked down on. I told him that if we, (Negroes), didn't manage to get in these places while the war is on, after the war when the bases will start cutting down there will be absolutely no chance at all. Once a pattern is set up it would be much harder to break it, then it would to get it right in the first place.

He agreed with me that I as an individual should stand up for my rights, but on the other hand he as a Captain had his job to do and the Army simply did not want Negroes up there. A lot of people working up there are from various parts of the South and they figured there would be trouble; that if they could classify me as an individual up there in some isolated spot, of course that was not guaranteed, they would try to find some spot to stick me.

It is just a policy up there and it would make it inconvenient for them to put up quarters for Negroes outside of the soldiers in the camps. Apparently there are still some soldiers up there. As a matter of fact, I have a brother who is either up there or in the Aleutian Islands, as a Private.

Over-

The Department up there would look around for an isolated spot to put me as an individual, but they would not take me along with the quota of people they hire. From the way he talked, there seemed to be no Negroes employed there in any capacity. He told me the reason they were not hiring welders was they were hiring people for maintenance work and the welding is done by contractors.

I called on a contractor about a month ago, Bechtel-Price-Callahan, and spoke to Mr. Bush and asked him about a job there. He was very enthusiastic and told me to come over the next day. I called and explained that I called the day before and that I was colored and he told me that they did not have any accommodations for Negroes at the time, but they figured they would have in about thirty days and told me to call back. I recalled that number and they said they were not hiring any welders any more. One job was at White Horse, Canada and one at Fairbanks, Alaska and they have three other jobs.

Now the War Manpower Commission has forbidden them to accept any more men from this area because it is a critical labor shortage area, but apparently they could be accepted from Los Angeles or other parts of the country.

February 3, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide
to the Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice has received from its Cleveland office a complaint filed on August 28, 1943, by Miss Lerna B. Waller, 1676 Harvard Avenue, Columbus, Ohio.

Miss Waller charges that she is no longer employed by the Signal Corps at Dayton, Ohio, because of prejudice based on race. She is a Negro. On November 24, 1943, she indicated that she was still interested in being re-employed by the Signal Corps. I am enclosing copies of her letter, which set forth the details of her complaint.

It will be appreciated if you will investigate this matter and submit a report on it.

Sincerely yours,

Clarence K. Mitchell
Associate Director of
Field Operations

Enclosures

cc to P. W.

OSW - Ex. 2431
LRL/res

17 February 1944

MEMORANDUM

**TO: Director, Industrial Personnel Division
Army Service Forces**

1. This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Lorna B. Waller, 1676 Harvard Avenue, Columbus, Ohio, alleging that race discrimination was practiced against her in the termination of her services as an employee of the Signal Corps in Dayton, Ohio. Attached hereto is a copy of the letter she sent the Committee.

2. May the facts in this case be investigated to determine whether there has been any violation of the directive forbidding race discrimination in War Department employment?

Truman E. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

copy

OSW - Ex. 431
LRL/res

17 February 1944

MEMORANDUM

TO: Director, Industrial Personnel Division
Army Service Forces

1. This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Lorna B. Waller, 1676 Harvard Avenue, Columbus, Ohio, alleging that race discrimination was practiced against her in the termination of her services as an employee of the Signal Corps in Dayton, Ohio. Attached hereto is a copy of the letter she sent the Committee.

2. May the facts in this case be investigated to determine whether there has been any violation of the directive forbidding race discrimination in War Department employment?

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

February 3, 1944

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Mr. Truman K. Gibson, Jr.
Civilian Aide
to the Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

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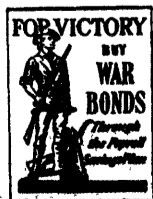
It will be appreciated if you will investigate this matter and submit a report on it.

Sincerely yours,

Clarence M. Mitchell

Clarence M. Mitchell
Associate Director of
Field Operations

Enclosures



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Y

1676 Harvard Avenue
Columbus, Ohio
August 28, 1943

To Whom it may concern:

Dear Sirs:

I'm writing to you in regards to a job I had in Dayton, Ohio. I was working for the Signal Corps and the understanding I had when I was hired was if you taken sick while working and was off more than 3 days to bring in a Doctors certificate to show where I had been under his professional care you wouldn't be discharged from your job. I was off sick two weeks and was under the doctors care until he released me to return to work. After he released me and I returned to work I found that the Officer in Charge of the department in which I worked had discharged me and five other colored drivers. I'm afraid I didn't mention it before but we all drove Army Trucks for the Signal Corps and delivered material to Middletown and Cinn. from Dayton. When I called Capt. Tom Sanford to see if he would accept my doctors certificate he refused. Later another lady driver and myself went to the Signal Corps employment office and they sent us over to the motor pool it seems that there were two openings for messengers and when we got over to the motor pool Capt. Sanford said there weren't any openings for drivers. Later it was said that he said he didn't want any Nigger women in the Motor Pool. The way we all see it our boys are fighting in this war and I personally have a boyfriend in this fight for victory and that is why I took that war job, I tried to get in the service myself and I was too young so I took the job of driving until I'm of age. Capt. Sanford ordered uniforms for us to work in and I went in debt to

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-2-

buy them. I think they cost me about \$37.00. I really liked my job and when I found out that I had been discharged I was really outdone. I was told to write to Washington to see if something couldn't be done about the situation that is growing in Dayton. It seems that when they get ready to lay off workers they only pick out the colored ones to lay off. There is also a bad set up in the Dispatchers Office out there at the Peerless Bldg. The dispatcher picks out the white drivers to send out on the best trips. There is one girl in particular who only goes out when there is a trip going to Cinn. She worked for three months and asked for the raise and got it. While we work for months and put in for our raise, then Sanford tells us he'll give it to us when he feels like it. Well I've given you all the important facts about the situation that is arising in the Peerless Bldg., Dispatcher Office Signal Corps in Dayton, Ohio. All of us are in hopes that we can get our jobs back in the near future. They can't say I didn't qualify for the job, I even rated a new truck.

Thank You For your Attention

Miss Lorna B. Waller

P. S. Please answer this letter, it means an awful lot to the bunch of us.

Send reply to the above address.

3 September 1943

Mr. George M. Johnson
Assistant Executive Secretary
The President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On 3 July 1943 you forwarded to this office a letter addressed to President Roosevelt by Misses Dorothy Woodson and Odessa Edwards in which they alleged that racial discrimination was being practiced against Negro employees at the Rossford Ordnance Depot, Toledo, Ohio. The report of the investigation into their complaint states as follows:

Miss Edwards and Miss Woodson were hired at the Rossford Ordnance Depot on February 15, 1943, as senior laborers, \$5.76 per diem. When these girls applied there were no vacancies in checking positions, and since their last five years' work records showed only experience in house-work, the only jobs that could be offered were positions as senior laborers. The duties of the position were explained to them, and they agreed to accept this work. However, within the next few months they were reprimanded several times for refusing to perform some of the duties required of them in their position, such as pushing carts, unloading bins, etc. An attempt was then made to transfer them to a different line of work.

In the spring a need for checkers arose, and these girls were transferred to the job of Under-Checker, CAF-1, effective April 16 for Miss Edwards and May 1 for Miss Woodson. Late in June a reduction in force became necessary, and a number of employees in various sections of the Supply Division were separated. Naturally, only the best and most willing workers were retained. Miss Edwards and Miss Woodson were, however, asked to do a different

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Mr. George M. Johnson
3 September 1943

Page - 2 -

type of checking from that which they had been doing, but refused to accept the change. This was one of the considerations upon which they were chosen for dismissal when the force had to be reduced, as those who kept kept necessarily are required to do several different types of checking.

The following record of discharges and re-entions in the particular breakdown in which Miss Edwards and Miss Woodson worked should disprove any claim of discrimination. Lay-offs from that section included 12 colored workers and 11 white workers. Of the 12 Negro workers, 2 were qualified as lift-truck operators and were offered transfers to this type of work. One accepted the transfer, but another refused it. Of the white workers, two of the men and one girl were transferred to positions as guards, and one of the men was transferred as a laborer. Since these jobs which could be filled in all but one instance only by men, there was no opportunity to place the colored girls other than in the lift-truck jobs. It can be seen from this record that none of the white workers were placed back on the same jobs as is claimed by Miss Edwards and Miss Woodson.

There were retained on the job 13 Negro workers and 14 white workers.

The Committee may wish to make its own independent investigation in this case.

Yours very truly,

Louis B. Lantier,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

3 September 1943

Mr. George M. Johnson
Assistant Executive Secretary
The President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

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Mr. George M. Johnson
3 September 1943

Page - 2 -

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There were retained on the job 13 Negro workers and 14 white workers.

The Committee may wish to make its own independent investigation in this case.

Yours very truly,

Louis R. Lantier,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

September 1, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to your memorandum of July 5, 1943, to the Director of the Industrial Personnel Division, Army Service Forces, in behalf of Misses Dorothy Woodson and Odessa Edwards who alleged that racial discrimination was being practiced against Negro employees at the Rossford Ordnance Depot, Toledo, Ohio.

2. An investigation has been made and the report has been carefully reviewed in this office. According to the report Miss Edwards and Miss Woodson were hired at the Rossford Ordnance Depot on February 15, 1943, as senior laborers, \$5.76 per diem. When these girls applied there were no vacancies in checking positions, and since their last five years' work records showed only experience in housework, the only jobs that could be offered were positions as senior laborers. The duties of the position were explained to them, and they agreed to accept this work. However, within the next few months they were reprimanded several times for refusing to perform some of the duties required of them in their positions, such as pushing carts, unloading bins, etc. An attempt was then made to transfer them to a different line of work.

3. In the spring a need for checkers arose, and these girls were transferred to the job of Under-Checker, CAF-1, effective April 16 for Miss Edwards and May 1 for Miss Woodson. Late in June a reduction in force became necessary, and a number of employees in various sections of the Supply Division were separated. Naturally, only the best and most willing workers were retained. Miss Edwards and Miss Woodson were, however, asked to do a different type of checking from that which they had been doing, but refused to accept the change. This was one of the considerations upon which they were chosen for dismissal when the force had to be reduced, as those who were kept necessarily are required to do several different types of checking.



- 2 -

4. The following record of discharges and retentions in the particular breakdown in which Miss Edwards and Miss Woodson worked should disprove any claim of discrimination. Lay-offs from that section included 12 colored workers and 11 white workers. Of the 12 negro workers, 2 were qualified as lift-truck operators and were offered transfers to this type of work. One accepted the transfer, but another refused it. Of the white workers, two of the men and one girl were transferred to positions as guards, and one of the men was transferred as a laborer. Since these were jobs which could be filled in all but one instance only by men, there was no opportunity to place the colored girls other than in the lift-truck jobs. It can be seen from this record that none of the white workers were placed back on the same jobs as is claimed by Miss Edwards and Miss Woodson.

5. There were retained on the job 13 Negroe workers and 14 white workers.

6. There is attached for your information a copy of the list of employees retained. We trust this information is satisfactory to you.


J. H. Mason, Chief
Employee Relations Branch

Attachment

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The following is a list showing employees who were retained:

COLORED

| <u>Name</u> | <u>Job Title</u> | <u>Classification</u> | <u>Sex</u> |
|-------------------|------------------|-----------------------|------------|
| Bailey, Anne | Sr. Laborer | \$5.76 p.d. | Female |
| Bragg, Bertha | " " | 5.76 p.d. | " |
| Brown, Charles O. | " " | 5.76 p.d. | Male |
| Cooper, Rosa Lee | " " | 5.76 p.d. | Female |
| Harold, Ora Lee | Under Checker | CAF-1 | " |
| Harris, Velda | Jr. Checker | CAF-2 | " |
| Holland, Amelia | Jr. Checker | CAF-2 | " |
| McAster, Marian | Under Checker | CAF-1 | " |
| Smith, Mary E. | Sr. Laborer | 5.76 p.d. | " |
| Taylor, Clara | Under Checker | CAF-1 | " |
| Turner, Sammy | Jr. Storekeeper | CAF-2 | " |
| Wilson, Evelyn | Sr. Laborer | 5.76 p.d. | " |
| Wright, Caroline | " " | 5.76 p.d. | " |

WHITE

| | | | |
|-----------------------|-------------------|-----------|--------|
| Dick, Hazel | Under Checker | CAF-1 | Female |
| * Eberst, Catherine | " Storekeeper | " | " |
| Fritz, Gladys | " Checker | " | " |
| Hosman, Betty | " " | " | " |
| Hanman, Evelyn | " " | " | " |
| Schlender, Grace | Jr. Storekeeper | CAF-2 | " |
| Snyder, Elizabeth | Under Storekeeper | CAF-1 | " |
| Wolf, Jane | Jr. Storekeeper | CAF-2 | " |
| Yarnell, Hazel | Under Storekeeper | CAF-1 | " |
| Hoffman, Margaret | " Checker | " | " |
| Kopp, Lora Belle | " " | " | " |
| * De Costa, Josephine | Jr. Storekeeper | CAF-2 | " |
| Hill, Adam | Sr. Laborer | 5.76 p.d. | Male |
| Grim, General | " " | 5.76 p.d. | " |

*These employees do editing and coding.

0-0230.24/S796 2111 3

13 October 1943

Mr. George M. Johnson,
Assistant Chairman,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On July 24, 1943, you forwarded to this office the complaint of Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pennsylvania, alleging that race discrimination was practiced against her in her effort to secure employment as a charwoman at the Medical Field Service School, Carlisle Barracks, Pennsylvania.

The report of the investigation into this complaint stated as follows:

The allegation of Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pa., that racial discrimination was practiced against her in her effort to secure employment as a charwoman at the Medical Field Service School, Carlisle Barracks, Pa., on or about 29 June 1943, is, in the opinion of this Headquarters, without foundation.

At the request of the Chief of the Civil Service Branch of the Administration Division this Post, 2nd Lt. Richard H. Klitch MAC, the US Employment Service, Carlisle, Pa., sent applicants to be interviewed for position as charwoman, to fill an existing vacancy. on 23 June 43, Mrs. Minnie R.E. Spears reported for interview for this position and was employed on that date. Six days later it appears that Mrs. Blanche B. Williams reported for an interview for the same position. When informed that the position had been filled by Mrs. Spears, she wanted to know why she had not been considered for the position, when the US Employment Service referred her to the Personnel Office for employment and remarked that she was not being employed because of racial discrimination,

Mr. George M. Johnson
13 October 1943

Page - 2 -

notwithstanding the fact that she had been told that the only vacancy had been filled.

Racial discrimination has not and will not be tolerated at this Post. If necessary this statement can be verified. There are now about thirty-five (35) colored people regularly employed here and some of them in key positions.

The following specific information was requested:

Why did the United States Employment Service refer Mrs. Williams to the Personnel Officer of the Medical Field Service School at Carlisle Barracks, Pennsylvania, on June 29th if the job had already been filled?

Did Lieutenant Klitch state that he would not use a Negro woman in this vacancy inasmuch as the other charwomen were white?

How many charwomen are there now employed?

A supplemental report stated as follows:

Mrs. Minnie R. E. Spear was informed of the vacant position by Mrs. Alda Paxton, a charwoman in Hoff Hall, this post, and not by the U.S. Employment Service, Carlisle Pa., as previously stated. When Mrs. Spear was employed on 23 June 1943, the civilian personnel office neglected to inform the Employment Service of that fact, consequently they referred Mrs. Williams to this post for consideration.

Lt. Klitch states that he did not say to Mrs. Williams that he would not use a Negro woman in this vacancy inasmuch as the other charwomen were white. As stated in the 3rd Indorsement, Mrs. Williams was told she would not be employed only because the position had been filled.

There are nine (9) charwomen now employed at this station. None are Negroes.

Mr. George M. Johnson
13 October 1943

Page - 3 -

There is attached hereto a list of positions held by
Negro employees at Carlisle Barracks, Pennsylvania.

Yours very truly,

Truman K. Gibson, Jr.
Civilian Aide to the Secretary
of War

Ranta

Williams, Blanche B.

14th Ind.

ms/crp

War Department, Office of the Secretary, CPD
To: The Acting Civilian Aide to the Secretary of War.

October 6, 1943.

Forwarded as the original memorandum was directed to the Director of
Industrial Personnel Division, Army Service Forces.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

SEP 23 1943

/mvs

SPKLC 230.7-Carlisle Barracks (7 Aug 43) 12th Ind.
HEADQUARTERS THIRD SERVICE COMMAND, Baltimore 2 Maryland. 20 September 1943

To: Director, Industrial Personnel Division, Army Service Forces, Washington,
D. S. Attention: Civilian Personnel Branch.

M. H. D.
M. H. D.

Incl. n.c.

SPGC-C 201 Williams, Blanche B. 13th Ind. ew/ben/mws

HQ, ASF, IPD, Washington, D. C. 22 September 1943
To the Office of the Secretary of War.

Attention: Employee Relations Branch.

1. Attention is invited to the preceding indorsements.

For the Director, Industrial Personnel Division:

Dudley Frank
DUDLEY FRANK
Major, AUS
Executive Officer
Civilian Personnel Branch

1 Incl.
n/c

ARMY PERSONNEL AND
DEPARTMENT

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SEP 22 1943
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AM 9 - 03

SEP 23 1943

WAR DEPARTMENT

WASHINGTON, D. C.

7 August 1943

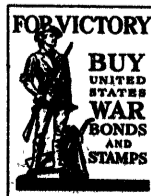
MEMORANDUM

TO: The Director of Industrial Personnel Division
Army Service Forces

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pennsylvania, alleging that racial discrimination was practiced against her in her effort to secure employment as a charwoman at the Medical Field Service School, Carlisle Barracks, Pennsylvania. Mrs. Williams states that she applied for employment on 29 June and that Lieutenant Klitch in the Civilian Personnel Office refused to employ her on the ground that he would not use a Negro woman with the white women who were already employed at the Medical Field Service School.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

24467
Truman M. Gibson, Jr.
Truman M. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.



RECEIVED
17 AUG 1943
Third Service Command
Clv. Pers. Branch

RECEIVED
24 AUG 1943
Third Service Command
Clv. Pers. Branch

RECEIVED
13 SEP 1943
Third Service Command
Clv. Pers. Branch
43 PM

RECEIVED
30 AUG 1943
Third Service Command
Clv. Pers. Branch

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

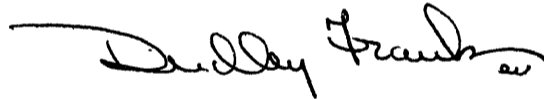
SPGC-C 201 Williams, Blanche B. 1st Ind. ew/ben

HQ., ASF, IPD, Washington, D. C. 11 August 1943.
To The Commanding General, Third Service Command.

Attention: Civilian Personnel Branch.

1. For investigation and complete report to this office.

For the Director, Industrial Personnel Division:



DUDLEY FRANK
Major, AUS
Executive Officer
Civilian Personnel Branch.

SPKLC 230.7 General 2nd Ind. MHD/lot
Headquarters, Third Service Command, Baltimore, Maryland. 11 August 1943.

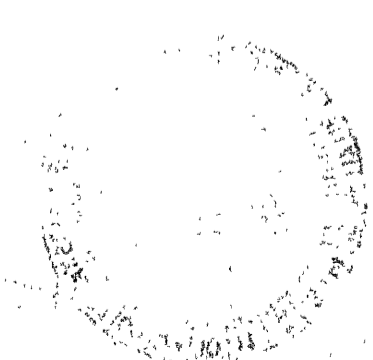
TO: Commanding General, Carlisle Barracks, Carlisle, Pennsylvania.

1. For compliance with 1st indorsement.

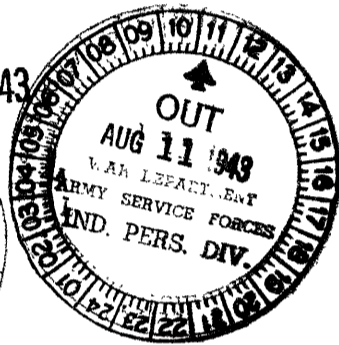
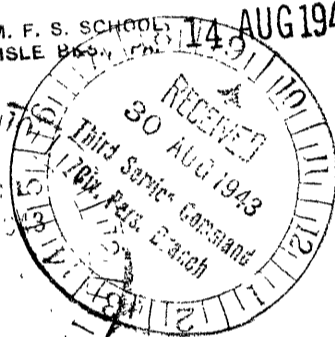
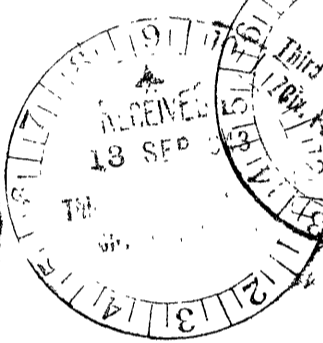
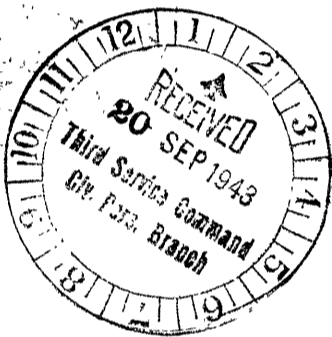
For the Commanding General:



M. H. DAVIS
Chief, Employee Relations
and Placement Sub-Section
Employee Development Sec
Civ Br, Pers Div



HQ. THE M. F. S. SCHOOL, 149 AUG 1943
CARLISLE PA



CBHQ 230.14
(7 Aug 43)

3rd Ind.

WMM/cjz

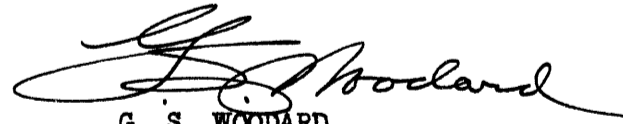
Hq Medical Field Service School, Carlisle Barracks, Pa. 15 August 1943

To: The Commanding General, Third Service Command, Baltimore, Md.

1. The allegation of Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pa., that racial discrimination was practiced against her in her effort to secure employment as a charwoman at the Medical Field Service School, Carlisle Barracks, Pa., on or about 29 June 1943, is, in the opinion of this Headquarters, without foundation.

2. At the request of the Chief of the Civil Service Branch of the Administration Division this Post, 2nd Lt. Richard H. Klitch MAC, the US Employment Service, Carlisle, Pa., sent applicants to be interviewed for position as charwoman, to fill an existing vacancy. On 23 June 43, Mrs. Minnie R.E. Spears reported for interview for this position and was employed on that date. Six days later it appears that Mrs. Blanche B. Williams reported for an interview for the same position. When informed that the position had been filled by Mrs. Spears, she wanted to know why she had not been considered for the position, when the US Employment Service referred her to the Personnel Office for employment and remarked that she was not being employed because of racial discrimination, notwithstanding the fact that she had been told that the only vacancy had been filled.

3. Racial discrimination has not and will not be tolerated at this Post. If necessary this statement can be verified. There are now about thirty-five (35) colored people regularly employed here and some of them in key positions.



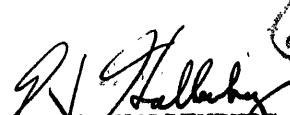
G. S. WOODARD
Colonel, Medical Corps
Acting Commandant

SPKLC 230.7-General (Carlisle Barracks) (8/7/43) 4th Ind. MHD /ebm
Hq. Third Service Command, Baltimore, Maryland, 17 August 1943.

To: Director, Industrial Personnel Division, Headquarters Army Service Forces, Washington, D. C.

Submitted in compliance with 1st and 2nd Indorsements.

For the Commanding General:



E. K. HALLENBERG
Captain, Ordnance
Chief, Employee Dev. Sec.
Civilian Br, Personnel Div

25262

RECEIVED
24 AUG 1948
THIRD SERVICE COMMAND
CM. PHS. BRANCH

RECEIVED
30 SEP 1948
Civil Service Command
CM. PHS. BRANCH

RECEIVED
30 AUG 1948
THIRD SERVICE COMMAND
CM. PHS. BRANCH

AUG 19 43 AM



A

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

[Faint, mostly illegible typed text, possibly a memorandum or letter, with some words like 'TO:', 'FROM:', and 'SUBJECT:' visible.]

SPGC-C 201 William, Blanche

5th Ind.

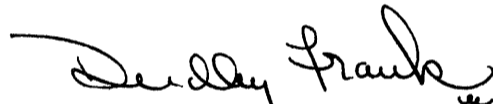
ew/vca

HQ, ASF, IFD, Washington, D. C. 20 August 1943
To the Commanding General, Third Service Command.

Attention: Civilian Personnel Branch.

1. Information is requested as to the exact positions held by the 35 Colored employees.

For the Director, Industrial Personnel Division:



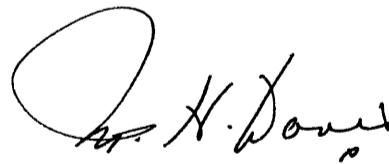
DUDLEY FRANK
Major, AUS
Executive Officer
Civilian Personnel Branch

SPKLC 230.7-General (Carlisle Barracks) (8/7/43) 6th Ind. ebn
Headquarters Third Service Command, Baltimore (2), Maryland, 24 August 1943.

To: Commanding General, Carlisle Barracks, Carlisle, Pennsylvania.

1. For compliance with 5th indorsement.

For the Commanding General:



M. H. DAVIS
Chief, Employee Relations
and Placement Sub-Section
Employee Development Sec.
Civ Br, Pers Div

CBHQ 230.14 -
(7 Aug 43)

7th Ind.

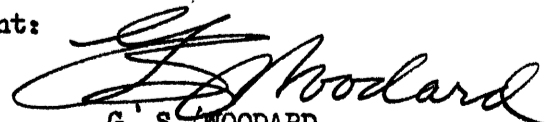
GSW/cjz

Hq Medical Field Service School, Carlisle Barracks, Pa. 28 August 1943.

To: The Commanding General, Third Service Command, Baltimore, Md.

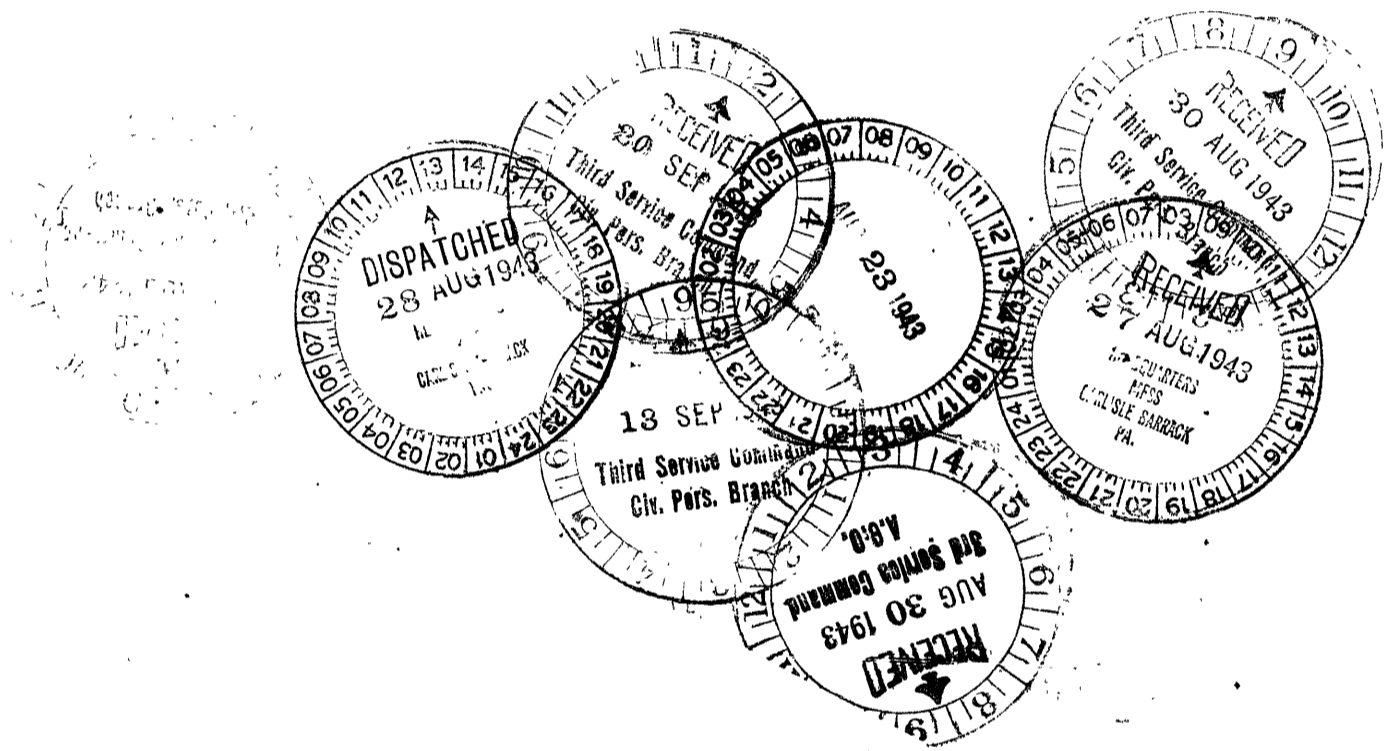
1. Inclosed herewith is list containing data requested in 5th Ind.

For the Commandant:



G. S. WOODARD
Colonel, Medical Corps
Executive Officer

1 Incl.
List colored personnel emp Carlisle Bks.



6-0-9
8
96

MED/mvs

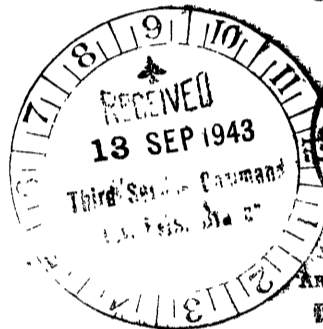
SPKLC 230.7-Carlisle Barracks (8/7/43) 8th Ind.
HEADQUARTERS THIRD SERVICE COMMAND, Baltimore, Maryland. 6 September 1943.

To: Director, Industrial Personnel Division, Army Service Forces, Washington,
D. C. Attention: Civilian Personnel Branch

E. K. H.
E. K. H.

Incls. n.o

SEP 8 7 43 AM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.



SPGC-C 201 Williams, Blanche B.

9th Ind.

ben

HQ., ASF, IPD, Washington, D.C. 11 September 1943.
To the Commanding General, Third Service Command.

Attention: Civilian Personnel Branch.

1. Reference is made to the third indorsement.
2. Further investigation and verification is requested as to the following specific information:

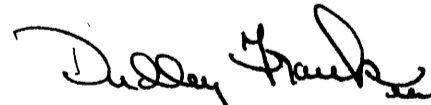
- a. Why did the United States Employment Service refer Mrs. Williams to the Personnel Officer of the Medical Field Service School at Carlisle Barracks, Pennsylvania, on June 29th if the job had already been filled?

- b. Did Lieutenant Klitch state that he would not use a Negro woman in this vacancy inasmuch as the other charwomen were white?

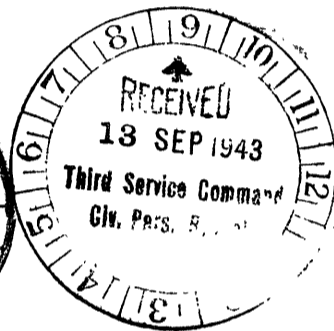
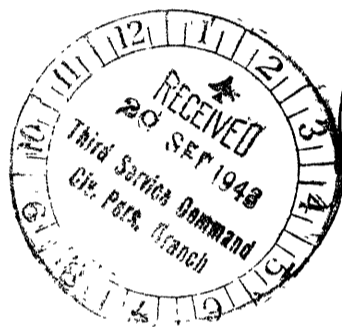
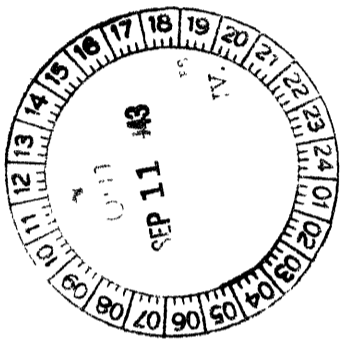
- c. How many charwomen are there now employed?

- (1) How many of these are Negroes?

For the Director, Industrial Personnel Division:


DUDLEY FRANK
Major, AUS
Executive Officer
Civilian Personnel Branch.

1 Incl.
n/c



SPKLC 230.7-General (Carlisle Barracks) 10th Ind. MHD /ebm
Headquarters, Third Service Command, Baltimore, Maryland. 15 September 1943.

To: Commanding General, Carlisle Barracks, Carlisle, Pennsylvania.

1. For compliance with 9th indorsement.

For the Commanding General:



M. H. DAVIS
Chief, Employee Relations
and Placement Sub-Section
Employee Development Sec
Civ Br, Pers Div

Incl: n/c

CBHQ 230.14 11th Ind
(7 Aug 43)
Hq Medical Field Service School, Carlisle Barracks, Pa. 18 September 1943.

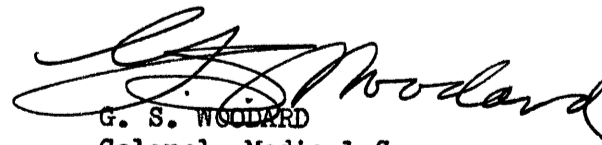
To: The Commanding General, Third Service Command, Baltimore 2, Maryland.

1. Mrs. Minnie R.E. Spear was informed of the vacant position by Mrs. Alda Paxton, a charwoman in Hoff Hall, this post, and not by the U.S. Employment Service, Carlisle Pa., as previously stated. When Mrs. Spear was employed on 23 June 1943, the civilian personnel office neglected to inform the Employment Service of that fact, consequently they referred Mrs. Williams to this post for consideration.

2. Lt. Klitch states that he did not say to Mrs. Williams that he would not use a negro woman in this vacancy inasmuch as the other charwomen were white. As stated in the 3rd Indorsement, Mrs. Williams was told she would not be employed only because the position had been filled.

3. There are nine (9) charwomen now employed at this station. None are Negroes.

For the Commandant:



G. S. WOODARD
Colonel, Medical Corps
Executive Officer

Incl: n/c

DISPATCHED
18 SEP 1943
HEADQUARTERS
CARLISLE BARRACKS
PA.

RECEIVED
18 SEP 1943
HEADQUARTERS
MESS
CARLISLE BARRACKS

RECEIVED
19 SEP 1943
8th Service Command
A.G.U.

RECEIVED
SEP 20 1943
8th Service Command
A.G.U.

RECEIVED
19 SEP 1943
8th Service Command
A.G.U.

28 August 1943

Colored Personnel employed at Carlisle Barracks

| <u>NAME</u> | <u>TITLE</u> | <u>SALARY</u> | <u>DATE OF APPOINTMENT</u> |
|---------------------------------------|-----------------------------------|---------------------|----------------------------|
| <u>LAUNDRY</u> | | | |
| Keene, Clyo | Shirt Ironer | \$.52 per hr | 11-1-39 |
| Jordan, Fleeta | Flat Piece Ironer | .47 per hr | 6-7-43 |
| Snowden, Ruth | " " " | .47 per hr | 5-24-43 |
| Thompson, Ella | " " " | .47 per hr | 6-4-43 |
| Whitmore, Artery | " " " | .47 per hr | 6-7-43 |
| Coleman, Etta | " " " | .47 per hr | 2-5-43 |
| Graham, Priscilla | Shirt Ironer | .52 per hr | 4-7-43 |
| Gibson, Marion | Flat Piece Ironer | .47 per hr | 6-7-43 |
| Price, Beatrice | " " " | .47 per hr | 7-2-43 |
| Lane, Naomi | " " " | .47 per hr | 8-2-43 |
| Gumby, Betty | Shirt Ironer | .52 per hr | 7-8-43 |
| Washington, Frances | Flat Piece Ironer | .47 per hr | 8-2-43 |
| Woods, Fannie | " " " | .47 per hr | 8-9-43 |
| Ahl, Albert J. | Extractorman | .47 per hr | 7-20-43 |
| Conn, Almeda | Flat Piece Ironer | .47 per hr | 4-7-43 |
| Moore, Margaret | " " " | .47 per hr | 6-20-43 |
| Patterson, Mary | " " " | .47 per hr | 8-6-43 |
| Moore, James | " " " | .47 per hr | 8-12-43 |
| Wilson, Mary | " " " | .47 per hr | 7-20-42 |
| Cooper, Elizabeth | " " " | .47 per hr | 6-7-43 |
| Oakley, Rose | " " " | .47 per hr | 6-8-43 |
| Profater, Grace A. | " " " | .47 per hr | 7-13-42 |
| <u>POST ENGINEER</u> | | | |
| Johnson, Thomas R. Jr. | Mech. Helper | .75 per hr | 11-16-41 |
| Gumby, George W. | Laborer | .58 per hr | 4-6-43 |
| Gatewood, Harold C. | " " | .58 per hr | 8-3-42 |
| Robinson, Milton | " " | .58 per hr | 6-11-43 |
| * Chisley, George | Prin.Gardner,CPC-6,\$1860.00 p.a. | | 11-24-41 |
| Maubley, Clinton | Laborer | .58 per hr | 7-8-43 |
| Stackfield, Walter | " " | .67 per hr | 8-10-42 |
| Washington, John T. | " " | .58 per hr | 7-8-43 |
| Brown, William H. | Mech. Helper | .75 per hr | 12-16-41 |
| <u>MEDICAL DEPARTMENT AT LARGE</u> | | | |
| Lane, Moses | Jr.Janitor,CPC-2 | \$1200.00 per annum | 7-1-42 |
| <u>QUARTERMASTER - TRANSPORTATION</u> | | | |
| ** Washington, Roselina | Asst.Clk.Typist | \$1620.00 p.a. | 10-27-41 |
| * Foreman, Landscaping Crew | | | |
| ** Asst.Chief,Transportation Section | | | |

Incc #12

RECEIVED
18 SEP 1943
Third Service Command
Div. Pers. Branch

RECEIVED
30 AUG 1943
Third Service Command
Div. Pers. Branch

[Faint, mostly illegible text and markings, possibly a list or form, with some handwritten notes and a signature at the bottom left.]

7 August 1943

MEMORANDUM

TO: The Director of Industrial Personnel Division
Army Service Forces

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pennsylvania, alleging that racial discrimination was practiced against her in her effort to secure employment as a charwoman at the Medical Field Service School, Carlisle Barracks, Pennsylvania. Mrs. Williams states that she applied for employment on 29 June and that Lieutenant Klitch in the Civilian Personnel Office refused to employ her on the ground that he would not use a Negro woman with the white women who were already employed at the Medical Field Service School.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal Employment?

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C. 25

July 24, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This office has received a complaint from Mrs. Blanche B. Williams, 157 Lincoln Avenue, Carlisle, Pennsylvania, a Negro, who states that she was unable to secure employment as a charwoman at the United States Medical Field Service School, Carlisle Barracks, Pennsylvania.

Mrs. Williams states that she applied for employment on June 29 but was refused employment by Lieutenant Klitch in the Civilian Personnel Office on the ground that he would not work a Negro woman with the white women who were already employed.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant to the Chairman



26 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Johnson:

On June 2, 1943, you forwarded to this office a copy of a letter addressed to the President's Committee on Fair Employment Practice by Mr. Johnnie Williams alleging that his services as a Mechanic's Helper at Strother Army Air Field, Winfield, Kansas, had been unfairly terminated.

The report of the investigation into his complaint states as follows:

Mr. Williams was separated because his work was entirely unsatisfactory and he was undependable. His discharge was recommended on January 20, 1943, because of continuous absence from his duty and lack of cooperation with supervisory personnel. Due to the fact that he was a World War Veteran, it was decided to give him another chance. He was sent back to his job with the definite understanding that if he did not perform his duties in a satisfactory manner, he would be discharged. He failed to improve and on March 20, 1943, his discharge was again recommended and the charges were the same.

The investigation, therefore, has failed to disclose that racial discrimination was practiced against Mr. Williams in the termination of his services.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy to Williams

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

July 14, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Please refer to our memorandum of June 28, 1943, in reply to your request for a report on the separation of Mr. Johnnie Williams from his position at Strother Army Air Field, Winfield, Kansas.

2. An investigation of the charges made by Mr. Williams has been made. The evidence submitted to this office discloses that Mr. Williams was separated because his work was entirely unsatisfactory and he was undependable. His discharge was recommended on January 20, 1943, because of continuous absence from his duty and lack of cooperation with supervisory personnel. Due to the fact that he was a World War Veteran, it was decided to give him another chance. He was sent back to his job with the definite understanding that if he did not perform his duties in a satisfactory manner, he would be discharged. He failed to improve and on March 20, 1943, his discharge was again recommended and the charges were the same.

3. In view of the above facts the action taken is considered warranted.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



14 July 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

Reference is made to your letter of July 2, 1943, in which you requested an inquiry and report on exceptions to the original report taken by Mr. Andrew B. Nettling and Miss I. Myrtle Carden in the case of Miss Emily Woods who alleged that racial discrimination was practiced against her in her effort to secure employment as an Inspector, Chemical Warfare Service, at the Louis F. Dow Company in St. Paul, Minnesota.

It is believed that the exceptions presented no new evidence which would justify a further inquiry into this complaint. They only raised the question as to the statement made to Miss Woods by Mr. Standel, the Chemical Warfare Senior Inspector, who interviewed and hired Under Inspectors at that plant. It is not believed that a further inquiry would resolve this question.

As you were advised in the report, Miss Woods was one of 15 persons certified by the Civil Service Commission. Five eligibles were selected from this list, 9 including Miss Woods were considered but not selected and 1 declined. Mr. Standel has also interviewed 31 other eligibles. From that number 16 were appointed, 14 were considered but not selected, 5 failed to reply and 6 declined. There are 6 white per diem Inspectors and 1 male per annum Inspector at the Louis F. Dow Company.

If that Company is refusing to hire workers because of their race or color as alleged by Mr. Nettling in his letter of May 19, 1943, the matter is one for investigation in the first instance by the Company.

Yours very truly,

Louis R. Lautier,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

copy

July 2, 1943

Mr. Truman K. Gibson
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Gibson:

On March 18 and April 16, the President's Committee on Fair Employment Practice received reports from the War Department concerning investigations of the cases of Misses Emily and Phyllis Woods of St. Paul, Minnesota. The Committee reported the findings of the War Department to Mr. Andrew B. Mettling of St. Paul who submitted the cases to us in the beginning.

Mr. Mettling and Miss I. Myrtle Carden have taken exception to the War Department's investigations. Copies of letters sent by Mr. Mettling and Miss Carden are attached for your consideration. You will note that Mr. Mettling's letter criticizes the Committee for delay in handling these cases. An inquiry and report on these exceptions are requested.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

C O P Y

433 South Fairview Avenue
St. Paul, Minnesota
May 19, 1943

Senator Henrik Shipstead
Washington, D. C.

Dear Senator:

I wish to thank you for your interest in the investigation of the case of Emily Woods, 527 Aurora Avenue, St. Paul, Minnesota with the War Ordnance located in Louis F. Dows building on University Avenue, St. Paul. However, I do feel that the report is very superficial and a "white wash" of what actually took place, and I do believe that the case should not be closed at this point.

It has been months since that matter was reported and the results just recently arrived. The Lieutenant Curtis who interviewed me left me with the impression that his mind was made up before the interview took place. I understand he is from Missouri and this possibly would explain the result of the interview. Miss Myrtle Carden of the Holly Q. Brown was also of the opinion that it was a waste of time to even talk to him because he was so prejudiced and let this fact be known.

I heard through a friend of mine, who has a friend working for Louis F. Dow and Company that this Company's policy is that they cannot hire colored people to work alongside of white people because many of their employees during this war emergency come from the better homes on Summit Avenue. If this is their attitude, and if this is all they understand about Democracy, I do believe that the Government should not allow them to do any contract work.

Miss Woods, in my presence, called Lieutenant Curtis and asked him if they would consider her after her interview with him. He informed her that they could not because they had reached the quota. Then she asked him if Louis F. Dow and Company was employing people and he said they were, but he was of the impression that they were not hiring colored people. Could you have more convincing evidence of racial discrimination.

I am of the opinion that the President's Committee on Fair Employment Practice so far is very ineffective and has no real reason for existence since they do none of the investigating themselves and they accept any "white wash" which may be handed to them. I am requesting that you ask the Committee to reopen this investigation and to communicate with Miss Emily Woods, 132 Adams Street, Washington, D. C. She is now working in Washington and is available and they can get first-hand information with very little effort.

I, also, asked that the President's Committee communicate direct with Miss Myrtle Carden of Holly Q. Brown Settlement House, St. Paul, Minnesota. She can give them full details as to what happened when she talked with Personnel Director, Mr. Stadel on the telephone and also her interview with Lieutenant Curtis in the presence of Miss Stadel and Emily Woods in her office. Also ask that this matter be given prompt attention and not be allowed to drag along for six or seven months.

I am also asking you to request the President's Committee to give the results of their investigation in the case of Phylistene Woods at both Navy Ordnance in Minneapolis and the Gopher Ordnance Plant. Miss Palmer of the Naval Ordnance has been guilty of discrimination twice according to my opinion. The reply of Mr. Deerey of the Gopher Ordnance Plant is not the actual facts. The President's Committee should have written to Dr. Weber and the University of Minnesota in regard to the trench mouth report. They have had ample time to make this investigation.

I certainly will appreciate promptness rather than inexcusable delay.

Yours respectfully,

s/

A. B. Mettling

HALLIE Q. BROWN COMMUNITY HOUSE
553 Aurora Avenue
St. Paul, Minn.
Dale 9278

C O P Y

May 31, 1943

Fair Employment Practice Committee
Attention Mr. George M. Johnson
Assistant Executive Secretary
Washington, D. C.

Dear Sir:

I have a copy of your letter to Mr. Henrik Shipstead regarding the case of Miss Emily Woods dated April 26, which copy was forwarded to Mr. Andrew Mettling of St. Paul dated April 26 also.

The latter stated that "Mr. Standal denies the statement made in basic communication that he would have to get consent from his superiors in Chicago before hiring any colored persons. He does say he made the statement he had to get authorization from Chicago office as to total number of CWS inspectors he may hire. Mr. Standal states he is fully aware of the rules and regulations regarding employment, interviewing, and selecting through Civil Service."

This statement is entirely contrary to the statement Mr. Standal made to me in telephone conversation at which time he definitely stated that he "had to get authority from his superiors in Chicago before he could hire Negroes." When questioned as to his awareness of the principles laid down in 8802 regarding employment he acknowledged ignorance of the law.

Miss Woods told me in the presence of your investigator Lt. Curtis that Mr. Standal did not do her the courtesy of even an interview after sending for her.

It was my opinion that the investigation was a rather feeble one in that your Lieutenant brought Mr. Standal with him when he came to interview me. He sat through the interview with me and your investigator did not through the entire interview reveal Standal's identity. His mind was pretty definitely made up that the case was not one of a discriminatory nature. When I asked him at that point if he had seen or talked with Miss Woods in the case he said that he had not. How then could he be so definitely sure at that point when he had not talked with the other side of the issue and the principal in the case?

I asked for permission to call Miss Woods in on the interview as she only lives two doors from the Community House and it was granted. As Miss Woods came in, Standal went out, to presumably move the car, and never returned. It was not until that time did I know Standal was the person in my office. He was apparently not willing to face Miss Woods. On the whole my feeling is that the whole attempt was merely a gesture. There seemed to be a lack of sincerity in the investigation but rather an attempt to vindicate Mr. Standal who definitely was practicing discrimination.

Miss Woods is now located in Washington, D. C. at which place she might be interviewed should you see fit to clarify this matter. I am confident she will grant you an interview.

I sincerely hope that this type of practice will soon be checked at its source without discrimination entering at the point of investigation otherwise the whole procedure is useless.

Very truly yours,

s/ I. Myrtle Carden
I. Myrtle Carden - Director
Hallie Q. Brown House

April 16, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On December 5, 1942, you forwarded to this office the complaint of Mr. Andrew B. Nettling, Department of Education, St. Paul, Minnesota, alleging that racial discrimination had been practiced against Miss Baily Woods in her effort to secure employment as an Inspector, Chemical Warfare Service at the Louis F. Dow Company in St. Paul.

The report of the investigation states as follows:

First a brief case history. Mr. Andrew B. Nettling is an instructor of Social Science at Mechanic Arts High School, St. Paul, Minnesota. Miss Baily Woods graduated from said school about four (4) years ago. Since that time she has been doing house work at various places, and has been doing such work for Mr. Nettling for approximately four years. It was at his suggestion that Miss Woods took the Civil Service Examination. Inasmuch as he has been acting as her advisor, he feels responsible for her obtaining a position. He further feels that Miss Woods failure to secure employment after following his advice places him in an awkward position. Miss Myrtle Gordon is director of the Nellie Q. Brown Community House, which is a recreational, cultural education, and health center for Negroes, both young and old. Mr. Standal is a CWS inspector at the Louis F. Dow Co., St. Paul, Minn., and at that time also interviewed and hired "under inspectors" needed by the Chemical Warfare Service at said plant.

At the time Mr. Standal was hiring inspectors for CWS, he obtained a "certificate of eligibles" from the Civil Service Office at St. Paul. It is from this list he hired CWS "under inspectors". As the volume of production increased, it was neces-

*See active
copy*

Mr. Lawrence W. Cramer
April 16, 1943

Page - 2 -

sary to hire five (5) additional GWS inspectors. Enclosed is a list of "certificate of eligibles" on which the name of Miss Woods appears. It is from this list he selected five (5) "under inspectors". It was the practice of Mr. Standal to notify each individual whose name appeared on the "certificate of eligibles" and inform them that if they were available, to call at the Louis F. Dew Co. for an interview. He would interview each person at the front office, the interview usually lasting five (5) to ten (10) minutes, at which time he would inquire of them their past experience in inspecting mechanical parts, past work, whether working at present time in a defense plant, availability, objections if any to working a night shift, etc. He told each person interviewed that if they were approved they would be notified by letter or telephone. If they were not approved, proper markings were made on the "certificate of eligibles" and the list sent back to Civil Service Office in St. Paul.

Mr. Standal denies the statement made in basic communication that he would have to get consent from his superiors in Chicago before hiring any colored persons. He does say he made the statement he had to get authorization from Chicago office as to total number of GWS inspectors he may hire. Mr. Standal states he is fully aware of the rules and regulations regarding employment, interviewing, and selecting through Civil Service.

Attached to the report was a copy of the list of eligibles certified by the Civil Service Commission on which the name of Miss Woods appeared. The notations on this list indicate that of 15 persons certified, 5 were

Mr. Lawrence W. Cramer
April 16, 1943

Page - 3 -

appointed, 9, including Miss Woods were considered but not selected and 1 declined appointment.

In view of the conflict between Mr. Mettling's statements and the report, the Committee may wish to make its own further independent investigation.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

April 16, 1943

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On December 5, 1942, you forwarded to this office the complaint of Mr. Andrew B. Nettling, Department of Education, St. Paul, Minnesota, alleging that racial discrimination had been practiced against Miss Emily Woods in her effort to secure employment as an Inspector, Chemical Warfare Service at the Louis F. Dow Company in St. Paul.

The report of the investigation states as follows:

First a brief case history. Mr. Andrew B. Nettling is an instructor of Social Science at Mechanic Arts High School, St. Paul, Minnesota. Miss Emily Woods graduated from said school about four (4) years ago. Since that time she has been doing house work at various places, and has been doing such work for Mr. Nettling for approximately four years. It was at his suggestion that Miss Woods took the Civil Service Examination. Inasmuch as he has been acting as her adviser, he feels responsible for her obtaining a position. He further feels that Miss Woods failure to secure employment after following his advice places him in an awkward position. Miss Myrtle Carden is director of the Hallie Q. Brown Community House, which is a recreational, cultural education, and health center for Negroes, both young and old. Mr. Standal is a CWS inspector at the Louis F. Dow Co., St Paul, Minn., and at that time also interviewed and hired "under inspectors" needed by the Chemical Warfare Service at said plant.

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Mr. Lawrence W. Craner
April 16, 1943

Page - 2 -

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Attached to the report was a copy of the list of eligibles certified by the Civil Service Commission on which the name of Miss Woods appeared. The notations on this list indicate that of 15 persons certified, 5 were

Mr. Lawrence W. Cramer
April 16, 1943

Page - 3 -

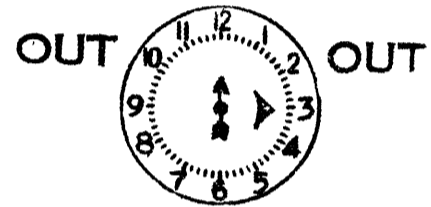
appointed, 9, including Miss Woods were considered but not selected and 1 declined appointment.

In view of the conflict between Mr. Mettling's statements and the report, the Committee may wish to make its own further independent investigation.

Yours very truly,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

MAR 30 43 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

DEC 17 42 AM



December 16, 1942

TWN
MEMORANDUM

WAR DEPARTMENT
SERVICES OF SUPPLY
CYLING FEDERAL PRESS

TO: The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lemuel Foster

DISPATCHED
10/1
0 1942

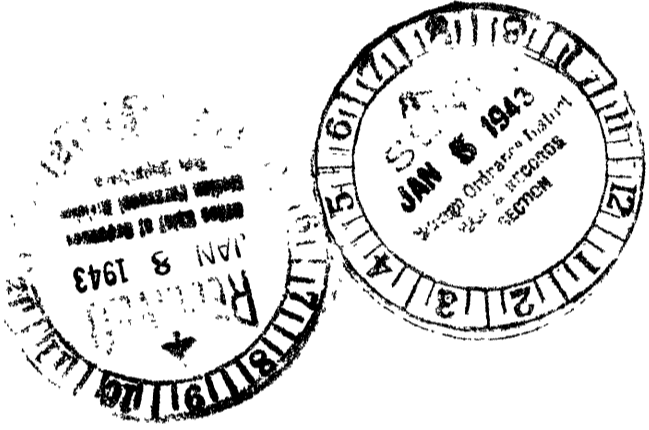
This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Andrew B. Mettling of St. Paul, Minnesota, alleging that racial discrimination was practiced against Miss Emily Woods, of St. Paul, in her effort to secure employment as an Inspector in the Ordnance Department in St. Paul.

The complaint states that Miss Woods was notified to report for an interview as a result of certification by the Civil Service Commission; that she reported to Mr. Standal, Personnel Director, for an interview on November 12, 1942; that as soon as he noticed that she was colored, he dismissed her after taking her telephone number without interviewing her.

Woods, Emily

Mr. Mettling states that he called the Ordnance Office and found that personnel was being employed, and that Miss Woods was not considered merely because she was colored. He further states that on November 16, Miss Myrtle Carden of the Hallie Q. Brown Settlement House called Mr. Standal in the presence of himself and Miss Woods; that Miss Carden asked Mr. Standal whether the Ordnance Office was employing girls for the type of work for which Miss Woods was certified, and he replied that it was; that she then asked him if he interviewed applicants for such jobs; that Miss Carden told him that Miss Woods had reported on November 12 for an interview, but was dismissed when he saw that she was colored; that Miss Carden asked him if it was the policy of the Ordnance Department to employ colored girls; that he replied that he could not hire any colored persons for the position in question without the consent of his superiors, who were in Chicago; that Miss Carden informed him that Miss Woods had passed the examination and had been certified by the Civil Service Commission for the position; that Mr. Standal then said that he could not hire any colored girls without the consent of Miss Gass of the Civil Service Commission in St. Paul.

Mr. Mettling further states that Miss Carden called Miss Gass and told her what Mr. Standal had said; that Miss Gass, stated that Mr. Standal was confused if he entertained any such view; and that he could employ whom he chose from the Civil Service certificate.



May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? May this office be furnished a copy of the Civil Service certificate, on which the name of Miss Woods appeared and from which selections were made to fill the vacancies in question, showing the notations and indorsements with which it was returned to the Civil Service Commission?

Sincerely yours,



William Hastie

Civilian Aide to the Secretary
of War





60-211

SPGC-C 201 - Woods, Emily 1st Ind. dom/mh
Ordnance Department in St. Paul
St. Paul, Minnesota

Hq, SOS, CPD., Washington, D. C. December 19, 1942 - To the
Chief of Ordnance. Attention: Civilian Personnel Branch.

1. Forwarded, for investigation and immediate report to
this office in order that a reply may be made to Judge William
H. Hastie.

For the Director, Civilian Personnel Division:

DEC 19 42 PM

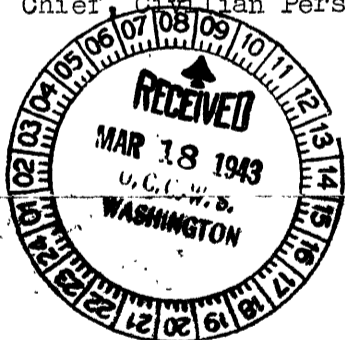
Alexander R. Gibson
RECEIVED DEC 31 1942 - 10 AM

ALEXANDER R. GIBSON
Colonel, AUS

Chief, Civilian Personnel Branch

OUT OUT

WAR DEPT



O.O. 201/ Woods, Emily
ATTN: SPOGC
SPGC-C 201 Woods, Emily

2nd Ind.

Copperthite/ab

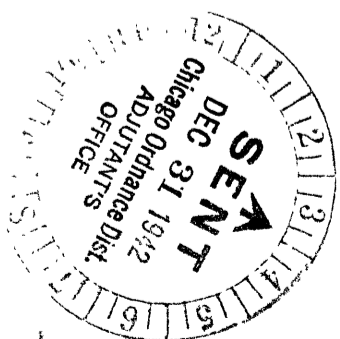
War Department, Ordnance Office, Washington, D. C., December 29, 1942
TO: Chicago Ordnance District Office, Chicago, Illinois

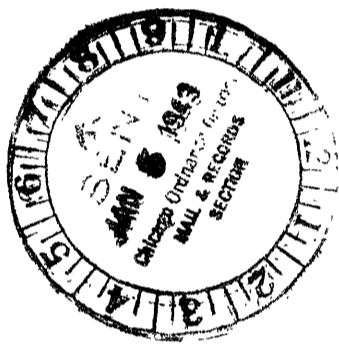
1. Forwarded for investigation and report by return indorsement.

By order of the Chief of Ordnance:

Everett M. Goulard
CHGO. ORD. WAR DEPT.
RECEIVED DEC 31 1942 - 10 AM

EVERETT M. GOULARD
Captain, Ord. Dept.
Assistant





TWIN 201/39
O.O. 201/ Woods, Emily
ATTN: SPOGC
SPGC-C 201 Woods, Emily
Ch.O.D.

FOI
3rd Ind.

JAN 8 1943

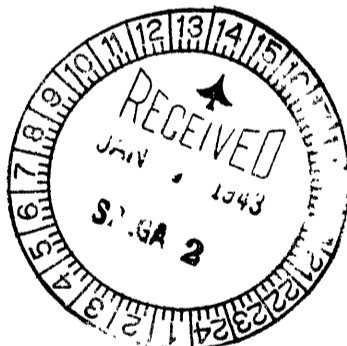
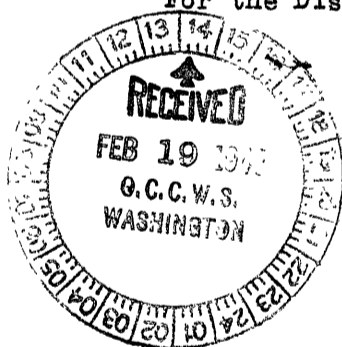
Jones/mc

Chicago Ordnance District, 38 S. Dearborn St., Chicago, Illinois, January 4, 1943. TO: War Department, Ordnance Office, Washington, D.C. ATTN: Everett M. Goulard, Captain, Ord. Dept., Assistant.

1. After investigating attached letter this office has found that the Twin Cities Sub-Office was not involved.

2. Miss Woods applied to the Twin Cities Ordnance Plant and further communications should be addressed to Twin Cities Ordnance Plant, New Brighton, Minnesota, attention of Mr. V. C. Sorenson.

For the District Chief:



John W. Cavanaugh
John W. Cavanaugh
Executive Officer

TWIN 201/39
O.O. 201/Woods, Emily
Attn: SPOGC
SPGC-C-201 Woods, Emily
Ch. O.D.

183
4th Ind.

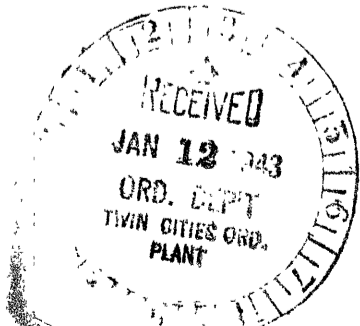
Copperthite/en

War Department, Ordnance Office, Washington, D. C., January 9, 1943.

To: The Commanding Officer, Twin Cities Ordnance Plant, St. Paul, Minnesota.
Attn: Mr. V. C. Sorenson.

1. Forwarded for investigation and report by return indorsement.

By order of the Chief of Ordnance: (100)



WILLIAM J. ROMBAUGH
Captain, Ord. D.
Assistant.
CHIEF OF ORDNANCE OFFICE
JAN 17 1943



71
RECEIVED
JAN 8 1943
Office Chief of Ordnance
Military Personnel Division
War Department

NOV 1935
RECEIVED
JAN 8 1943
JAN 8 1943

✓ O.O. 201/Woods, Emily
Attn: SPOGC

5th Ind.

VCS:fc

Twin Cities Ordnance Plant, Minneapolis, Minnesota, January 13, 1943.

To: Chief of Ordnance, War Department, Washington, D. C., Attn: SPOGC.

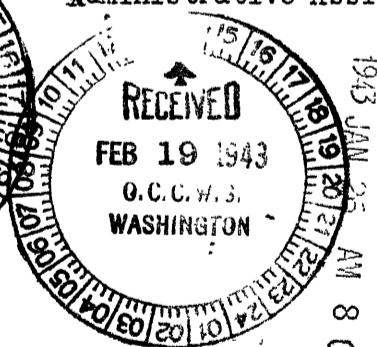
1. After investigating the foregoing correspondence, it develops that Mr. Standal, referred to in basic communication, is a Resident Inspector at the Louis F. Dow Company, 2242 University Avenue, St. Paul, Minnesota, and is under the supervision of the Chemical Warfare Procurement Office, Civic Opera Building, 20 North Wacker Drive, Chicago, Illinois.
2. It is suggested that this correspondence be forwarded to the Chemical Warfare Procurement Office, referred to above, as a matter pertaining to that office.

For the Commanding Officer:

JAN 19 23 AM



V. C. Sorensen
V. C. SORENSEN
Administrative Assistant



1943 JAN 25 AM 8 04
Copperthite/mgl
3789

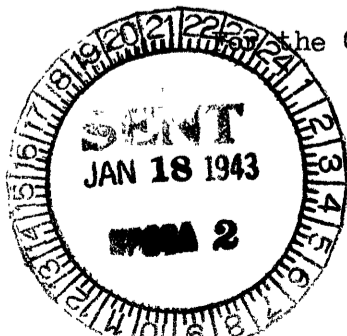
O.O. 201/Woods, Emily
Attn: SPOGC

6th Ind.

War Department, Ordnance Office, Washington, D. C., January 18, 1943

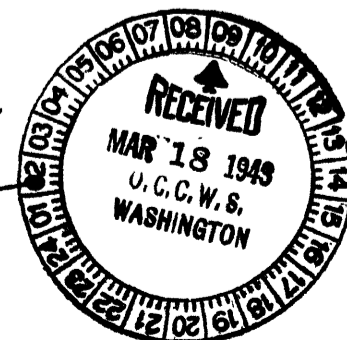
TO: HQ, Services of Supply, Civilian Personnel Division, Washington, D.C.

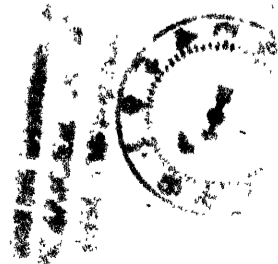
1. In compliance with first indorsement, attention is invited to fifth indorsement.



the Chief of Ordnance:

Everett M. Goulard
EVERETT M. GOULARD
Captain, Ord. Dept.
-5- Assistant





MAILED

SPGC

SPGC-C 201 Woods, Emily
Ordnance Department
St. Paul, Minnesota

7th Ind.

dom/ben

14

HQ., SOS, CPD, Washington, D. C. January 23, 1943. To the Chief of
Chemical Warfare Service. Attention: Civilian Personnel Branch.

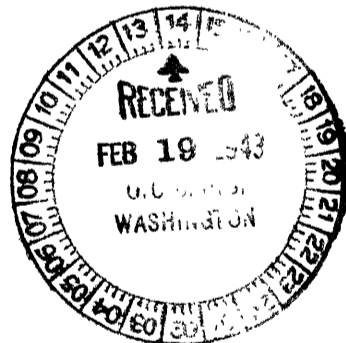
- 1. For investigation and report to this office.

For the Director, Civilian Personnel Division:

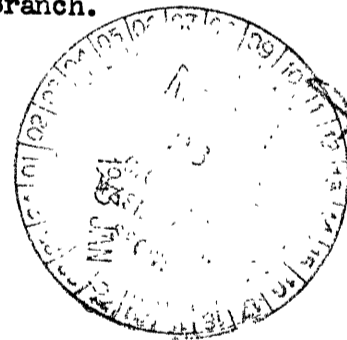
Alexander R. Heron

ALEXANDER R. HERON
Colonel, AUS
Chief, Civilian Personnel Branch.

201 Woods Emily



8th Ind.

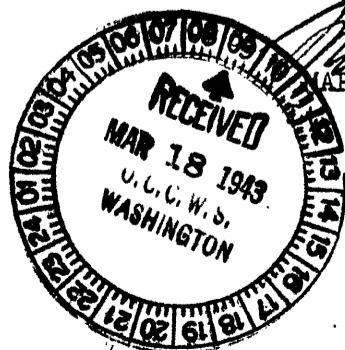


SPCWP 201 - Wood, Emily
(12-16-42)

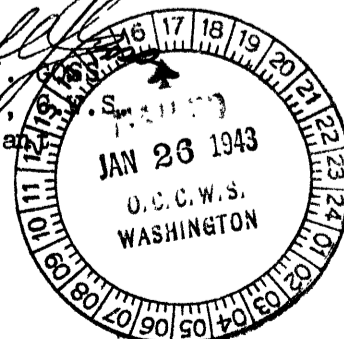
WD, SOS, OCCWS, Washington, D.C., January 26, 1943. TO: Commanding Officer,
Chicago C. W. Procurement District, Chicago, Illinois.

- 1. It is requested that immediate report be made to this office.

By order of the Chief of the Chemical Warfare Service:



Marshall J. ...
MARSHALL J.
Colonel,
Assistant



9th Ind

Chicago C.W. Procurement District, 1614 Civic Opera Bldg., Chicago, Ill.,
January 28, 1943. To: Lt. Ernest H. Kuddes, Jr., C.W.S., Plant Representative,
Louis F. Dow Company, University and Hamilton Ave., St. Paul, Minn.

1. It is requested that a complete investigation be made of the
complaint referred to in basic communication and immediate report be furnished
this office.

eg



Walter E. Spicer, Jr.
for Captain, CWS
HARRY R. LEBKICHER,
Colonel, C.W.S.,
Commanding Officer



M. A. B. Mollery
403 So. Fairview

~~117978~~

Spool

3

10th Ind.

Chicago C. W. Procurement District, 1614 Civic Opera Bldg., Chicago, Ill., February 15, 1943. TO: Chief, Chemical Warfare Service, War Department, Gravelly Point, Washington, D. C. ATTN: Chief, Industrial Division.

1. Enclosed herewith is letter of February 12, 1943 submitted by Second Lieutenant Ernest H. Kuddes, Jr., C. W. S. Plant Representative at the Louis F. Dow Company, St. Paul, Minnesota. This report is submitted in connection with the investigation of the complaint alleging racial discrimination on the part of Mr. Standal, C. W. S. Inspector at that Plant.

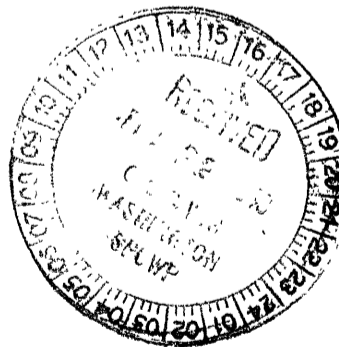
2. There is also attached a list of names of eligibles that Mr. Standal has interviewed, together with a Civil Service Certificate of Eligibles.

201 Needs, Emily

EGG:BP
Encs: ✓
Letter 2-12-43,
Ctf No. 3524,
and List.



Harry R. Lebkicher
HARRY R. LEBKICHER
Colonel, C. W. S.
Commanding Officer



RECEIVED

1943 FEB 20 AM 9 14

O. C. C. W. S.
INDUSTRIAL
DIVISION

738

MJG/gs/4302

11th Ind.

McK...

SPCWP 201 - Woods, Emily
(12-16-42)

WD, SOS, OCCWS, Washington, D.C. February 23, 1943. TO: Commanding General,
Headquarters, Services of Supply, War Department, Washington, D. C.

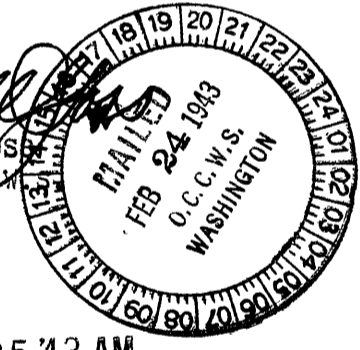
1. Attention is invited to letter of February 12, 1943 which
contains information regarding the alleged discrimination of Miss Emily Woods.

For the Chief of the Chemical Warfare Service:

Encls. n/c

Handwritten note:
17 FEB 25 1943 AM

Signature: Marshall J. Goss
MARSHALL J. GOSS
Lt. Colonel, C.W.S.
Assistant



FEB 25 '43 AM



UNITED STATES DEPARTMENT OF WAR
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

360

SPGC-C 201 - Woods, Emily

12th Ind.

ew/w

Hq., SOS, IPD, Washington, D. C. March 5, 1943. - To the Chief of the Chemical Warfare Service. Attention: Civilian Personnel Branch.

1. It is requested that additional information be furnished this Office as to the number of inspectors, white and colored, employed by the Louis F. Dow Company, St. Paul, Minnesota.

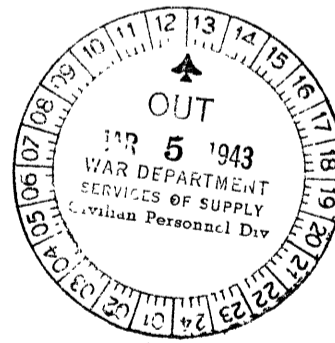
For the Director, Industrial Personnel Division:

Alexander R. Heron
ALEXANDER R. HERON
Colonel, AUS
Chief, Civilian Personnel Branch

43 MAR 6 AM 9 27

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D. C. W. S.
WASHINGTON

Incls. n/c



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SPCWP 201 - Woods, Emly
(12-16-42)

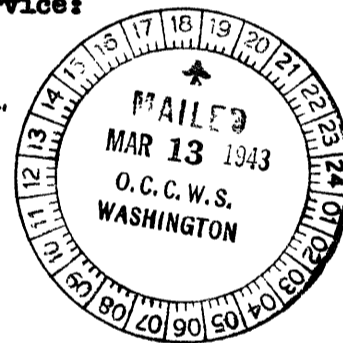
13th Ind.

WD, SOS, OCCWS, Washington, D. C. March 10, 1943. To: Commanding Officer,
Chicago C. W. Procurement District, Room 1506, 20 No. Wacker Drive, Chicago,
Illinois.

1. For compliance with preceding indorsement.

By order of the Chief of the Chemical Warfare Service:

Marshall J. Goss
MARSHALL J. GOSS
Lt. Colonel, C.W.S.
Assistant



Encls. n/c

PM 1943

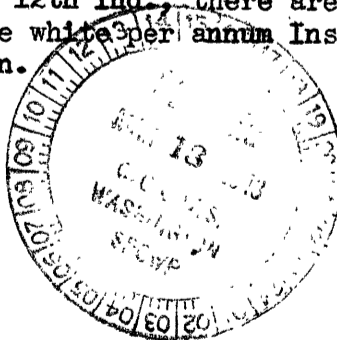


MAR 13 1943

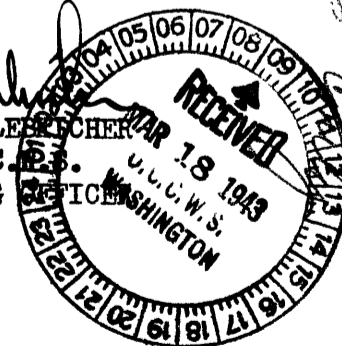
14th Ind.

Chicago Chemical Warfare Procurement District, 1614 Civic Opera Bldg.,
Chicago, Illinois, March 16, 1943. TO: Chief of the Chemical Warfare
Service, Washington, D. C.

1. Reference 12th Ind., there are six white per diem CWS
Inspectors and one male white per annum Inspector at the Louis F. Dow
Company, St. Paul, Minn.



Harry R. Leescher
HARRY R. LEESCHER
COLONEL, C.W.S.
COMMANDING OFFICER



71

Yours

Admin

15th Ind.

SPCWP 201 - Woods, Emily
(12-16-42)

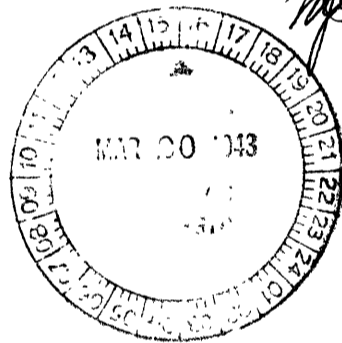
WD, SOS, OCCWS, Washington, D.C. March 19, 1943. TO: Commanding
General, Headquarters, Services of Supply, War Department, Washington, D.C.

Encls. n/c

MAR 21 '43 AM



WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION



6 PM

WAR DEPARTMENT
HEADQUARTERS
CHICAGO CHEMICAL WARFARE PROCUREMENT DISTRICT
ROOM 1600, CIVIC OPERA BUILDING
CHICAGO, ILLINOIS

IN REPLY REFER TO

February 12, 1943

SUBJECT: Investigation of case of Miss Emily Woods
TO : Commanding Officer
Chicago Chemical Warfare Procurement District
1632 Civic Opera Building
20 N. Wacker Drive
Chicago, Illinois

1. The following is a report of complaint referred to is basic communication.

2. First a brief case history. Mr. Andrew B. Mettling is an instructor of Social Science at Mechanic Arts High School, St. Paul, Minnesota. Miss Emily Woods graduated from said school about four (4) years ago. Since that time she has been doing house work at various places, and has been doing such work for Mr. Mettling for approximately four (4) years. It was at his suggestion that Miss Woods took the Civil Service Examination. In as much as he has been acting as her advisor, he feels responsible for her obtaining a position. He further feels that Miss Woods failure to secure employment after following his advise places him in an awkward position. Miss Myrtle Carden is director of the Hallie Q. Brown Community House, which is a recreational, cultural education, and health center for Negroes, both young and old. Mr. Standal is a CWS inspector at the Louis F. Dow Co., St. Paul, Minn., and at that time also interviewed and hired "under inspectors" needed by the Chemical Warfare Service at said plant.

3. At the time Mr. Standal was hiring inspectors for CWS, he obtained a "certificate of eligibles" from the Civil Service Office at St. Paul. It is from this list he hired CWS "under inspectors". As the volume of production increased, it was necessary to hire five (5) additional CWS inspectors. Enclosed is a list of "certificate of eligibles" on which the name of Miss Woods appears. It is from this list he selected five (5) "under inspectors". It was the



(over)

Incl #1

WAR DEPARTMENT
HEADQUARTERS
CHICAGO CHEMICAL WARFARE PROCUREMENT DISTRICT
ROOM 1600, CIVIC OPERA BUILDING
CHICAGO, ILLINOIS

IN REPLY REFER TO

practice of Mr. Standal to notify each individual whose name appeared on the "certificate of eligibles" and inform them that if they were available, to call at the Louis F. Dow Co. for an interview. He would interview each person at the front office, the interview usually lasting five (5) to ten (10) minutes, at which time he would inquire of them their past experience in inspecting mechanical parts, past work, whether working at present time in a defense plant, availability, objections if any to working a night shift, etc. He told each person interviewed that if they were approved they would be notified by letter or telephone. If they were not approved, proper markings were made on the "certificate of eligibles" and the list sent back to Civil Service Office in St. Paul.

4. Mr. Standal denies the statement made in basic communication that he would have to get consent from his superiors in Chicago before hiring any colored persons. He does say he made the statement he had to get authorization from Chicago office as to total number of CWS inspectors he may hire. Mr. Standal states he is fully aware of the rules and regulations regarding employment, interviewing, and selecting through Civil Service.

5. Enclosed also is list of eligibles Mr. Standal has interviewed and the action taken.



Ernest H. Kuddes Jr.
ERNEST H. KUDDES JR.
2nd. Lt. CWS
Plant Representative

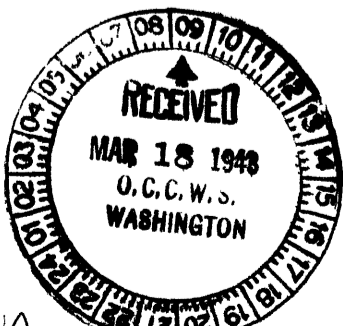


WAR DEPARTMENT
HEADQUARTERS
CHICAGO CHEMICAL WARFARE PROCUREMENT DISTRICT
ROOM 1600, CIVIC OPERA BUILDING
CHICAGO, ILLINOIS

IN REPLY REFER TO

The following list of names are eligibles Mr. Standal has interviewed during his employment at Louis F. Dow Co.

| <u>ACTION</u> | <u>NAME</u> |
|---------------|-----------------------|
| NS | Antoinette M. Spencer |
| FR | Donna Ward |
| D | Wilma Newham |
| D | Helen Webber |
| A | Mae Drake Rogers |
| NS | Dorothy Davis |
| NS | Marguerite Burley |
| NS | Elnora Pajari |
| NS | Beatrice Contoure |
| D | Lilamae Hughes |
| A | Marie Ewald |
| FR | Alice D. Olson |
| NS | Margie M. Rihn |
| NS | Jean F. Follett |
| NS | Jayne O'Reagan |
| NS | Vera R. Beety |
| NS | Nellie Ostrowske |
| A | Tula Manzavrakos |
| NS | Ethel Newell |
| FR | Ruth Brunson |
| FR | Emily Claussen |
| NS | Mabel Walgren |
| A | Bonnie Ordway |
| D | Margaret Fisher |
| FR | Helen Thorsen |
| A | Florence Sall |
| D | Georgiann Saffel |
| NS | Elayne Quinn |
| D | Alice Pomeranke |
| A | Lore Lee Rosenblatt |
| NS | Mertise Peloguin |



Incl 7

REPORT TO THE DISTRICT MANAGER ON CERTIFICATION

This information is Confidential

United States Civil Service Commission

District Manager, 8th U. S. Civil Service District

Cert. No. 3524

**Sr. Inspector
Chemical Warfare Service
c/o Louis F. Dow Co.
2242 Univ. Ave.
St. Paul, Minn.**

St. Paul, Minn.

Date 10-23-42

Request No.

Request Date 10-22-42

3-F
(VACANCIES)

Minor Engineering Aide 51¢ Hr.
(POSITION AND SALARY)

WSE
(NATURE OF APPOINTMENT)

St. Paul
(PLACE OF EMPLOYMENT)

REGISTER **Female Trainee, Manual Occupations**

| *ACTION | SALARY OFFERED | NAME | RATING | ADDRESS |
|---------|----------------|-------------------------------------|--------|--|
| NS | | Emily M. Woods | | 527 Aurora Ave., St. Paul |
| NS | | Mrs. Ruth Lila Conway | | 2625 Inglewood Ave., St. Louis Park Minneapolis |
| A | | Lulu A. Thayer | | 433 Bidwell St., St. Paul |
| A | | Marie J. Anders | | 1685 Charles Ave., " |
| NS | | Myrine C. Cook | | Somerset Country Club, St. Paul |
| D | | Mary M. Radaich | | 1214 Pacific St., " |
| A | | Ada L. Miller | | 154 E. Hurley St., " |
| NS | | Mrs. Doris Della Koske Blum | | 674 Wilson Ave., " |
| NS | | Mrs. Katherine Anna McCue Kinderman | | 526 S. Smith Ave., " |
| NS | | Mrs. Hazel Viola Kruger Treat | | 1031 Dwane St., So. St. Paul |
| A | | Mrs. Josephine Mather Howard | | 1027 Belmont Ave., St. Paul |
| NS | | Mrs. Cora Isabel Boyd Selden | | 391 Sawyer St., St. Paul |
| NS | | Mrs. Jessie Violet VanZinderen | | 301 W. High St., " |
| A | | Genevieve W. Nicolin | | 1278 Lincoln Ave., St. Paul |
| NS | | Vivian G. O. Henderson | | 1031 W. High Ave., " |
| | | Subject to voucher inquiry | | All Minnesota |
| | | Papers not submitted | | |

NOTE:—The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager.

THE DISTRICT MANAGER: Certificate returned with examination papers and prescribed forms. _____

(DATE)

*KEY TERMS: A—Selected.
D—Declined.
FR—Failed to reply.
NS—Considered but not selected.
CRU—Communication returned undelivered.

© PATENTED

SIGNATURE

OFFICIAL TITLE

Incl #3



[Faint, mostly illegible text and markings, possibly a routing slip or ledger, with some vertical lines and scattered characters.]

U.S. GOVERNMENT PRINTING OFFICE
WASHINGTON, D.C.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

April 2, 1943

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

This will acknowledge receipt of your letter of March 18 concerning the case of Miss Phylistene Woods of St. Paul, Minnesota. It is noted that she is now employed by the Twin Cities Ordnance District.

Since no reference was made to the case of Miss Emily Woods which was referred to your office on December 7, 1942, I will appreciate it if you will advise me of the status of her case at this time.

Your action on this matter is appreciated.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary



March 18, 1943

Mr. George M. Johnson,
Assistant Executive Secretary,
President's Committee on Fair
Employment Practice,
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On February 4, 1943, you forwarded to this office the complaint of Mr. S. Vincent Owens, Executive Secretary of the St. Paul Urban League, St. Paul, Minnesota, alleging that racial discrimination had been practiced against Miss Phylistene Woods in her effort to secure employment as an Inspector in the Twin Cities Ordnance District.

The report of the investigation into this complaint states as follows:

a. Miss Phylistene Woods was interviewed for employment as a sub-inspector by the Twin Cities Ordnance District on December 19, 1942, and her application was accepted subject to the usual employment requirements. Medical examination, as required by regulations, was conducted by the medical staff at this station as is customary. Such medical examination disclosed a bad case of trench mouth, and she was advised that employment would not be made unless this condition was obviated. In the course of a week or ten days, she again appeared for medical examination, and, while her condition was somewhat improved, the medical staff at the Twin Cities Ordnance District felt that further treatment was necessary. In the meantime she had visited a dentist at the University of Minnesota, and had received a negative report of her condition. On January 27, 1943, objections in relation to her physical fitness were withdrawn and she was employed. She is working at the plant at the present time.

Sincerely yours,

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

W. J. P.

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

SPGC-L
201 Woods, Phylistene

March 4, 1943

MEMORANDUM FOR THE SECRETARY OF WAR

(Attention: Acting Civilian Aide, Mr. Truman K. Gibson)

Subject: Alleged racial discrimination practiced against Miss Phylistene Woods in her effort to secure employment as an Inspector in the Twin Cities Ordnance District.

1. As requested in a memorandum from your office, dated February 10, 1943, an investigation of this case of alleged racial discrimination has been made, results of which are as follows:

a. Miss Phylistene Woods was interviewed for employment as a sub-inspector by the Twin Cities Ordnance District on December 19, 1942, and her application was accepted subject to the usual employment requirements. Medical examination, as required by regulations, was conducted by the medical staff at this station as is customary. Such medical examination disclosed a bad case of trench mouth, and she was advised that employment would not be made unless this condition was obviated. In the course of a week or ten days, she again appeared for medical examination, and, while her condition was somewhat improved, the medical staff at the Twin Cities Ordnance District felt that further treatment was necessary. In the meantime she had visited a dentist at the University of Minnesota, and had received a negative report of her condition. On January 26, 1943, objections in relation to her physical fitness were withdrawn and she was employed. She is working at the plant at the present time.

2. The case of Miss Emily Woods is being investigated by the Civilian Personnel Branch, a report on which should be forthcoming within the next two (2) days.

3. Should your office feel that this reply is unsatisfactory



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or incomplete, we shall be glad to direct a further investigation.

For the Director, Industrial Personnel Division:



JOHN E. O'GARA
Colonel, AUS
Chief, Labor Branch

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WAR DEPARTMENT
SERVICES OF SUPPLY
INDUSTRIAL PERSONNEL
DIVISION

December 16, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lemuel Foster

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Andrew B. Mettling of St. Paul, Minnesota, alleging that racial discrimination was practiced against Miss Emily Woods, of St. Paul, in her effort to secure employment as an Inspector in the Ordnance Department in St. Paul.

The complaint states that Miss Woods was notified to report for an interview as a result of certification by the Civil Service Commission; that she reported to Mr. Standal, Personnel Director, for an interview on November 12, 1942; that as soon as he noticed that she was colored, he dismissed her after taking her telephone number without interviewing her.

Mr. Mettling states that he called the Ordnance Office and found that personnel was being employed, and that Miss Woods was not considered merely because she was colored. He further states that on November 16, Miss Myrtle Carden of the Hallie Q. Brown Settlement House called Mr. Standal in the presence of himself and Miss Woods; that Miss Carden asked Mr. Standal whether the Ordnance Office was employing girls for the type of work for which Miss Woods was certified, and he replied that it was; that she then asked him if he interviewed applicants for such jobs; that Miss Carden told him that Miss Woods had reported on November 12 for an interview, but was dismissed when he saw that she was colored; that Miss Carden asked him if it was the policy of the Ordnance Department to employ colored girls; that he replied that he could not hire any colored persons for the position in question without the consent of his superiors, who were in Chicago; that Miss Carden informed him that Miss Woods had passed the examination and had been certified by the Civil Service Commission for the position; that Mr. Standal then said that he could not hire any colored girls without the consent of Miss Gass of the Civil Service Commission in St. Paul.

Mr. Mettling further states that Miss Carden called Miss Gass and told her what Mr. Standal had said; that Miss Gass stated that Mr. Standal was confused if he entertained any such view; and that he could employ whom he chose from the Civil Service certificate.

*Carroll
Cof. 10/11*

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? May this office be furnished a copy of the Civil Service certificate, on which the name of Miss Woods appeared and from which selections were made to fill the vacancies in question, showing the notations and indorsements with which it was returned to the Civil Service Commission?

Sincerely yours,

Civilian Aide to the Secretary
of War

35276

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date December 5, 1942

The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mr. Andrew B. Mettling of City of St. Paul Dept of Education, under date of November 17, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary
by George W. Johnson

Enc.

C
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P
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CITY OF SAINT PAUL

DEPARTMENT OF EDUCATION

J.W.SMITH, PRINCIPAL
MECHANIC ARTS HIGH SCHOOL
CENTRAL AVE. AND ROBERT ST.

433 So. Fairview
St. Paul, Minn.
November 17, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Washington, D. C.

Dear Mr. Cramer:

For some time we have been interested in St. Paul on unfair treatment given to Negro applicants for positions in the War Department. I wish to report an incident which I heard yesterday.

Miss Emily Woods of 527 Aurora Avenue was notified by the War Ordnance Department located in Louis F. Dow Building on University Avenue for an interview for a position open to females only as an inspector. Her name had been submitted by the local Civil Service Commission. They were hiring girls by the score.

Miss Woods, with her sister, appeared before a Mr. Standal, personnel director, for an interview. As soon as he noticed that she was colored, he dismissed her by merely taking her telephone number and without giving her the courtesy of an interview. This was on the afternoon of November 12, I called the office, as well as other people, and found that they were taking on their staff, and that Miss Woods was not being considered merely because she was colored.

On November 16 Miss Myrtle Carden of the Hallie Q Brown settlement house called Mr. Standal in the presence of Miss Woods and myself, and we heard the complete conversation. I question very much that a man having such prejudices as Mr. Standal is worthy of a government position hiring people. He is either prejudiced or very stupid.

Miss Carden began her conversation by asking Mr. Standal if they were hiring girls for this type of work and he said that they were. Then she asked him if he interviewed girls that were sent out by the Civil Service Commission and he replied that they were all applicants from the Civil Service Commission. Miss Carden told him that Miss Emily Woods of 527 Aurora Avenue, who was an applicant for a position, had appeared on November 12 for an interview and was rudely dismissed when he saw that she was colored. The Miss Carden asked

him if it was the policy to hire colored girls for this position. He replied that he could not hire any colored persons for this position without the consent of his superiors who were in Chicago. He refused to give their names. Miss Carden informed him that Miss Woods was an American citizen, had passed the examination, and had been certified by the Civil Service Commission for the position. Mr. Standal then contradicted himself and said that he could not hire any colored girls without the consent of Miss Gass on the Civil Service Commission in St. Paul. Miss Carden replied that she intended to sift this matter to the bottom and that she was calling Miss Gass to back up on his statement, and that he would call him later.

Miss Carden then called Miss Gass of the Civil Service Commission and quoted what Mr. Standal had said. Miss Gass instantly said that Mr. Standal was confused if he entertained any such viewpoint, and that the personnel director could hire whomsoever he wished from the list submitted by the Civil Service Commission. She then made the statement that he did not have to hire a negro if he did not feel inclined and that he had no obligation to hire one, and that nothing could be done about it. If Miss Gass is giving out this information, and I think it should be stopped. The President definitely, in Order 8802, has instructed the various agencies to use the Negro manpower and these personnel directors are responsible for fulfilling this order. It is nothing short of a patriotic gesture to do so. Will you take this matter up with the Civil Service Commission in this regard?

I think it is all wrong to allow the Civil Service Commission to pick from the register 7 or 8 names for one position. This gives the employing officer an opportunity to play politics to his heart's desire.

And that is exactly what is being done.

This matter is red hot at the present time and a delay will only give Mr. Standal an opportunity to cover up his gross injustice, and misrepresentation such as I heard yesterday. May I have the courtesy of an early reply and be informed as to what action is being taken?

Very truly yours,

/s/ Andrew B. Mettling

ANDREW B. METTLING

February 10, 1943

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lussel Foster

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. S. Vincent Owens, Executive Secretary of the St. Paul Urban League, St. Paul, Minnesota, alleging that racial discrimination was practiced against Miss Phyllis Woods in her effort to secure employment as an Inspector in the Twin Cities Ordnance District.

The complaint states that Miss Woods was informed recently by the Office of Ordnance Inspection of the Twin Cities Ordnance District that she would be employed as an Inspector as soon as an investigation of her was completed; that on January 21, 1943, more than five weeks had elapsed; that during this period she was told that she had trench mouth, although there was no evidence of this condition; that she has been examined by her own dentist and dentists at the University of Minnesota and was told by them that nothing is wrong with her mouth. Mr. Owens expressed the belief that Miss Woods had not been employed solely because she is a Negro.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in federal employment? In this connection may this case be considered along with the case of Miss Emily Woods in which an investigation was requested under date of December 16, 1942, since the two cases are similar and involve the same Ordnance District?

Truman K. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

MALCOLM S. MACLEAN
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

February 4, 1943

Mr. Truman K. Gibson
Assistant Civilian Aide to
the Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

Attached is a copy of a letter which we have received from Mr. S. Vincent Owens, Executive Secretary of the St. Paul Urban League. You will note that he raises questions in connection with the employment of persons as Ordnance Inspectors in two war plants of the area.

On December 7, 1942, we referred a previous complaint concerning Miss Emily Woods to your office. It is requested that these matters be investigated and that a report be furnished us when the inquiry is completed.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosure



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ST. PAUL URBAN LEAGUE

January 21, 1943

Mr. George M. Johnson
Assistant Executive Secretary
President's Committee on Fair Employment Practice
War Manpower Commission Washington, D. C.

Dear Mr. Johnson:

Mr. Andrew Mettling, 433 S. Fairview Avenue, St. Paul, Minnesota, has referred your letter to me for reply, answering his complaint concerning Miss Phylistene Woods and Miss Emily Woods, 527 Aurora Avenue, St. Paul, Minnesota.

Miss Phylistene Woods has recently been informed by the office of Ordnance Inspection at the Twin Cities Ordnance Plant, that she will be employed as an inspector as soon as her investigation is completed. However, over five weeks has elapsed. During the period that she has been waiting, she was told that she had trench mouth, and there is no indication of this condition being evident. Miss Woods has been examined by her own dentist and dentists at the University of Minnesota; in both instances she was told nothing was wrong with her.

We would appreciate your lending your assistance toward aiding Miss Phylistene Woods in securing employment.

Miss Emily Woods has found it difficult to receive placement in any of the Civil Service agencies. She was referred to Mr. Stendall of the Chemical Warfare Division assigned to the Louis F. Dow Company, 2242 University Avenue, St. Paul, Minnesota, who made conflicting statements to several people as to the use of Negroes in his department. However, when pinned down, he said that she did not have the training for the position of Inspector, although it was not required of any other person.

Recently Miss Woods was turned down by the Ordnance Inspection of the Twin Cities Ordnance Plant on the grounds that she was too large. She weighs approximately 228 pounds. The reason being given, that she could not move in the space they had to work in. There are other people her size working there.

We have conferred with Mr. Stafford who has charge of the recruitment of Civil Service workers, and he has assured us that referrals will be made although the status of both girls remains the same. We are concerned inasmuch as additional examinations are to be given in the near future for positions in which these two young women have qualified.

If government agencies discriminate, a pattern is established for private industry to follow.

Sincerely yours,

/s/ S. Vincent Owens
Executive Secretary

5 July 1943

MEMORANDUM

**TO: Mr. Lemuel Foster,
Race Analyst, Army Service Forces**

Attached hereto is a copy of a letter of July 2, 1943, from the Committee on Fair Employment Practices requesting a further inquiry in the case of Miss Emily Woods, who alleged that racial discrimination was practiced against her in her effort to secure employment as an Inspector, Chemical Warfare Service, at the Louis F. Dow Company in St. Paul. Also attached are the complete files of the investigation into this case and that of Miss Phylisene Woods, who was employed by the Twin Cities Ordnance District.

May I have your view as to whether a further inquiry should be requested in the case of Miss Emily Woods?

To: Mr. Foster
**LOUIS R. LESTER,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War**

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

**WAR MANPOWER COMMISSION
WASHINGTON, D. C.**

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July 2, 1943

Mr. Truman K. Gibson
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Gibson:

On March 18 and April 16, the President's Committee on Fair Employment Practice received reports from the War Department concerning investigations of the cases of Misses Emily and Phylistene Woods of St. Paul, Minnesota. The Committee reported the findings of the War Department to Mr. Andrew B. Mettling of St. Paul who submitted the cases to us in the beginning.

Mr. Mettling and Miss I. Myrtle Carden have taken exception to the War Department's investigations. Copies of letters sent by Mr. Mettling and Miss Carden are attached for your consideration. You will note that Mr. Mettling's letter criticizes the Committee for delay in handling these cases. An inquiry and report on these exceptions is requested.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

5 July 1943

MEMORANDUM

TO: The Director of the Industrial Personnel Division,
Army Service Forces

The President's Committee on Fair Employment Practice has forwarded to this office copies of a letter addressed to President Roosevelt by Miss Dorothy Hadden and Miss Edessa Edwards, alleging that racial discrimination is being practiced against Negro employees at the Rossford Ordnance Depot, Toledo, Ohio. A copy of their letter is attached hereto.

May a thorough investigation be made into their charges to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

TRUMAN K. GIBSON, Jr.,
Acting Civilian Aide to the Secretary
of War

C. P. W.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C. 25 *auth*

July 3, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

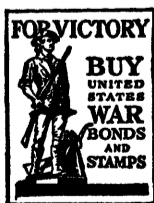
Dear Mr. Gibson:

I am enclosing herewith two copies of a letter addressed to the President by Miss Dorothy Woodson, 555 Pinewood Avenue, Toledo, Ohio, and Miss Odessa Edwards of the same city, both of whom are now or were formerly employed at the Rossford Ordnance Depot in Toledo. They allege that racial discrimination was practiced against Negro employees at that establishment.

It is requested that this matter be investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,
George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosures



C

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555 Pinewood Ave.
Toledo, Ohio

June 24, 1943

President F.D. Roosevelt

Dear Sir:

For quite a while I have been trying to make up my mind to write you a letter, but I realized that you are a man with many responsibilities and I hated to bother you with mine, but I have finally decided to do so.

As we all know, we are at war, fighting a battle and praying with all our hearts that it will soon be over. Mr. President, we are Negroes, and sometimes I wonder, we are supposed to be fighting for democracy and freedom which our people have never known, but our boys are in the armed forces dying and suffering with the white boys who have never known and suffered the hardships and humiliation that my race has suffered.

I have a brother somewhere in the South Pacific. He has been there since Oct. 1941. When we don't hear from him we are all worried and wonder if anything has happened to him. My mother worries and suffers just as the white mothers do, but if she would try to get a position in a defense plant she would probably be refused, but if by some chance she is able to get a job she is given a broom just because she is a Negro.

Since Feb. 15, I have been working at the Rossford Ordnance in Toledo, Ohio. When we went there I asked to be a checker but they refused me. The only job that they would give me was that of a senior laborer. I graduated from high school with good grades and I have always carried myself in such a way that I was above reproach. I needed the work so I took this job. I worked at this until April, and I have never worked under such terrible conditions. I sometimes wonder how I continued working during the coldest of weather. We worked in everything that we wore to work and more still to keep from freezing. Everyone who continued working through these hardships prayed for summer. After a few months we asked to speak with the head men in the company and thanks to a few of the fair people over us several of us colored girls were advanced to checkers. After we worked as checkers a while they put all the colored on one side and the whites on the other. We wondered about this but we let it pass. About two weeks ago things began to happen. Our foreman gave the white

girls all the work to do and kept the colored girls idle. The Colonel and other officers would come through and ask why we were not working. We soon found out why they were keeping us idle. Last week they started laying off people who were mostly Negroes. Today in my department they discharged all of the colored girls except four but discharged only two of the white girls to keep our lay-offs from looking so bad, but afterwards the white girls were offered their jobs back. I know that Mr. Hoffman, our foreman, would have layed off all of the Negro girls if it had been possible.

About a month ago they hired 100 high school students as Junior Commandoes and kept us after our regular hours to train them. They kept all of these students, who were mostly white, and fired the people who really needed the work. I need the work badly. My father is dead and my sister and I pay all of the expenses and take care of my mother and a sister who is still in school. It takes a good deal of money now since the prices have gone up on everything.

We have tried every way in Toledo to get a fair deal at the Rossford Ordnance Depot and they refused to do this so our last resort was to appeal to you because you are one man who seems to know no color distinction and you are noted for helping to straighten out the racial problems all over the United States.

Yours truly,

/s/ Dorothy Woodson
Odessa Edwards

Dorothy Woodson
Odessa Edwards

Dorothy Woodson (Miss)
555 Pinewood Ave.
Toledo, Ohio

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

June 28, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Your letter, dated June 22, 1943, concerning the letter you received from Mr. Johnie Williams, a former Mechanic's Helper at the Strother Army Air Field, Winfield, Kansas and referred to you by the President's Committee on Fair Employment Practice, is hereby acknowledged.

2. Inasmuch as this office is not fully informed of all the facts in his case, action has been taken to secure additional information. At such time as the necessary reports are received, a further reply will be made to you.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



*Copy in
same*

22 June 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter from Mr. Johnie Williams, a former mechanic's helper, at the Strother Army Air Field, Winfield, Kansas, which was referred to this office by the President's Committee on Fair Employment Practice.

Mr. Williams makes no charge of racial discrimination but alleges that his services were unfairly terminated. It appears from his letter that this matter has been investigated previously.

May this office have a report of the facts in this case in order that it may advise the Committee of the basis of his removal.

Truman E. Gibson, Jr.
Acting Civilian Aide to the Secretary
of War

copy W

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C.

Lester

June 2, 1943

Mr. Truman K. Gibson, Jr.
Acting Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Mr. Gibson:

I am enclosing herewith two copies of a letter addressed to the Committee by Mr. Johnie Williams, a former mechanic's helper, at the Strother Army Air Field, Winfield, Kansas, who feels that he was discriminated against because of his race in his discharge.

Although it would appear from Mr. Williams letter that his difficulties were related more to a personal antagonism between him and his Foreman, Mr. Hudson, we are referring this matter to you for whatever consideration you may be able to give it with the request that this office be informed of any developments in connection with it.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosures

C
O
P
Y

Johnie Williams
1715 Manning Street
Winfield, Kansas

Mr. George M. Johnson, Asst. Exec. Secy.
President's Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

I have received your letter dated May the 7th, and I shall try to inform you as best I can. First of all, there were only (2) colored men that worked in the Department where I worked, myself and one other colored man.

Mr. Ray Hudson being the Foreman or the boss of my Department, just picked on me all the time. I am just a hard working man, and for a number of years this is the first time that my work has been kicked upon.

I was a mechanic helper, working on car motors. I have done this kind of work for years, and this, Mr. Hudson said that I would not work. Then I put up an effort to try to please him by working harder and harder each day, because I know that the only way I have to support my family is by hard work. And the more I worked the more this Mr. Hudson would say that I wouldn't work.

1st Complaint. My Boss, Mr. Ray Hudson went to Lt. Mays and told the Lieut. that I would not work, and without any investigation by Lt. Mays, Mr. Mays just signed the papers for me to be discharged. They sent me to the personnel office to be discharged, and on going to the personnel office there was a woman in the office named Mrs. Hays. I told her that I was sent up to the office for some cause, and Mrs. Hays said that it was on my papers that I wouldn't work, and I did not even know that was the complaint until I was sent to the office to get my money.

I told Mrs. Hays that the complaint of or about me not working was not true, and I also explained to Mrs. Hayes that it was because me and Mr. Ray Hudson had a misunderstanding a few days before this time, and this Mrs. Hays sent Mr. Sinclair, Lt., to investigate the matter, and I was sent back to work, and they found out that that report was not true.

I am sending to you a copy of a form of the results of the first complaint, and you will please note that I never did leave the job.

2nd. After Lt. Mays was transferred, another Lt., a Mr. Buckman took over Mr. Sinclair place and Mr. Buckman followed up Lt. Mays, and at the same time Mr. Ray Hudson and I had a misunderstanding over wrecking a motor, and he said I had not done anything to the motor, and I proved it by the mechanic that I did all of the

work. Mr. Hudson would not have it that way, therefore, he gave the mechanic the credit for the work that I had done. Then Mr. Hudson, my boss, goes to Lt. Buckman and tells him the same story, that I would not work, and Lt. Buckman signed the papers for my discharge without investigation.

So I am discharged and after I say that I could not get any consideration, I then wrote to the President and there was a letter sent to Strother Army Air Field about my case from Washington, D. C., and they sent me word to come out for an interview, and I went out there and the interview was held by this Mr. Hudson and Lt. Sinclair, and Mr. Buckman, men that did not like me, and would not let even the men I worked with to speak a good word for me. I have not had justice, and can prove it by the men that I worked with. Now, if there is anything that can be done that I might get justice, I will truly appreciate it so much. Hope to hear from you at once, I am

Resp. yours,

/s/ Mr. Johnie Williams
1715 Manning Street
Winfield, Kansas

WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

March 4, 1943

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. Further reference is made to your memorandum of February 2, 1943, regarding the complaint of Mrs. Clinton J. Wallace who alleges that discrimination was practiced against her in her termination from her employment at Buckley Air Field, Colorado.
2. This is to inform you that a formal investigation of the charges has been made and the following facts were disclosed.
 - a Mrs. Wallace was given a fair and ample opportunity to qualify for the work to which she was assigned. She was recommended for discharge while attending the Government Training Program, Denver, Colorado, because of her attitude and low grades, the latter of which were the lowest in the class. She was considered careless and inefficient. She was dismissed after several discussions occurred between the Civilian Personnel Officer and her Shop Foreman about unsatisfactory service.
 - b At approximately the same time as the separation of Mrs. Wallace, eleven (11) civilian employees were dismissed at that Post because of unsatisfactory services, of whom only two were negroes. The negro employees at the 40th Sub-Depot, Buckley Field, have expressed satisfaction as to the treatment which they received and as to the working conditions.
3. There is no evidence of discrimination having been practiced against Mrs. Wallace. The action taken was based entirely on her inefficiency.



J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

W. J. P.

Mem. 0985

April 28, 1943

Colonel Richard M. Levy
Chief, Publications Branch
Adjutant General's Office
War Department, Room MB-863
Pentagon Building
Washington D. C.

My dear Colonel Levy:

Pursuant to agreement on April 9, 1943, to submit a clear and comprehensive report based on factual information on complaints about wages and working conditions emanating from Negro-civilian employees assigned under your jurisdiction, I present herewith the following facts:

1. Conditions affecting Negro workers.

Negro workers have been affected by conditions which distinguish them in important respects from other workers throughout the War Department. Since it is an assured desire on the part of the President of the United States, the same having been expressed in opinion and action by heads of several departments, that fair employment practices will be administered to minority group citizens, especially Negroes, it has been found extremely necessary by several other departments, especially the War and Navy Departments, to make special provisions for the integration of Negroes into more responsible positions requiring the exercise of more independent judgment in order to keep abreast of time in the changing scenes of Civilian Personnel Administration.

As a result, the President of the United States, the Civil Service Commission, and other organizations through which the President speaks have been mobilized to see to it that fair employment practices actually operate, by curtailing the freedom of administrative officers to discriminate, while on the other hand extending their privileges to liberalize their policies so as to bring about the utilization of the greatest skill possessed by every worker, including the Negro.

2. Public interest, public sentiment, and the public press have been responsible for the dissemination of this information to the Negro workers, especially those in the Government Service, and they in turn have become affected to such degree that wherever job-opportunity is not immediately discernible, the Negro worker is inclined to believe that there exists a strong organization in the Bureau in which he finds himself employed, with a program designed to operate against him by destroying his employment opportunities.

Cofep "W"

2--Colonel Richard M. Levy, April 28, 1945

3. Many intensive and very expensive Surveys have been made by this and other labor organizations; we've struggled diplomatically, yet forcefully, to prevent the intense and growing feeling that the Civil Service Commission and the various bureau agencies and departments were discriminating against all people of color. These surveys reveal startling information, one fact very significant and worthy of mention, the total unwillingness on the part of personnel directors and bureau chiefs to cooperate with the President in this particular plan regardless of the qualifications of the Negro applicant. We, therefore, found it necessary to urge upon Mr. William H. McReynolds, Administrative Assistant to the President and advisor on Civilian Personnel, to cooperate with a plan of working with the Personnel Directors and Administrators. This would give them time to revamp their policies and make provision for a merit system to actually operate for Negroes as well as others, instead of trying to apply the fair employment practice laws with their strict provisions, which might have caused the Personnel Directors and Administrators to prepare a defense against the laws, which would in turn take its toll in destroying the principles of the law.

4. All these facts have been made known to the President's Office, not at the expense of the Civil Service Commission or any other branch of Government, but by public spirited organizations which I have been able to persuade to follow my lead with hopes of accomplishment.

5. The facts, in short, are that the effect which these conditions have had upon Negro workers has been vital and has moved them to action, not just in your department, but throughout the Civilian Branch of the Government Service, so that if the information, which has been disseminated to them, has been misleading in any way, and to some extent this has happened, the public and the press are to be blamed and not William Jones, John Smith, or some other Negro worker, who by virtue of his having received information that job opportunity would be distributed on a fair and equitable basis would cry out for their places in the Sun.

A survey of your bureau revealed that you are going forward and making provisions, in my honest opinion, as rapidly as possible to utilize the best skills of your entire Civilian Staff, Negroes included.

I believe that you are pledged to see to it that the principles of justice and fair play are carried out and that your Negro workers shall not be hindered by prejudice and discrimination, but shall be looked upon, so long as they conduct themselves as such, as loyal American Citizens. I believe men and women, members of society, shall have a right in the pursuit of happiness to this end. Therefore, we respectfully request your recommendation of Mr. William Edward Jones for a transfer to another jurisdiction for the benefit of the Service as well as the worker.

3--Colonel Richard M. Levy, April 28, 1943

Thanking you many times for the courtesies shown me in your office and hoping that you will find it convenient to act on this matter at an early date, I remain

Yours sincerely,

Andrew D. Wicketts

Andrew D. Wicketts
Liaison Officer for
Negro Civilian Employees

P. S. I sincerely hope for you a speedy recovery and restoration to perfect health

COPY

FORM CP, OSW-81
(9-1-43)

TRANSMITTAL

----- (FOLD OVER MATERIAL AND CLIP) -----
OFFICE OF THE SECRETARY OF WAR

TO Mr. Louis R. Lautier,

4E-945, The Pentagon
LOCATION

FROM Grievance Unit, OPM, OSW,

4E-929

LOCATION

4308

Sept. 5, 1944

PHONE

DATE

REMARKS

Welch, George E.

File returned.

September 22, 1942

MEMORANDUM

To: The Director of Civilian Personnel and Training

Under date of July 11, 1942, the President's Committee on Fair Employment Practice forwarded to this office the complaint of Mr. George E. Welch, Detroit, Michigan, alleging that racial discrimination was practiced against him in the termination of his services as a General Mechanic Helper at Wayne County Airport, Romulus, Michigan.

It appears that recommendation for his discharge, on charges and answer, was made to the Secretary of War. Efforts to obtain by telephone the action of the Secretary of War on the recommendation proved unavailing.

Attached hereto is a copy of the correspondence forwarded by the Committee.

May this office be advised of the facts in this case in order that it may report them to the Committee.

Civilian Aide to the Secretary
of War

C-7-17A

35276

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date July 11, 1942

The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by George M. Welch of Detroit, Michigan, under date of July 1, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

Lawrence W. Cromer
Executive Secretary

Enc.

tacked to
Miss Hensley
Seay - Mr. Billings

C
O
P
Y

July 1, 1942

Committee on Fair Employment Practice
Social Security Building
Washington, D.C.

Attention: Mr. George M. Johnson
Assistant Executive Secretary

Dear Sir:

On receiving your letter dated June 22, 1942, I am enclosing two letters of written facts as to my being discriminated against.

One is from Hoyt F. Shaw, Chief Inspector of Wayne County Airport, pertaining to my ability and readiness to cooperate and work.

The other is from Captain James W. Cavender, A. C. Base S-2 Intelligence Department, Wayne County Airport.

Captain Cavender told me after the investigation for the airplane tool-kit and not finding them, but discovering the three tools I use at my home on my car, that it was customary that they investigate each individual. But, on investigation, he found that there was nothing contrary to routine and told me to forget the incident.

As I have a family and am pressed with obligations, your reply would be appreciated as soon as possible.

Respectfully yours,

/s/ GEORGE E. WELCH

P. S. Mr. Preston B. Gazaway who is stated above, is my father-in-law.

ARMY AIR FORCES
HEADQUARTERS, ARMY AIR BASE
Romulus, Michigan

June 29, 1942

Preston B. Gazaway
620 South Wittenberg Ave.,
Springfield, Ohio

Re: George E. Welsh

Dear Sir:

In reply to your letter of June 26, 1942, and in reply I am glad to state that when I told Welsh that so far as the tools he had at his home at that time were nothing more than any mechanic could have had and he was properly charged with the same through the Post supply.

I found in a check of this case that Welsh was a good worker and a good mechanic, but was released without prejudice due to some difference of opinion between Welsh and his Crew Chief.

With nothing more against him then the above, it shouldn't be any trouble for him to obtain employment anyplace.

This letter can be used by him if he so desires.

/s/ JAMES W. CAVENDER
Captain, Army Air Forces
Base, Intelligence Officer

JWC:PB

WAR DEPARTMENT
WAYNE COUNTY SUB - DEPOT
WAYNE COUNTY AIRPORT
Romulus, Michigan

HFS/cje

May 22, 1942

TO WHOM IT MAY CONCERN:

George E. Welch is highly recommended as an industrious worker and a person of high moral character.

Mr. Welch's knowledge and ability have always been above average and have won him the respect of all those who work with him.

/s/ HOYT F. SHAW
Chief Inspector

C
O
P
Y

1667 Rush Street
Detroit, Michigan
June 4, 1942

Memorandum

To: The President of the United States
Washington, D.C.

Honored Sir:

I am appealing to you a case I feel and hope you will give your consideration, in view of the fact that I have been discharged from further service with the Wayne County Airport, Romulus, Michigan.

I have, I feel, been dealt with unfairly. I feel that the discharge is unjust, as there is really no cause for me to have been discharged. It could be that I am of the colored race and am not wanted. As far as my work is concerned, I have been only too willing to cooperate, and have proof from Mr. E. Howland, my present crew chief.

1. Some time ago I was given a notice of dismissal which I knew not for. This time Lt. Erlenbusch and Mr. H. Shaw, then my crew chief took the matter up with the Major Dunn. Since they had not turned in any reports about me and vouched for me, I was reinstated. Evidently some other person had ask for my release for reasons unknown. The other charges have no basic proof or foundation, with the exception of one, the tools and flashlight.

On investigation of a kit of tools that were taken from an airplan they found in my house a screw driver, pliers and a flashlight, which were assigned to me. Those tools I was using to fix my car with. Since we are privileged to keep them until we are discharged, I kep them either in my tool kit or on my person. At this unfortunate time I had them at my house, so they were found there. I had only had them a day or two.

I am appealing this case to you as I feel you can help me to be reinstated as I need my job very badly, having a wife and child to support. This discharge leaves me in a perdictament as I have nothing else to look forward to.

I have worked at this field for seven (7) months and before transferring here was at Patterson Field, Dayton, Ohio, for twelve (12) months. My work at both fields have been very satisfactory up to the time of this trouble.

If, in the event you can help me and will help me, am thanking you in advance for this favor.

Yours respectfully,

/s/ GEORGE E. WELCH

P. S. I am forwarding a copy of the letter of dismissal also that you may have something to work on. I have written Secretary of War, Stinson, on this matter, but to date have had no reply.

RBW:grl

WAR DEPARTMENT

WAYNE COUNTY SUB-DEPOT
WAYNE COUNTY AIRPORT

Romulus, Michigan

May 4, 1942

MEMORANDUM TO: GEORGE E. WELCH
General Mechanic Helper

1. Effective May 5, 1942, you will be suspended from employment at this Station without pay, pending approval on recommendation for your discharge by the Secretary of War.

2. This action is taken for the purpose of protection of the morale and efficiency of the Government service for the following reasons:

Reports from the Assistant Engineering Officer and Crew Chief indicate that you are not willing to proceed with work assigned to you without questioning the authority.

The first time this happened you were recommended for release but this was reconsidered in order that you would have an opportunity to adapt yourself to the conditions here and to carry on your part of the work. However, on April 29, you again refused to cooperate with plans for a training program and refused to follow instructions.

Also upon investigation tools and a flashlight were found in your home which under no consideration should have been removed from this Station.

3. In view of the above it is clearly indicated that further employment at this Station cannot be considered.

4. You may submit written answers to these charges and a period of three (3) days will be allowed for that purpose. Upon receipt of advice as to the decision of the Secretary of War in your case, this office will communicate the result to you.

5. In order that your records may be cleared, it is requested you complete a clearance form and return it to the Personnel Department that you may receive your final pay check.

ROBERT V. DUNN
Major, Air Corps
Sub-Depot Commander

By Roger B. Williams,
Capt. Air Corps.

X

Y

29 October 1943

Mr. George M. Johnson
Assistant Chairman
President's Committee on Fair
Employment Practice
Tenth and U Streets, N. W.
Washington, D. C.

Dear Mr. Johnson:

On 16 January 1943 you forwarded to this office the complaint made by Mr. David F. Selvin, Executive Secretary, Bay Area Council Against Discrimination, San Francisco, California, alleging that race discrimination had been practiced against Miss Daisy Young and Miss Minerva Gaskin in their efforts to secure employment at the San Francisco Medical Depot. The report of investigation into this complaint stated as follows:

The records of the San Francisco Medical Depot indicate that Miss Gaskin reported for interview at that Depot and her application was considered and returned to the then District Manager, 12th U. S. Civil Service District, with a notation "Considered but not selected."

Miss Gaskin reported in answer to an inquiry as to her availability, along with other eligibles on a Civil Service list. The man who interviewed the eligibles did not instruct Miss Gaskin to report for work or definitely offer her employment. He did instruct her to report for a preliminary physical examination and to return with the completed examination certificate, Monday, April 27, 1942. It was discovered, however, that the typist who had prepared the examination forms and subsequently sent it to the Port Surgeon's office for the examination, informed Miss Gaskin, in error, that she was to report for duty. It is a rule in that organization to have all applicants examined physically before definitely offering them employment. It can be seen that Miss Gaskin had been misled through a misstatement of the typist who prepared her physical examination certificate.

copy

Mr. George M. Johnson
29 October 1943

Page - 2 -

Investigation discloses no newspaper advertising for personnel during the period covered by the complaint of Miss Gaskin. Advertising for personnel was undertaken during a later period (22 September 1942, to 25 December 1942), without the knowledge or consent of the Surgeon General's Office. When such advertising came to the attention of that office, the depot was directed on December 31, 1942, to refrain from the practice.

Miss Daisy Young's appointment was not approved for the same reasons.

The San Francisco Medical Depot states that they are in full accord with the President's policy on discrimination and do not practice discrimination against applicants because of race, color, or creed.

Upon receipt of this report this office requested that a tender of employment be made to Miss Young and Miss Gaskin to fill the first vacancies which occur in the San Francisco Medical Depot for which they were qualified.

This office is now in receipt of a supplementary report which states that twice recently attempts were made to get in touch with both Miss Gaskin and Miss Young. The report further states that Miss Gaskin was finally located and offered a position but was in the hospital at the time and was unable to report for work. The San Francisco Medical Depot was unable to locate Miss Young.

Yours very truly,

Truman L. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

29 October 1943

Mr. David F. Selvin
Executive Secretary
Bay Area Council Against
Discrimination
516 Mills Building
San Francisco, California

Dear Mr. Selvin:

Reference is made to your letter of 20 January 1943 addressed to Judge William H. Hastie, formerly Civilian Aide to the Secretary of War, in which you forwarded the complaint alleging that race discrimination had been practiced against Miss Daisy Young and Miss Minerva Gaskin in their efforts to secure employment at the San Francisco Medical Depot.

For your information I am forwarding to you a copy of a letter I am today sending the President's Committee on Fair Employment Practice covering your complaint.

Yours very truly,

Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

Santer

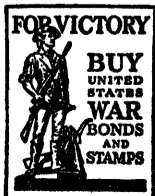
October 16, 1945.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This is in further reference to your memorandum of August 7, 1945, concerning the case of Miss Daisy Young and Miss Minerva Gaskin, who allege that racial discrimination was practiced against them in their attempt to secure employment in the San Francisco Medical Depot.

2. A report received in this office states that twice in the past few days, attempts were made to get in touch with both Miss Minerva Gaskin and Miss Daisy Young. Miss Gaskin was finally located and offered a position, but was in the hospital at the time and was unable to report for work. The San Francisco Medical Depot was unable to locate Miss Young.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch



WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

August 18, 1943.

MEMORANDUM TO: The Acting Civilian Aide to the Secretary
of War.

1. This will acknowledge your memorandum of August 7, 1943 concerning the case of Miss Daisy Young and Miss Minerva Gaskin, who allege that racial discrimination was practiced against them in their efforts to secure employment with the San Francisco Medical Depot.

2. This office has endorsed the recommendation that Misses Young and Gaskin be considered for appointment to the first vacancies which occur and for which they are qualified.


J.H. Mason, Chief
Employee Relations Branch



copy

7 August 1943

MEMORANDUM

TO: The Director of Civilian Personnel

Reference is made to your memorandum of 28 July 1943 reporting on the investigation into the complaint filed with the President's Committee on Fair Employment Practice by the Bay Area Council Against Discrimination alleging that racial discrimination was practiced against Miss Daisy Young and Miss Minerva Gaskin in their efforts to secure employment with the San Francisco Medical Depot.

A copy of the Civil Service certificate on which the names of Miss Young and Miss Gaskin appear (attached to your memorandum) shows that the certification was made to fill five vacancies. Only four selections were made. The only two persons who were considered but not selected were Miss Gaskin and Miss Young, both Negroes. The report gives no reason for their non-selection.

It also appears that the San Francisco Medical Depot was so urgently in need of personnel that it later found it necessary to place unauthorized advertisements for help.

In the absence of a valid reason for non-employment of Miss Young or Miss Gaskin, after they had gone as far through the employment process as to be fingerprinted, it would appear that their charge of racial discrimination has been substantiated. In this circumstance this office recommends that a tender of employment be made to them in the first vacancies which occur at the San Francisco Medical Depot.

Truman K. Gibson, Jr.,
Acting Civilian Aide to the Secretary
of War.

copy
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WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
OFFICE OF THE SECRETARY OF WAR
WASHINGTON, D. C.

July 28, 1945.

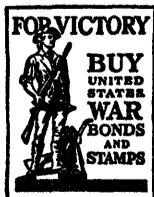
REFERENCE TO: The Acting Civilian Aide to the Secretary
of War.

1. The following is a report of the circumstances surrounding the alleged discrimination against Miss Minerva Gaskin in her efforts to secure employment at the San Francisco Medical Depot.

a. The records of the San Francisco Medical Depot indicate that Miss Gaskin reported for interview at that Depot and her application was considered and returned to the then District Manager, 12th U. S. Civil Service District, with a notation "Considered but not selected."

b. Miss Gaskin reported in answer to an inquiry as to her availability, along with other eligibles on a Civil Service list. The man who interviewed the eligibles did not instruct Miss Gaskin to report for work or definitely offer her employment. He did instruct her to report for a preliminary physical examination and to return with the completed examination certificate, Monday, April 27, 1942. It was discovered, however, that the typist who had prepared the examination forms and subsequently sent it to the Port Surgeon's office for the examination, informed Miss Gaskin, in error, that she was to report for duty. It is a rule in that organization to have all applicants examined physically before definitely offering them employment. It can be seen that Miss Gaskin had been misled through a misstatement of the typist who prepared her physical examination certificate.

c. Investigation discloses no newspaper advertising for personnel during the period covered by the complaint of Miss Gaskin. Advertising for personnel was undertaken during a later period (22 September 1942, to 25 December 1942), without the knowledge or consent of the Surgeon General's Office. When such advertising came to the attention of that office, the depot was directed on December 31, 1942, to refrain from the practice.



- 2 -

2. Miss Daisy Young's appointment was not approved for the same reasons.

3. The San Francisco Medical Depot states that they are in full accord with the President's policy on discrimination and do not practice discrimination against applicants because of race, color, or creed.

4. There is attached for your information copy of Civil Service list on which the names of Miss Gaskin and Miss Young appeared as requested in your memorandum of January 28, 1943. There is also attached for your record copies of the letter of May 28, 1943, Exhibit A, from the District Manager, 12th U. S. Civil Service District to the Medical Supply Officer, San Francisco General Depot and the reply thereto, dated June 2, 1942. If further information is desired we shall be glad to secure it.

J. H. Mason
J. H. Mason, Chief
Employee Relations Branch

Form No. 1844 B
October 1941

REPORT TO THE DISTRICT MANAGER ON CERTIFICATION
UNITED STATES CIVIL SERVICE COMMISSION

DISTRICT MANAGER TWELFTH U. S. CIVIL SERVICE DISTRICT

K-dej-vg

San Francisco, California

CERT.
NO. 66205

Medical Section
Fort Mason, Calif.

DATE: April 22,
1942

REPORT ON THIS CERTIFICATE MUST BE RECEIVED IN THE OFFICE OF THE
MANAGER, 12th CIVIL SERVICE DISTRICT, NOT LATER THAN 5-6-42.

REQUEST NO.: - -

REQUEST DATE:
4-22-42 (Tele.)

5 Female Under Clerk-Typist, \$1260 Indefinite
(Vacancies) (Position and Salary) (Nature of appointment)
San Francisco, California
(Place of Employment)

REGISTER: JUNIOR TYPIST

| Action | Salary Offered | Name | Rating | Address |
|--------|------------------|--|--------|--|
| D | p. a. \$1,260 | Fruitvale 1876-W Kausek, Dorothy A. | | 1748 28th Ave., Oakland, Calif. |
| D | 1,260 | Inverness 3F21 Adams, Evelyn E. | | Point Reyes Point Reyes Station, Calif. |
| C | 1,260 | Gl. 7664 Young, Daisy | | 541 Union St. Oakland, Calif. |
| FR | 1,260 | Kennison, Ruth V., Mrs. | | 1018 Cypress Court Oakland, Calif. |
| D | 1,260 | Tuxedo 5199 Wong, Lillie T., Mrs. | | 23 Truett St., San Francisco, Calif. |
| A * | 1,260 | Prospect 3839 Wong, May | | 1411½ Mason St., San Francisco, Calif. |
| FR | 1,260 | TR-1552 Martin, Letitia A. | | 1712 85th Ave., Oakland, California |
| C | 1,260 | HU 3659 Gaskin, Minerva L. | | 3248 Chestnut St. Oakland, Calif. |
| A * | 1,260 | FI-6847 Peck, Evelyn L. | | 2811 California St. San Francisco, Calif. |
| D | 1,260 | Lakehurst 3-1221 Adams, Eileen B. | | 429 Central Ave., Alameda, Calif. |
| A ** | 1,260 | Templebar 6066 Horton, Gertrude M. (Mrs.) | | 2011 Myrtle St., Oakland, Calif. |
| A *** | 1,260 | Highgate 7004 Leong, Alice S. | | 31 8th St. Oakland, Calif. |
| D | 1,260 | Berkeley 4042R Callaway, Helen L. Mrs. | | 1273 Addison St., Berkeley, Calif. |

1. m 1844 B

REPORT TO THE DISTRICT MANAGER ON CERTIFICATION
UNITED STATES CIVIL SERVICE COMMISSION

DISTRICT MANAGER TWELFTH U. S. CIVIL SERVICE DISTRICT

San Francisco, California

Cert.

No: 66205

Dated: 4-22-42

PAGE 2

REPORT ON THIS CERTIFICATE MUST BE RECEIVED IN THE OFFICE OF THE
MANAGER, 12th CIVIL SERVICE DISTRICT, NOT LATER THAN --

Certificate #66205 to fill five positions also outstanding.

This certificate issued to fill five additional positions.

PAPERS ENCLOSED

THE DISTRICT MANAGER: Certificate returned with examination papers and prescribed forms.

* Selected. Appointment effective April 25, 1942.

April 28, 1942

** Selected. Appointment effective April 27, 1942.

*** Selected. Appointment effective May 1, 1942.

Dec. 28, 1942

CERTIFIED A TRUE COPY:

C. L. BOE, Captain, MAC, Personnel Officer,

M. M. KENNEY, Capt. D.C., Pers. Adj.

COPY ----

EXHIBIT A

TWELFTH UNITED STATES CIVIL SERVICE DISTRICT
Comprising California, Nevada, Arizona, and Hawaii
Office of The Manager, San Francisco, California

May 27, 1942

Medical Supply Officer
Medical Section
San Francisco General Depot
Fort Mason, California

My dear Colonel Skelton:

There has been referred to this office from the Negro Employment and Training Branch, War Production Board, a complaint addressed to that agency by a Miss Minerva Gaskin of Oakland, California, which amounts to an allegation of racial discrimination against her by employees or officials of your office. The following statement is an excerpt from a letter addressed by Miss Gaskin to the above-mentioned agency under date of May 5, 1942:

"**** I reported to the Medical Center Section Warehouse #18, to a Mr. Grenfell. I filled out an application and was assigned to report for work the following Monday morning, April 27. He told me to go to Fort Mason to the Identification Bureau and have my picture taken, and my fingerprints, and get my physical before I reported for work which I did. When I went back to the Presidio he took my Identification card and said that a mistake had been made, that there wasn't a place for me at present but he would call me when there was. To date I am still unemployed****."

There has also been forwarded to us a copy of your First Indorsement of May 19, 1942, addressed to the War Production Board, Washington, D. C., which reads as follows: "After a thorough and complete investigation covering all phases of above subject case, we find that Certificate 66205 of the 12th District Civil Service was handled in a perfectly proper manner, and that due consideration was given to all applicants thereon, as prescribed in rules and regulations laid down by the Civil Service Commission."

The representative of the War Production Board who has referred this file to our consideration observes with reference thereto, "It is interesting to note that the report submitted *** appears inconclusive inasmuch as the report fails to treat the specific instance cited in Miss Gaskin's complaint regarding her efforts to secure employment. It seems desirable, in our estimation, that the specific situation cited by her should be answered."

EXHIBIT A

COPY --

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EXHIBIT A

Our records show that the name of Minerva L. Gaskin was listed on our Certificate No. 66205 dated April 22, 1942, which certificate was issued to your office for the purpose of filling five vacancies in the position of Under Clerk-Typist. The report of action on this certificate contains an entry of Considered but not selected in the case of Miss Gaskin.

In order that you may understand the position of this office in relation to the complaint that has been registered with the War Production Board by Miss Gaskin, I am herewith enclosing a copy of Executive Order No. 8802 and a copy of our Circular Letter No. 162. This circular letter was distributed to all Federal appointing officers in the Twelfth Civil Service District under date of October 29, 1941. I also invite your notice to the contents of the following two enclosures; Memorandum addressed to the heads of all departments and independent establishments by the President of the United States on September 3, 1941; Administrative Memorandum No. 41 dated September 8, 1941, issued by order of the Secretary of War. All of these enclosures deal with the same subject that is covered by Executive Order No. 8802.

You will particularly note by reference to the final paragraph of our Circular Letter No. 162 of October 29, 1941 that we are instructed to make inquiry in each instance where a complaint of discrimination because of race, creed, color, etc., is registered with this office. We are further required to submit a report of our findings to the Washington offices of the Commission for further disposition in the manner described in C.L. 162. The purpose, therefore, of the present letter is to afford your office full opportunity to present such statement or report as you may think it desirable to submit bearing on the specific matter complained of by Miss Minerva Gaskin in her letter of May 5, 1942, referred to above.

It will be very much appreciated if you will submit your reply in triplicate.

Very truly yours,

/s/ Harry T. Kranz

Harry T. Kranz
District Manager

Enclosures

- 2 -

EXHIBIT A

COPY ----

COPY -----

EXHIBIT B

WAR DEPARTMENT
SAN FRANCISCO GENERAL DEPOT
MEDICAL SECTION
SAN FRANCISCO, CALIFORNIA

WAG:hh
June 2, 1942

District Manager
Twelfth U. S. Civil Service District
119 Federal Office Building
San Francisco, Calif.

My dear Mr. Kranz:

In reply to your letter of May 27, 1942, with reference to the case of Miss Minerva Gaskin, I have personally investigated the charges made by her and the following is submitted for your information.

Miss Gaskin reported in answer to an inquiry, as to her availability, along with other eligibles on a Civil Service list. Mr. Grenfell, who interviewed Miss Gaskin, did not instruct her to report for work or definitely offer her employment as stated in her letter. He did instruct her to report for a preliminary physical examination and to return with her completed examination certificate, Monday, April 27, 1942. It was discovered however, that the typist who prepared her examination form and subsequently sent her to the Port Surgeon's office for the examination, informed Miss Gaskin in error, that she was to report for duty as of April 27, 1942.

As it is a rule in this organization to have all applicants examined physically, before definitely offering them employment, it can be seen that Miss Gaskin had been misled through a misstatement of the typist who prepared her physical examination certificate.

It is regretted that this misunderstanding arose and I wish to take this opportunity to assure you that this office is in full accord with the President's policy and does not discriminate against applicants because of race, color or creed.

Very truly yours,

R. SKELTON
COLONEL, M. C.
Medical Supply Officer

EXHIBIT B.

COPY --

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