

COFEP - INACTIVE P thru Z

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gab



NATIONAL HEADQUARTERS
SELECTIVE SERVICE SYSTEM
21ST STREET AND C STREET, N W
WASHINGTON, D C

IN REPLYING ADDRESS
THE DIRECTOR OF SELECTIVE SERVICE
AND REFER TO NO

5-9.23-39

September 23, 1941

Mr. Lawrence W. Cramer, Executive Secretary
President's Committee on Fair Employment Practice
The Social Security Building
Washington, D. C.

Subject: Letter of September 19, re Mrs.
Marguerite D. Pack, Louisville, Ky.

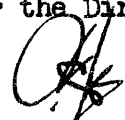
Dear Mr. Cramer:

Your letter of September 19, to the Honorable William H. Hastie, Civilian Aide to the Secretary of War, has been referred to this office.

During a recent visit to State Headquarters of the Selective Service System in Louisville, Kentucky, Mrs. Marguerite D. Pack told me about her husband's case reciting in substance the statement made in her letter to you under date of September 10, 1941. I discussed this matter with Major George W. Biggerstaff, the Executive Officer, and was informed by him that the position of assistant medical officer at State Headquarters never materialized so that it was not necessary to employ anyone. That is the situation today. There is no assistant medical officer in the State of Kentucky. I gave Mrs. Pack this information and was of the opinion that she understood me. It seemed to me that there could be no question of discrimination in job appointment since no job existed and no appointment had been made of anyone either white or colored.

The selective service physical examinations in Kentucky, as well as elsewhere, are conducted by examining physicians appointed for each local board to serve without remuneration.

For the Director:


CAMPBELL C. JOHNSON
Major, Infantry
Executive Assistant

J. Mackin

September 22, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

In as much as this Department has no information or jurisdiction in the case of Dr. S. E. Pack, referred to this office with your letter of September 19, I have asked the Selective Service System to send you such information as it has concerning this case.

A copy of my letter to the Selective Service System is enclosed herewith for your information.

Sincerely yours,

Civilian Aide to the Secretary
of War

CCF EP
17

September 22, 1941

Major Campbell C. Johnson
Executive Assistant
Selective Service System
21st and C Streets, N.W.
Washington, D. C.

Dear Major Johnson:

Enclosed herewith is a copy of a complaint addressed to the President's Committee on Fair Employment Practice by Mrs. Marguerite D. Pack, together with a copy of a letter from the Committee to this office. Will you send the Committee such information as you have concerning the case of Dr. Pack.

Sincerely yours,

Civilian Aide to the Secretary
of War

11/11

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

September 19, 1941

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department, Munitions Building
Washington, D. C.

Dear Judge Hastie:

I transmit herewith a copy of a letter addressed to me by Mrs. Margaret Pack in which she makes the charge that her husband, Dr. Pack, was discriminated against in his effort to secure appointment as a medical examiner for the Selective Service Headquarters in Louisville.

As best I can determine, Dr. Pack was offered an appointment but after reporting for duty was denied employment. From his wife's statement it appears that the letter of appointment was taken from him and retained by the authorities.

Whether or not there is a basis for an investigation into this matter I do not know. Might I suggest that you make such inquiries as you deem advisable even if for no other reason than to pass on notice that this case has been brought to the attention of the Committee on Fair Employment Practice.

Sincerely yours,

Lawrence W. Cramer

Lawrence W. Cramer
Executive Secretary

Enclosure

(COPY)

Louisville, Kentucky
2800 W. Chestnut St.
Sept. 10, 1941

Mr. Lawrence Cramer
Sec'y F.E.B. Committee
Office of Production Management
Washington, D. C.

Dear Sir:

Through the Pittsburg Courier and the Courier Journal, Louisville, Ky. I have found out where to write for information concerning job discrimination, if this case I am about to relate comes under that head. This incident happened in the early spring but we did not know who to contact for information.

Dr. S. E. Pack (M.D.O. Et. A. Chiv.) in the early Fall of 1940 was rated eligible by the Government for Selective Service work (Medical Officer). In the early spring (about March) 1941, Dr. Pack received a letter from the Selective Service headquarters in Louisville, 3rd and Guthrie Street, Speed Building, from Major Biggerstaff's office requesting he report at once for an Assist. Med. Examiner job for the state of Ky. stating salary \$3,000 + a year (don't remember exact figures) and to bring the letter with him. Dr. Pack reported the same day letter received. They made no physical examination, but stated you will hear from us within (a) month and kept the letter they said for files. One month passed, 2 months, passed, 3 months passed, no word. Dr. Pack returned again, met Major Biggerstaff and he said they had decided not to employ any more doctors (tho' no colored doctor has been employed) also he refused to return the letter or give a copy.

When Major Campbell C. Johnson, State Selective Service National Representative, was here about 3 weeks ago. My husband discussed the case with him. He said it would not come under the head of race discrimination as Major Biggerstaff did not know he was colored when he wrote the letter. Too, if it did come under job discrimination he was too late to contend as the Gov. refused to appropriate more money as too many had been employed already (yet no colored), and when his talk was written up in the Courier Journal, he emphasized no job discrimination in Louisville, Ky. If he is correct, all right. If not, take the case. I feel if the Gov. rates you eligible, the job is for the one eligible. Major Biggerstaff stated he wrote headquarters for a list of eligibles and Dr. Pack's name was on that list. Then why did he not get the job he was asked to report for? No colored employed yet, and I hold his letter of eligibility. But Major Biggerstaff was shrewed in requesting the letter of Dr. Pack, the one he wrote for him to report for said job and giving all information in regards to the work and the salary.

Hoping to receive a reply one way or the other,

Respectfully,

Marguerite D. Pack (Wife)

May 30, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On April 21, 1942, you forwarded to this office the complaint of Mr. Robert B. Pairs, 314 East Fifty-seventh Street, Chicago, Illinois, alleging racial discrimination was practiced against him in his effort to secure employment as a radio mechanic technician with the Chicago Signal Corps Procurement District.

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

1. With reference to complaint of Mr. Robert B. Pairs, as outlined in basic communication, it is advised that a perusal of Mr. Pairs' papers, plus an interview, determined that his experience had been limited to broadcast receivers only, which does not qualify him to act as an inspector of the type of apparatus procured by the Signal Corps. It is well known that any high school boy, with a bent toward radio, can throw together and repair a common broadcast receiver which is little more than a haywire installation, but would be utterly lost when it came to exploring, repairing, or inspecting a high class heterodyne receiver or transmitter of a similar highly technical nature. Hence Mr. Pairs would not fit into the setup of the Chicago Signal Corps Procurement District.

2. With reference to the statement that no Negroes are employed by the Signal Corps in Chicago, it is advised that 14 per cent of the Signal Corps personnel as of May 14, 1942, is colored, which percentage exceeds the ratio of the colored people of Chicago to the Caucasian groups.

C. E. P.

Mr. Lawrence W. Cramer
May 30, 1942
Page 2

In these circumstances, you may wish to obtain additional information on the complainant's qualifications.

Sincerely yours,

Civilian Aide to the Secretary
of War

230.13-Pairs, Robert B.
(5/ 4/42)

3rd Ind.

CSD-1

Chicago Sig.C. Proc. Dist., 1819 W. Pershing Road, Chicago, Illinois,
May 14, 1942. To: Chief Signal Officer, Materiel Branch, Temporary
Building A, Second and T Streets, Washington, D.C.

1. With reference to complaint of Mr. Robert B. Pairs, as outlined in basic communication, it is advised that a perusal of Mr. Pairs' papers, plus an interview, determined that his experience had been limited to broadcast receivers only, which does not qualify him to act as an inspector of the type of apparatus procured by the Signal Corps. It is well known that any high school boy, with a bent toward radio, can throw together and repair a common broadcast receiver which is little more than a haywire installation, but would be utterly lost when it came to exploring, repairing, or inspecting a high class heterodyne receiver or transmitter of a similar highly technical nature. Hence Mr. Pairs would not fit into the setup of the Chicago Signal Corps Procurement District.

2. With reference to the statement that no negroes are employed by the Signal Corps in Chicago, it is advised that 14 per cent of the Signal Corps personnel as of May 14, 1942, is colored, which percentage exceeds the ratio of the colored people of Chicago to the Caucasian groups.



THOMAS L. CLARK
Colonel, Signal Corps
Officer in Charge

201-Pairs, Robert B.

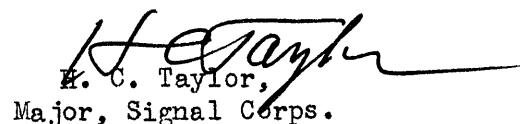
4th Ind.

SPSCP-2

War Department, OCSigO, Washington, May 16, 1942. To: Secretary
of War.

Information requested in first indorsement is contained
in foregoing third indorsement.

For the Chief Signal Officer:



E. C. Taylor,
Major, Signal Corps.

Miss [unclear] [unclear]

MAY 20 1948

[Faint, illegible text, possibly a letter or document body]

5th Ind.

mfb/jh

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

May 18, 1942

1. Forwarded

By order of the Secretary of War:



Wm. H. Kushnick
Director of Civilian Personnel
and Training

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

May 4, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the Committee on Fair Employment Practice the complaint of Mr. Robert B. Pairs, 314 East 57th Street, Chicago, alleging racial discrimination against him in his effort to secure employment as a radio mechanic technician with the Signal Corps office at 1819 West 39th Street, Chicago, Illinois.

His complaint states as follows:

I had been certified by the Civil Service Commission as a radio mechanic technician. I received a letter from the Signal Corps at 1819 West 39th Street, Chicago, Illinois, about the 20th of January, 1942, stating that if I am available I should report to the above address. When I reported I was told that I did not have the qualifications or the experience for the job as inspector for which I reported.

I know personally that there are three other people who are classified as radio mechanic technicians and who are now working at Western Electric in Kearny, New Jersey. These are Mr. Thomas White, Mr. Vadre Tipton, Mr. Jerome Morgan, and Mr. Kenneth Tucker all of Chicago.

In view of this evidence and in view of the fact that no Negroes are employed by the Signal Corps in Chicago, I believe that I was deliberately discriminated against.

In view of the urgent need by the Signal Corps of radio mechanics and technicians, may the facts in this case be investigated to determine whether there has been any violation of the

CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

1942 MAY 5 PM 4:50

Director of Civilian Personnel and Training
May 4, 1942
Page 2

directives prohibiting racial discrimination in the selection
of Federal employees.

William H. Hastie
Civilian Aide to the Secretary
of War

1st Ind.

War Department, Office of the Secretary
To: Chief Signal Officer

mfb/vh
May 6, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

Wm. H. Kushnick
Wm. H. Kushnick
Director of Civilian Personnel
and Training

SPSCP 201-Pairs, Robert B.

2nd Ind.

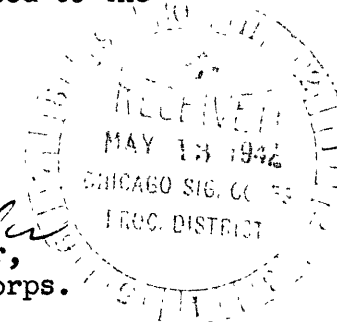
SPSCP-2

War Department, OCSigO, Washington, May 11, 1942. To: Signal Supply
Officer, Chicago Quartermaster Depot, Chicago, Illinois.

1. Attention is invited to basic communication. It is requested
that complete report be made to this office to be transmitted to the
Office of the Secretary of War.

By order of the Chief Signal Officer:

H. C. Taylor
H. C. Taylor,
Major, Signal Corps.



Feb. 4, 1944.

MEMORANDUM

TO The Director of Civilian Personnel and Training

This office has received from the Committee on Fair Employment Practice the complaint of Mr. Robert B. Pairs, 314 East 57th Street, Chicago, alleging racial discrimination against him in his effort to secure employment as a radio mechanic technician with the Signal Corps office at 1819 West 39th Street, Chicago, Illinois.

His complaint states as follows:

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I know personally that there are three other people who are classified as radio mechanic technicians and who are now working at Western Electric in Kearny, New Jersey. These are Mr. Thomas White, Mr. Vadre Tipton, Mr. Jerome Morgan, and Mr. Kenneth Tucker all of Chicago.

In view of this evidence and in view of the fact that no Negroes are employed by the Signal Corps in Chicago, I believe that I was deliberately discriminated against.

In view of the urgent need by the Signal Corps of radio mechanics and technicians, may the facts in this case be investigated to determine whether there has been any violation of the

I

Director of Civilian Personnel and Training
May 4, 1942
Page 2

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of Federal employees.

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
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

April 21, 1942

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

There has been submitted to the Committee on Fair Employment Practice by Mr. Robert B. Pairs of 314 East 57 Street, Chicago, Illinois, a complaint that he has been discriminated against because of his Negro racial origin in his effort to secure appointment as a radio mechanic technician with the Signal Corps office at 1819 West 39 Street, Chicago, Illinois.

Mr. Pairs' statement is as follows:

"I had been certified by the Civil Service Commission as a radio mechanic technician. I received a letter from the Signal Corps at 1819 West 39th Street, Chicago, Illinois, about the 20th of January, 1942, stating that if I am available I should report to the above address. When I reported I was told that I did not have the qualifications or the experience for the job as inspector for which I reported.

"I know personally that there are three other people who are classified as radio mechanic technicians and who are now working as inspectors at Western Electric in Kearny, New Jersey. These are Mr. Thomas White, Mr. Vadre Tipton, Mr. Jerome Morgan, and Mr. Kenneth Tucker all of Chicago.

"In view of this evidence and in view of the fact that no Negroes are employed by the Signal Corps in Chicago, I believe that I was deliberately discriminated against.

"I also know that Mr. Tucker received a notice to report for work at the Coast Guard Station in Chicago but was not accepted."

It is requested that this complaint be investigated and that the Committee on Fair Employment Practice be advised of the results of this investigation when it has been completed.



Sincerely yours,
Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

September 16, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

On September 2 you sent this office copy of a letter addressed to your Committee by Congressman George D. O'Brien of Michigan. An inquiry or investigation within the Department will be greatly facilitated by statements from the individuals involved.

Since your office should initiate complaints of this character, I would suggest that you obtain detailed statements from the complainants at your earliest convenience and send them to us.

Yours very truly,

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

Handwritten:
L. W. Cramer
"P"

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 2, 1941

Honorable William H. Hastie
Civilian Aide
War Department
Munitions Building
Washington, D. C.

Dear Judge Hastie:

I submit herewith a copy of a letter addressed to me by Congressman George D. O'Brien of Michigan, together with a copy of its enclosure. I shall appreciate your having this matter investigated and having a report for me on which I may base a reply to Congressman O'Brien.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosures

COPY

CONGRESS OF THE UNITED STATES
HOUSE OF REPRESENTATIVES
WASHINGTON, DC

August 14, 1941

Mr. Lawrence Cramer, Executive Secretary
Committee on Fair Employment Practice
Office of Production Management
Social Security Board Building
Washington, D. C.

Dear Mr. Cramer:

I am in receipt of the enclosed communication from the Honorable Charles C. Diggs, Senator of the Third Senatorial District of the State of Michigan.

Senator Diggs complains about an alleged discrimination on the grounds of race against Miss Verna M. Parks of 584 Benton Street, Detroit, Michigan, who, according to Senator Diggs' statement, was supposed to have qualified for a position in the Quartermaster Supply Depot.

The letter also alleges generally that there has been discriminatory treatment and inasmuch as this statement is made by a State Senator of the State of Michigan, I am prompted to present it to you with the request to make such investigation and take such action as may be found to be proper in the circumstances.

If such discrimination has occurred, of course I would most strongly urge redress against such practices.

Yours very truly,

(Signed) George D. O'Brien

COPY

THE STATE SENATE
STATE OF MICHIGAN
LANSING

August 11, 1941

Hon. George D. O'Brien
House of Representatives
Washington, D. C.

Dear Congressman:

It has been brought to my attention that you are helping to investigate the discriminatory practice in the Quartermaster's Supply Department, with reference to the case of Miss Verna N. Parks, 584 Benton Street, Detroit.

I hope that you will do everything possible in this matter, as the War Department and all of its branches are refusing to hire Negroes for Clerical work. This is not only true of Miss Parks, but another young lady by the name of Miss Oma Metclafe and others, who have had the same experience. It seems that they are determined to ignore the Civil Service regulations and the order by the President. I further hope that you will get all of the Detroit delegation busy in this matter, investigating same thoroughly.

It is true, as Miss Parks has stated, that they are hiring persons without Civil Service ratings, on a temporary employment basis on the grounds that the list is exhausted. The Ordinance Department of the War Department, 1835 First National Bank Building is guilty of the same practices. Recently they refused to hire a Negro girl as a typist.

In every other State in the North where Negroes form as large a part of the population as they do in Detroit they are being hired in Federal Departments; but it appears that nothing is being done and that our Representatives are not able to get anything done for our group in Detroit. They are being turned down on every hand here and I am sure if the Michigan delegation doesn't take this matter in hand and have something done about it, it is going to affect seriously the election next fall.

There was, perhaps, some excuse in the past when there was not such a demand for placements as there is at the present time, but we who have to face the public in the elections will have, and should have, no excuse this time. I believe that if all the Congressmen from this district would ask, jointly, for an investigation by the Civil Service Department into the practices used of the appointing authorities in Detroit, including the Internal

Hon. George D. O'Brien
#2

August 11, 1941

Revenue Department, that it would help greatly.

With best wishes, I am

Sincerely yours,

Charles C. Diggs
State Senator-Third District

VY

COPY

CONGRESS OF THE UNITED STATES
HOUSE OF REPRESENTATIVES
WASHINGTON, DC

August 14, 1941

Mr. Lawrence Cramer, Executive Secretary
Committee on Fair Employment Practice
Office of Production Management
Social Security Board Building
Washington, D. C.

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COPY

THE STATE SENATE
STATE OF MICHIGAN
LANSING

August 11, 1941

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House of Representatives
Washington, D. C.

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Hon. George D. O'Brien
#2

August 11, 1941

Revenue Department, that it would help greatly.

With best wishes, I am

Sincerely yours,

Charles C. Diggs
State Senator-Third District

VI

February 27, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Receipt is acknowledged of your letter of February 24, 1942, in which you enclosed a copy of a letter written to the President's Committee on Fair Employment Practice by Miss Carrie M. Payne, 8106 Amos Avenue, Cleveland, Ohio.

It is noted that Miss Payne states that she was certified to the Aircraft Engine Research Laboratory in Cleveland as a typist but she did not accept the position because of the distance of the laboratory building from the end of the bus line and because the Administrative Assistant told her that no colored girls were hired at that station because not enough qualified colored girls had been certified to start an all-colored unit.

In view of this statement it seems necessary that this office be advised whether Miss Payne was offered a position as a typist at the Aircraft Engine Research Laboratory. If she was offered a position, the offer would indicate a change in its alleged policy with respect to employment of Negroes prior to her certification.

It will be appreciated if this information is obtained and furnished this office in order that it may be determined whether an investigation of this matter should be requested.

Sincerely yours,

Civilian Aide to the Secretary
of War

100-100000-100000

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

February 24, 1942

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.


Dear Judge Hastie:

I transmit herewith a copy of a letter written to the Committee by Miss Carrie M. Payne, 8106 Amos Avenue, Cleveland, Ohio.

I call your particular attention to her statement that she was told by Miss Helen G. Ford, Administrative Assistant at the Aircraft Engine Research Laboratory "that no colored girls were hired at the airport because she had not had enough qualified colored girls certified to her to start an all colored unit."

Will you please investigate this matter and advise me of the results of your investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

8106 Amos Avenue
Cleveland, Ohio
January 19, 1942

Mr. Earl B. Dickerson
Member Fair Employment Practice Commission
City Council
Chicago, Illinois

Dear Mr. Dickerson:

I am writing you at the suggestion of Attorney Charles V. Carr, a friend of mine, who is trying to help me secure a position as Typist with the Federal Civil Service Commission.

I have taken a Civil Service Examination for Typist and received a rating of 96.05. I was certified to the Aircraft Engine Research Laboratory, Cleveland, on January 7, 1942, for the position as Typist, but I did not accept the position because the Laboratory building is approximately two miles from the end of the bus line. Also, because I was told by Miss Helen G. Ford, Administrative Assistant that no colored girls were hired at the Airpost because she had not had enough qualified colored girls certified to her to start an all colored unit. Is it necessary, Mr. Dickerson, for the Federal Government to start colored units before they can hire colored girls, as clerks, typists and stenographers?

To date there are no colored typist, clerks, or stenographers employed by the Federal Civil Service Commission, although the lists are loaded with them. They are being certified, but passed over because they are colored. Will you please help me in this problem, as I am very anxious to secure work with the Federal Government.

Very truly yours,

/s/ Carrie M. Payne
Carrie M. Payne

March 21, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
1406 G Street, Northwest
Washington, D. C.

Dear Mr. Cramer:

A copy of a letter which has been sent to Mr. Harry
F. Peirson, Jr., is enclosed herewith for your attention.

The Army is in need of Negroes with a knowledge of
radio.

Yours very truly,

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

COFEIP
"P"

March 21, 1942

Mr. Harry F. Peirson, Jr.
865 45th Street
Oakland, California

Dear Mr. Peirson:

The President's Committee on Fair Employment Practice has referred to this office your affidavit of February 24. The Army is in need of Negroes with a background in and a knowledge of radio, contrary to the statements made to you by the recruiting Sergeant in your city. Please send me at once a statement of your qualifications.

Yours very truly,

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

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

March 17, 1942


The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a letter from Mr. C. L. Dellums, Supervisor of the Pacific Coast, Brotherhood of Sleeping Car Porters, in which he encloses an affidavit of Harry Frank Peirson, Jr., alleging he was denied the right to volunteer in the Signal Corp of the United States Army solely because he was a Negro.

In view of the fact that the Committee does not have jurisdiction over complaints of discrimination in the Armed Forces of the United States Government, I am transmitting a copy of this affidavit, together with a copy of Mr. Dellums' letter to you for your consideration. Mr. Dellums has been advised of this referral.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

February 28, 1942

Mr. Laurence Cramer, Executive Secretary
Fair Employment Practice Committee
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

Enclosed you will find affidavits on discrimination against a young Negro by the Signal Corps. I am not certain that sufficient information is encountered in the affidavit so I thought I might give an explanation as to what was involved in this charge. After hearing this broadcast which stated that men of radio knowledge and experience were largely what was needed, we had an attorney call the recruiting office to find out just what was involved in this call, and they stated that they want youngsters with radio knowledge and experience.

This young man is a radio technician with considerable knowledge and quite a bit of experience, so he went in to volunteer and was told that it was too bad he was colored because they weren't using any Negroes in the Signal Corps.

Respectfully yours,

/s/ C. L. Dellums,
C. L. Dellums, Supervisor
Pacific Coast Zone

CLD:mr

Enclosure

AFFIDAVIT

HARRY FRANK PEIRSON, Jr., being first duly sworn, upon his oath, deposes and says: That I am twenty-one (21) years of age and reside at 865 45th Street, Oakland, California; that on the morning of February 23, 1942, I heard over radio station K.S.A.N. that the United States Army was recruiting men for the Signal Corp; that I went to the United States Post Office in Oakland, California to volunteer my services and was told by the Sargeant in charge of the recruiting office that he "was not recruiting Negro troops; that he could not recruit Negro troops now, because the President has issued an order to enlist Negroes commencing March 1, 1942."

He also told me that in his twenty-six (26) years of service, all Negro troops had always been segregated.

/s/ Harry Frank Peirson, Jr.

Subscribed and sworn to before me
this 24th day of February 1942.

/s/ Geo. R. Vaughns
Notary Public in and for the County
of Alameda, State of California

September 27, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

I have already returned to your office several complaints which you have referred to this department in cases in which no sufficient statement of facts has been given to establish a prima facie case of discrimination.

The attached complaints of Messrs. Paul A. Montimore, Jr., and Oscar B. Perkins, Misses Lorraine Cantrell and Dorothy M. Ingram are returned herewith for the same reason.

Of course, you may wish to resubmit them after further consideration or on the basis of some more adequate statements by the complainants.

Sincerely yours,

Civilian Aide to the Secretary
of War

COPIED
SP
JAN 21 1942

1st Ind.

aho/mf

War Department, Office of the Secretary. September 23, 1941.
To: Civilian Aide to the Secretary of War.

1. The case of Mr. Edward W. Burrs has been referred to the Office Chief of Air Corps for investigation.

2. The complaints from the other persons listed in basic communication are returned herewith as containing insufficient information as a basis for determining whether discrimination actually occurred, bearing in mind the fact that an appointing officer has a choice of one out of three eligibles. In the case of Oscar B. Perkins, Jr., it is noted that the information given is the barest sort of hearsay evidence.

By order of the Secretary of War:

A. H. ONTHANK

A. H. Onthank
Director of Personnel

September 17, 1941

MEMORANDUM

TO: Mr. A. H. Onthank, Director of Civilian Personnel

The attached complaints from Messrs. Paul A. Montimore, Jr., Edward W. Burrs and Oscar B. Perkins, Misses Lorraine Cantrell and Dorothy M. Ingram have been referred to this office by the President's Committee on Fair Employment Practice.

May proper steps be taken to determine the facts and circumstances in these matters.

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

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 5, 1941

Honorable William H. Hastie
Civilian Aide
War Department
Munitions Building
Washington, D. C.

Dear Judge Hastie:

I transmit herewith a copy of an affidavit executed by Mr. Oscar B. Perkins of Seattle, Washington in which the allegation is made that he is refused appointment to the position as stenographer by the United States Army Engineer Corps, Seattle, Washington, because of his race.

This matter was referred to Dr. Weaver by Mr. B. E. Squires, Secretary of the Seattle Urban League.

I shall appreciate your investigating it and giving me a report on it.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

COPY

STATE OF WASHINGTON)
) SS
County of King,)

THIS IS TO CERTIFY, That on this 9th day of August, A.D. 1941, before me, a Notary Public in and for the State of Washington, duly commissioned and sworn, personally came OSCAR B. Perkins, Jr., 2038 Mane Street, Seattle, Washington, to me known to be the individual described in and who executed the within instrument, and acknowledged to me that he signed and sealed the same as his free and voluntary act and deed for the uses and purposes therein mentioned.

I applied for a position as a Stenographer at the State Department of Employment in answer to a radio broadcast on Thursday August 7th, 1941 by the State Department of Employment. The radio speaker announced himself as GEORGE SHAW. In answer to my inquiry regarding his broadcast Mr. Shaw referred me to Mr. LaMay. Mr. LaMay stated that there are openings for male typists for positions in Alaska, that the call for them was sent out by the U.S. Army Engineers, located in the Central Building, Seattle, Washington. When I had informed Mr. LaMay that I had filed application with the Engineers in December 1940 and had also made personal visits to that office relative to my application, was informed that no vacancies existed. He replied when I stated that perhaps it was because of my color that I had not been called, that that couldn't possibly be the cause. He volunteered to call the U. S. Engineers by telephone regarding my status. I gave my consent, and after talking a few minutes he returned to tell me that my color was the reason for my not being called.

WITNESS my hand and official seal, the day and year in this certificate first above written.

(Signed) Oscar B. Perkins, Jr.

(Signed) W. E. Whittig
Notary Public in and for the State
of Washington, residing at Seattle.

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

April 10, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

For your information, all postal censorship activities were transferred from the War Department to the Office of Censorship. Mr. Byron Price, Director of Censorship, is located in the Federal Trade Commission Building.

By authority of the Secretary of War:

Wm. H. Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training



C. P. F. E. D.

April 16, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

There are returned herewith copies of letters addressed to Lieutenant Governor Poletti of New York and Dr. Malcolm MacLean by Miss Hermine M. Bogner, Bronx, New York, which you forwarded to this office. Miss Bogner alleges that she was discriminated against, on account of her national origin, in her effort to secure employment as a translator in the New York Postal Censorship Unit.

As you have been advised, all postal censorship activities have been transferred from the War Department to the Office of Censorship. Mr. Byron Price, Director of Censorship, is located in the Federal Trade Commission Building.

Sincerely yours,

Civilian Aide to the Secretary
of War

COPIED
12/1/42

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
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

April 6, 1942


Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith copies of letters addressed to Lieutenant Governor Poletti of New York State and Dr. MacLean by Miss Hermine M. Bogner who alleges that she has been discriminated against because of her national origin in her effort to secure appointment as a translator in the Office of the Censor, New York City.

It is requested that this complaint be investigated and that the Committee on Fair Employment Practice be advised of the results of this investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosures



April 18, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

There is returned herewith the complaint of Mr. C. B. Otto, 2007 Q Street, N. W., Washington, D. C., alleging that he was dismissed from the Postal Censorship Unit in New York because of his national origin, which you forwarded to this office.

As you have been advised, all postal censorship activities have been transferred to the Office of Censorship. It is, therefore, suggested that this complaint be referred to that office. Mr. Byron Price, Director of Censorship, is located in the Federal Trade Commission Building.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Copy
COFEI
P.
Postal Commission*

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

March 28, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. C. B. Otto, New York Athletic Club, New York, alleging that he was dismissed from the New York Censorship Bureau because of his national origin. A copy of his complaint is enclosed herewith.

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

William H. Hastie
Civilian Aide to the Secretary
of War

CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

1942 MAR 29 AM 9:41

1st Ind.

War Department, Office of the Secretary
To: Chief of Staff

mfb/vh
March 31, 1941

1. For investigation and report to this office.

By authority of the Secretary of War:

F. H. Powell
F. H. Powell
Acting Director of Personnel
APR 2 4 1941

IN

WAR DEPARTMENT
OFFICE OF THE SECRETARY

2nd Ind.

War Department, Office Chief of Staff, April 3, 1942.
To: Office of the Secretary.

1. Returned.
2. The Office of the Chief of Staff does not exercise any jurisdiction over the employees of the Censorship Board. It is, therefore, recommended that this paper be referred to that Board direct.

By authority of the Deputy Chief of Staff:

Herbert F. Statesir

HERBERT F. STATESIR,
Chief Clerk,
Office Chief of Staff.

3rd Ind.

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
April 10, 1942

1. Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick
Wm. H. Kushnick
Director of Civilian Personnel
and Training

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PERSONNEL DIV.
STATE DEPARTMENT

APR 3 4 24

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Faint text at the bottom center, possibly a date or reference.

March 28, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. C. B. Otto, New York Athletic Club, New York, alleging that he was dismissed from the New York Censorship Bureau because of his national origin. A copy of his complaint is enclosed herewith.

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

Civilian Aide to the Secretary
of War

COFEB

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

March 24, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

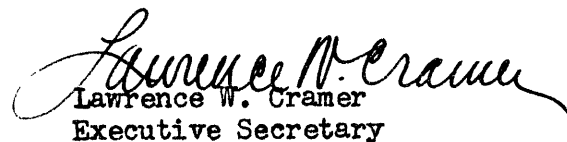
Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of a letter addressed to me by Mr. C. B. Otto in which he alleges that he has been dismissed from his employment with the New York Censorship Bureau, 30th Street and Ninth Avenue, New York City, solely because of his national origin. A copy of a letter addressed to him by Mr. Ernest H. Hawkwood, Personnel Officer, U. S. Army Personnel Office, New York, New York, under date of February 11, is submitted also.

It is requested that Mr. Otto's complaint be investigated and that the Committee on Fair Employment Practice be advised of the results of this investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

C. B. Otto
present address:
Don Carlos Apt
2007 "Q" Street N. W.
Washington, D. C.
permanent address:
C/O New York Athletic Club
New York City.-

February 20th. 1942

The Honorable
Lawrence W. Cramer
Executive Secretary
President's Committee on Fair Employment Practice
Washington, D. C.

Sir:

With reference to my letter addressed to you dated October 13th. 1941 and the interview you very kindly granted me, permit me to acquaint you with the following facts.

Ever since July 1940 soon after the President's proclamation of the Emergency Program for National Defense, I filled out one application after another placing my services at the disposal of our Nation. I am seeking to fulfill my only desire and that is to do something in the interest of our country. I have personally called on the various departments and agencies but I have not been able to obtain anything beyond the repeated assurances that due consideration would be given to my case.

Finally, on strength of my persistence, also on approved qualifications, I was given a position in the New York Censorship Bureau at 30th Street and 9th Avenue, Morgan Annex Bldg., reporting for duty the first time on January 19th. 1942. Nevertheless, because of "administrative reason" as per attached copy I was asked to leave, having put in 3 days of actual and good work. The termination of my job resulted on account of: my German birth, having been obliged to serve in the German army during the last war and having still relatives living in Germany.

In my original application for a position in the Censorship office, I particularly stressed the point of qualification, that I was of German birth, further that I had actively served during the last war in the German army and for 14 months in the censorship office. The experience gained there I was willing to place at the unrestricted disposal of my country of adoption.

- 2 -

Short synopsis of my education and back-ground.

Education: 3 years grammar school, 9 years Latin School
3 years College and University
studying: National Economy and International Trade
Relations

Back-ground: associated for over 25 years with the international shipping and banking firm of Roepke & Otto, New York and Germany. This firm represented the shipping interest of the International Mercantile Marine Co., and the Rail-interests of the Baltimore & Ohio R.R.; American interests against German. During 1934/35 the interests of my firm were actually taken over by the United States Lines. (copies of affidavits are herewith attached)

It has been repeatedly expressed by our President, the Attorney-General and the Mayor of the City of New York the Honorable F. H. LaGuardia that there should be no prejudice exercised against American Citizens of foreign birth and it is with this thought in mind that I am again taking the liberty of addressing this letter to you. It seems to me more than unfair that a man of my reputation, of my good standing in the community and of my repute in circles of importance in the shipping, forwarding and banking world, a man who is only too willing to lend his aid to the needs of his Country in her hour of crisis, should be denied the right to do his share for the defense of his country.

With these facts before you, I feel that my pleas will not be in vain and that this matter should be straightened out in all fairness.

Respectfully yours,

U. S. Army Personnel Office
Room 4500 General Post Office Bldg.
33rd Street and 8th Avenue
New York, New York

February 11, 1942

Mr. Carl Otto
c/o New York Athletic Club
New York, New York

Dear Mr. Otto:

I regret to advise that after further investigation of your case, we have no choice but to confirm the notice given to you on January 28, 1942, that for administrative reasons your services were terminated as of that date.

One of the conditions of probationary employment for the National Censorship Organization is that we reserve the right to terminate appointment at any time, without notice and without any obligation to go into detail regarding the reasons for dismissal. It will be impossible therefore, to discuss your situation with you any further.

Very truly yours,

Ernest H. Hawkwood
Personnel Officer

EHH:el

THE BALTIMORE AND OHIO RAILROAD COMPANY

BALTIMORE

October 31, 1941

File 20837

TO WHOM IT MAY CONCERN:

Mr. C. B. Otto has been personally known to the writer since 1920, when he opened the New York office of Messrs Roepke & Otto, who have been since before the first World War Agents of the Baltimore & Ohio Railroad in Lichtenfels, Germany.

I have the highest regard for Mr. Otto's keen perception of traffic matters and I doubt if there are many in this country who are as well versed in shipping conditions abroad, as well in this country, and from the standpoint of general transportation knowledge that involves ocean and rail carriers both here and in Europe, I consider Mr. Otto outstanding as far as his loyalty and integrity are concerned, they are unquestioned as far as I am concerned.

Yours very truly,

FJC/chh

THE PENNSYLVANIA RAILROAD

TRAFFIC DEPARTMENT

PHILADELPHIA

December 26, 1941

Desk 1.

TO WHOM IT MAY CONCERN:

I have known the bearer, Mr. C. B. Otto, for the past twenty years, having first met him when he came Manager of Roepke & Otto's New York office, which was shortly after the first World War.

I have had considerable dealings with Mr. Otto and have always found him to be honest, trustworthy and very well informed in regard to general transportation in matters, particularly insofar as the Forwarding business and ocean transport are concerned.

I have never had occasion to doubt his loyalty.

Yours very truly,

AJB/h

UNITED STATES LINES COMPANY
ONE BROADWAY
NEW YORK

December 26th, 1941

TO WHOM IT MAY CONCERN:

This is to certify that I have personally known Mr. C. B. Otto for many years. He was associated with interests which represented subsidiary lines operating during past years, the most prominent of which were the old Red Star Line and the Baltimore Mail Steamship Company.

Mr. Otto has acquired a keen knowledge of traffic matters and is well versed in shipping conditions abroad as well as in this country and can unhesitatingly recommend him.

To the best of my knowledge I consider Mr. Otto a loyal and conscientious citizen.

Very truly yours,

April 20, 1942

Miss Gladys Ransom
Box 254
Jackson, Georgia

Dear Miss Ransom:

I have your letter of April 13.

You perhaps have already heard from Judge Hastie who told me that he was going to write you. The Office of Censorship is no longer under the jurisdiction of the Army. I am certain Judge Hastie has already told you the name of the individual to whom you should write.

Yours very truly,

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

Handwritten:
COFE P
"P"
Postal Service

Box 254

Jackson, Ga.

April 13, 1942

Mr. Truman Gibson

The War Dept.

Washington, D. C.

My dear Mr. Gibson:

Mrs. Mercer Cook says that I should write to you, her friend, and so may I introduce myself?

I am a 23 year old graduate of Hunter College in New York with a B. A. degree in French and English, plus an "almost-M. A." from Atlanta University (also in French - thesis pending).

Last May I took the Translator's examination in French, and received

2. a 92. In another Federal exam I got 98. Result: - I am teaching English in a rural school at the enormous salary of \$5750 monthly.

Early this year the War Dept. sent a telegram asking me to go for an interview for position of censor "if you are interested." If I was interested! Ha, I almost ran to the G.P.O., but came home shortly, without having had an interview. In March I got an interview finally, along with some tests (French), and the final decision was that, not being 25, I am too young for such a position.

I reported the case to Mr. Eugene Davidson of

3 the President's Committee.
And at Dr. Mercer Cook's
suggestion, wrote to
Mr. Harste. (Have I missed
anyone, Mr. Gibson?)

I have the disadvan-
tage of not being near
the "pulse" of things right
now, and also, that of
being one case out of
hundreds. probably. But
perhaps you can help me.

Back to the story
of being almost a censor -
I should have accepted
the rejection on the
grounds of age since
a new sign had been
put up, stating that
25 was the minimum if
it were not for the fact
that I had been sent for
in January before the new
age limits were set up.

4 Since I didn't get an
interview at that time,
though no fault of mine -
it would seem that I
was due consideration
on that score.

What we so aptly
call a "run-around" is
hard to define; but it
is easy to know one
when one is in the
situation.

Need I add what
I forgot to say previously -
that I am colored?

Yours respectfully,
(Miss) Gladys Ransom

April 16, 1942

Miss Gladys Ransom
237 College Street
Jackson, Georgia

Dear Miss Ransom:

I have received your letter of April 13. I mentioned your earlier letter to Dr. Cook, who spoke very highly of you.

Fortunately or unfortunately, all postal censorship activities have been transferred from the War Department to the Office of Censorship. I have no personal contact with that office. However, I suggest that you write to Mr. Byron Price, Director of Censorship, Federal Trade Commission Building, Washington, D.C., pointing out your civil service status and your availability for duty.

In the meantime, I can assure you that if anything within your field comes to my attention, I will write you at once.

Sincerely yours,

Civilian Aide to the Secretary
of War

Handwritten note:
Miss Ransom
April 16, 1942
Pratt Co.

Box 254

Jackson, Georgia

April 13, 1942

Mr. William Hastie

Civilian Aide to Sec'y. of War
War Dept.

Washington, D. C.

My dear Mr. Hastie:

Recently I wrote to
you about my experience
with the War Dept. in re-
gards to the job as censor.
To recapitulate - I was
turned down on the
grounds of being only 23
years old.

Dr. Mercer Cook tells
me that he has just seen
you. Perhaps you remember
his having mentioned me;
perhaps not.

In May 1941 I took
the Translator's examina-
tion in French and earned

2

an average of 75. In January I received a telegram from the War Dept, telling me to go to the H. C. C. for an interview which was not granted. "The French quota has been filled."

In March I went back and demanded another interview - or rather, an interview. Four hours or more of tests and talks netted nothing but polite refusal. "You're not 25. We can do nothing."

I reported the case to Mr. Eugene Davidson of the President's Committee. So far I have heard nothing except that investigation was under way.

Incidentally, my permanent address is in New York City, at

3.

28, 6-8 Avenue. It
was there that the
interviews took place.
I am in Jackson Georgia
teaching at present.

May I hope that
at least some part of
your interest is aroused
by this, though you
must be busy with
many other cases of
the same nature?

Respectfully yours,
(Miss) Gladys Ransom

237 College St.

Jackson, Georgia

March 23, 1942

Mr. William Hastie

Civilian Aide to Sec'y. of War
War Dept.

Washington, D. C.

Dear Sir:

At the suggestion of
Dr. Mercer Cook I am
writing you to ask your
advice. The following is
roughly autobiographical

I am 23, colored, a
graduate of Hunter College
with a B. A. degree in
French and English. By
the end of this summer
I shall have an M. A. in
French from Atlanta Uni-
versity.

Last year I took
the Translator's exam -

2.

ination in French and received a 92; naïvely, I thought, "Aha! Here is the chance to do something."

At the moment I am teaching here in Jackson. Things being relative, that is "something," but it is not quite "it."

The War Department in New York tells me that not being 25 years old, I can't be a censor. But that is so negative, Mr. Hastie! What can I be, then? Do you think I might be allowed to censor adolescents' mail since I'm not old enough

3. to read the others' letters?

Seriously now - I should deeply appreciate anything you might tell me, and any assistance you might lend.

This is incidental but important - Dr. Cook says that you are a good friend of his. Have you ever known a man, Mr. Hastie, who commands more of your mingled admiration and respect than Dr. Cook? Some day I'd like

4. to write a book about him.

But that will take lots of paper and ink. So won't you help me to find a job in the meantime?

I am smiling at that transition. Are you?

Very sincerely yours,
(Miss) Gladys Ransom

April 21, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1400 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Receipt is acknowledged of your letter of April 10, 1942, in regard to the complaint of Miss Ruth Sprague, 2 West 129th Street, New York City, alleging racial discrimination against her in her effort to secure employment as an examiner in the New York Postal Censorship Unit.

As you have been advised, all postal censorship activities have been transferred from the War Department to the Office of Censorship. Miss Sprague's complaint, therefore, should be taken up with that office. Mr. Byron Price, Director of Censorship, is located in the Federal Trade Commission Building.

Sincerely yours,

Civilian Aide to the Secretary
of War

copy

April 21, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1405 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Receipt is acknowledged of your letter of April 10, 1942, in regard to the complaint of Miss Ruth Sprague, 2 West 129th Street, New York City, alleging racial discrimination against her in her effort to secure employment as an examiner in the New York Postal Censorship Unit.

As you have been advised, all postal censorship activities have been transferred from the War Department to the Office of Censorship. Miss Sprague's complaint, therefore, should be taken up with that office. Mr. Byron Price, Director of Censorship, is located in the Federal Trade Commission Building.

Sincerely yours,

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MALCOLM S. MacLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

April 10, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

Miss Ruth Sprague of 2 West 129th Street, New York City, has submitted a complaint to the Committee on Fair Employment Practice that she has been discriminated against because of her Negro racial origin in her effort to secure a position as Examiner with the Censorship Division of the War Department in New York City. She states that she was certified to this office on or about January 24 after having passed a civil service examination in 1936 with a rating which she believes is 85. She was informed that the quota of employees was filled, but states that she has knowledge that white girls have been appointed after she was refused appointment for that stated reason.

She says that her name on the civil service list is spelled Spragg and that the telegram of inquiry which she received from the Censorship Division had her name spelled Sprayon.

It is suggested that this complaint be investigated and that the Committee be furnished with a report when the investigation is completed.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary



April 10, 1942

Honorable William K. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

Miss Ruth Sprague of 2 West 129th Street, New York City, has submitted a complaint to the Committee on Fair Employment Practice that she has been discriminated against because of her Negro racial origin in her effort to secure a position as examiner with the Censorship Division of the War Department in New York City. She states that she was certified to this office on or about January 24, after having passed a civil service examination in 1936 with a rating which she believes is 85. She was informed that the quota of employees was filled, but states that she has knowledge that white girls have been appointed after she was refused appointment for that stated reason.

She says that her name on the civil service list is spelled Spragg and that the telegram of inquiry which she received from the Censorship Division had her name spelled Sprayon.

It is suggested that this complaint be investigated and that the Committee be furnished with a report when the investigation is completed.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/ai

change to
Cofep **P**
Patent
Ownership

April 11, 1942.

Mr. Lawrence H. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

I am returning herewith the complaint of Miss
Jacqueline Willis, of New York, New York, alleging racial
discrimination in her effort to secure employment as a
Spanish translator at the New York Postal Censorship Unit.
All postal censorship activities have been transferred from
the War Department to the Office of Censorship. Mr. Byron
Price, Director of Censorship, is located in the Federal
Trade Commission Building.

Sincerely yours,

Civilian Aide to the Secretary
of War

(6/1/42)

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

March 17, 1942.

MEMORANDUM

TO: The Director of Personnel

Besides the complaints of Mrs. Edna Williams and Mrs. Muriel E. Taitt, about which the Chief Postal Censor, Military Intelligence Division of the General Staff, has forwarded reports, this office has received from the President's Committee on Fair Employment Practice seven additional complaints alleging racial discrimination against persons seeking employment as translators in the New York Postal Censorship Station. A copy of the complaints from the Committee is enclosed herewith.

An examination of these complaints discloses that a similar procedure was followed in each of these cases to preclude appointment of these applicants. Mr. Joseph E. Covington was told that he would hear further from the Station, but has heard nothing since January 9, 1942, when he had his interview. Miss Gladys Ransom asserts that she was advised by her interviewer on January 10 that no more positions were open for French translators. Mr. Arthur R. Curiel states that since his rejection on January 9 the Station has sought Spanish translators, a position for which he applied. Miss Rebecca Jordan states that she was appointed but was dismissed later for "administrative reasons." Mr. Eustace Cyril Kerr alleges that after his interview on January 9, he was told that the Station's quota of Spanish translators had been filled, but that on January 29 he learned that two white applicants had been employed as such. Miss Louise E. Stanford alleges that on January 10, when she presented her application in response to a telegram, a receptionist informed her that the Station's quota of French translators had been filled, but that in her presence two white applicants for positions as French translators were interviewed. Miss Vivian R. Belk alleges that on January 10 she was told that the quota of Spanish translators was filled but to return on January 15, and that she has a letter asking her to report on January 14 for an interview.

This office discussed the question of racial discrimination in the appointment of examiners in Postal Censorship with Mr. Edward Lawson, Field Employment Assistant, War Production Board, mentioned in the second indorsement to my memorandum of January 29, 1942, asking for an investigation in the case of Mrs. Williams.

Carroll
C. P. P.
Postal
Administration

CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

1942 MAR 19 PM 12:07

The Director of Personnel
March 17, 1942
Page 2

Mr. Lawson stated that as best as he could learn there were no special qualifications set up for employment as an examiner in Postal Censorship beyond graduation from college, but that in the case of Negro applicants there were set up various special qualifications such as "stock exchange experience, banking experience and import-export experience." He further stated that in the case of English examiners there appeared to be no need for special qualifications inasmuch as instructions were definite in regard to the type of information to be deleted from communications.

In these circumstances, may the whole question be re-examined to determine whether there have been any violations of the directives prohibiting racial discrimination in the selection of Federal employees? In this connection the minimum qualifications necessary for appointment as an examiner in Postal Censorship and the number of Negroes employed in the New York Postal Censorship Station, and in what capacities, would be informative. Information is also desired as to whether there occurs any special marking or separate filing of applications of Negroes.

William H. Hastie
Civilian Aide to the Secretary
of War

1st Ind.

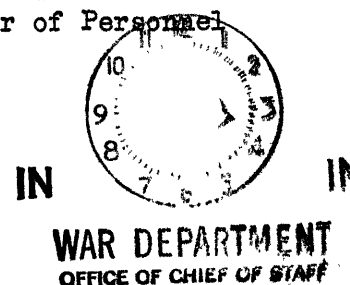
War Department, Office of the Secretary
To: Chief of Staff

mfb/vh
March 19, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

F. H. Powell
F. H. Powell
Acting Director of Personnel



CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

1942 MAR 19 PM 12 07

CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

1942 APR 7 AM 11:58

2nd Ind. G-2/JSC
W.D.G.S., G-2, March 21, 1942. To: Col. W. P. Corderman, Chief
Postal Censor.

1. For investigation and report to this Office.

J. S. Calvert

J. S. Calvert
Chief Clerk, G-2

3d Ind.

Office Chief Postal Censor, Washington, D. C. March 25, 1942. To:
A. C. of S., G-2, War Department, Washington, D. C. Attention:
Mr. J. S. Calvert, Chief Clerk.

Because all postal censorship activities were transferred
from the War Department to the Office of Censorship, effective
March 16, 1942, this matter has been referred to Mr. Charles E. Sebas-
tian, Jr., Associate Personnel Officer, Office of Censorship, as a
matter coming under his jurisdiction.

W. Preston Corderman

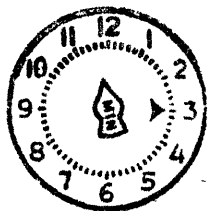
W. Preston Corderman,
Colonel, G.S.C.,
Chief Postal Censor.

4th Ind. G-2/JSC
W.D.G.S., G-2, March 31, 1942. To: Director of Personnel
(through Office Chief of Staff).

APR -7 1942

Inviting attention to the third indorsement.

For the Chief of the Military Intelligence Service:



CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

T. E. Roderick
T. E. Roderick
Colonel, General Staff
Executive Officer, MIS

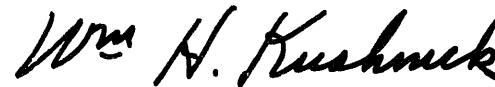
5th Ind.

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
April 10, 1942

1. Forwarded.

By authority of the Secretary of War:



Wm. H. Kushnick
Director of Civilian Personnel
and Training

THE OFFICE OF CENSORSHIP
WASHINGTON

April 16, 1942

Mr. William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Mr. Hastie:

I am attaching a copy of a letter to Mr. Lawrence
W. Cramer, Executive Secretary, Committee on Fair Employ-
ment Practices, War Production Board, Washington, D. C.

Because these employees were transferred from the
War Department to the Office of Censorship on March 15,
I thought you might prefer to have it handled this way.

Sincerely yours,

James F. King
James F. King
Executive Officer

Enclosure

April 16, 1942

Mr. Lawrence W. Cramer
Executive Secretary
Comm. on Fair Employment Practices
War Production Board
Washington, D. C.

Dear Mr. Cramer:

On March 12 you sent to Mr. William H. Hastie, Civilian Aide to the Secretary of War, complaints of several persons that solely because of their race, they had been discriminated against in their efforts to secure Civil Service appointments as translators with the Postal Censor office in New York.

Mr. Hastie transmitted the complaints to Col. W. Preston Corderman, Chief Postal Censor, who in turn sent them on to Col. Harry O. Compton, District Postal Censor in New York. I am sending you a copy of Col. Compton's reply direct rather than through the War Department, because since you wrote your letter, all Censorship activities, including those under Col. Compton in New York, have been transferred to the Office of Censorship.

Sincerely yours,

James F. King
Executive Officer

JFK:LP
cc: Mr. William H. Hastie

1

District Postal Censor, New York, New York; April 14, 1942; TO: Chief
Postal Censor, 1109 North Highland Street, Clarendon, Virginia

1. As we have stated in previous letters pertaining to racial discrimination, it is the firmly established policy of this station to employ people who can carry out our mission in the most efficient manner without regard to characteristics of race, creed or color. Indiscriminate attacks upon our employment policies are not in our opinion sufficient basis for sacrificing the fundamental objectives of our activity. In no case has there been any violation of directives prohibiting racial discrimination in the selection of employees at this station. Not only do we allow no racial discrimination because of our desire to follow the letter and spirit of your directives but also because we are sincerely in accord with the policy of equal treatment to all.

2. Since the 7th of January we have handled upon 15,000 people in our personnel section, and have employed a very high type examiner with basic qualifications as enumerated in the following:

1. A High School education or its equivalent
2. A good knowledge of economic geography
3. A good knowledge of current events and a general awareness of world conditions during the past decade as well as at the present time.

Supplementing the basic qualifications all examiners are interviewed to determine their common sense, intelligence and alertness. The people who read Trade Mail must be specialists in at least one, and preferably more, types of business, for instance, banking, securities, importing and exporting, manufacturing, engineering, patents, etc. The Translators, in addition to having the general qualifications referred to above, must be highly skilled in their particular language in order that they may translate accurately letters containing such things as technical terms, idioms and slang. Ordinary scholastic knowledge of the language is not generally adequate to qualify a person as a foreign language examiner in our station. We have followed a policy of employing only those translators who are better than average in their language qualifications. Furthermore, a perfect knowledge of a foreign language does not make a person eligible as an examiner unless they possess the other qualifications indicated.

3. In view of the above, the statement in one of the attached letters that in the case of English examiners there appeared to be no need for special qualifications inasmuch as instructions were definite in regard to the type of information to be deleted from communications is particularly inadequate and erroneous. This is an opinion which we have tried to correct on many occasions, and which if not corrected can lead to seemingly just criticism of our actions.

4. It will be noticed that many of the complainants refer to their Civil Service ratings, as for example, "86 as an examiner and translator (Spanish)". Possibly these ratings are taken as indication of qualifications for censorship work, but we have found that ordinary Civil Service ratings, while undoubtedly adequate for showing ability in general translating, are not a complete indication of suitability for censorship where not only must the qualifications listed in Paragraph 2 above be met, but also the translator must have a knowledge of the written as distinguished from the printed word. We have had many instances of teachers of languages failing to pass the language examinations given by us (as distinguished from Civil Service examinations). In our letter of March 11, 1942, we sent you samples of our examinations and our examining procedure.

5. We have interviewed some 15,000 persons and have employed about 1,300. Surely it cannot be said that we have discriminated because there were some negroes among the 13,700 rejected applicants. Many of those rejected were given a brief interview which did not even include an examination in their language if it was found that they lacked other requirements. According to our records, all but one of the applicants here in question were given language tests where applicable, in fact, one of them was given a second examination in French.

6. Joseph E. Covington. This man's applications shows that he was interviewed here on January 8th and examined in German, French and Italian. In the first two languages, he received only an average rating, and in Italian he received a rating of less than average. It may be that the interviewer told this applicant that there was a possibility that he might be employed at some future date, as in the early part of January we had not yet developed sufficient experience to know whether we would be able to maintain high standards or whether, due to a scarcity in the labor market, it might be necessary to employ translators with only average ability. Experience has shown that we can obtain translators with better than average qualifications in the common foreign languages, which make it unlikely that we would ever employ this man.

Gladys Ransom. This applicant filed originally on January 10th and received an average rating in French. She failed, in addition, to measure up to the general standards stated above, as, although she has a fair education, her entire business experience, according to her own statement, was with a toy manufacturing company for a period of six months where she received \$15 per week for painting metal soldiers. Incidentally, this applicant was given a second examination in French which indicated no improvement in her ability.

Arthur R. Curiel. This applicant applied on January 9, 1942 and received a rating of only average in Spanish. He failed also to meet the general qualifications listed above. His business experience from 1912 to 1923 was that of a waiter; thereafter, he worked as a salesman, and, at the time of his interview, he stated that he was engaged in teaching Bridge and conducting tournaments.

I

Rebecca Jordon. This woman entered the Training School on February 2, 1942, having passed her preliminary French examination and proved herself reasonably qualified. She was dismissed on February 4th because she cheated in examinations conducted by the School.

Eustace C. Kerr. This applicant filed on January 9, 1942, and only received an average rating in Spanish. His education appeared to be adequate, but his actual experience had been that of an elevator operator for approximately four years, from 1930 to 1934, and thereafter, he was a part time teacher of English to foreign-born and a part time translator for some shipping company.

Louise E. Stanford. This applicant filed on January 10, 1942, and was rejected, prior to language examination, because she did not conform to the qualifications we have described. Her application shows that she graduated from High School and thereafter attended Hunter College for approximately one year. Her business experience, according to her own statement, embraces the period from February 1934 to September 1941, during which time she was successively a "Tutor" and an "Enumerator" in the United States Public Health Service, an Interviewer in the White Collar Survey, and Interviewer for the Vocational Guidance Survey, a Teacher in the Adult Education Project, and finally, a bookkeeper for a furniture company.

Vivian Belk. This applicant filed on January 18, 1942, and received a rating of only average in Spanish. Her educational background was sufficient to comply with our general standards, but her general experience, as listed by her on the application, for the period from 1930 to 1941, was successively that of a pianist, a teacher of woodcraft and a teacher of elementary English and Spanish on WPA Projects. Incidentally, this applicant, who complains that she was discriminated against because she is a Negro, stated on her application in answer to Question 26, which is "How did you gain this ability?", (meaning ability to read and translate a foreign language), the following answer, "I am of Spanish and Indian extraction."

7. While many of the applicants complain of the answers given to them at their interviews it is hoped that you will recognize the inexperience of our interviewers during the early days of operation of our employment office. They were selected from the examination staff and from the outside, forced to operate under full load with practically no time for training. As a consequence some of the statements to applicants might not have been as well considered as we should have liked, but you are assured that our policy of no discrimination was in force from the beginning. Since the early days of operation, we rapidly perfected our interviewing technique, and now it is our practice to tell an applicant definitely whether he is or is not qualified.

8. In Question 2, as to whether there occurs any separate marking or filing of the applications of negroes, you are again advised that no markings whatsoever are kept in our files to indicate a person's race. Generally speaking, it is only by your own statement that we know the applicants listed in your letter are negroes.

9. We have made a careful study of the number of negroes employed in this station, but again since we do not mark their applications or any other personnel records in any way, it was necessary to make a visual inspection of our 1,300 employees to attempt to reach this figure. It should be recognized that possibly some have been included who are not negroes, although they have the appearance, and conversely, there are undoubtedly many people in our organization with negro blood who have not been counted because from appearance their extraction was not obvious. The following shows the number of negroes now in our organization:

Messengers	2
Sorters	1
Examiners	18
Elevator Operators	2
Janitors	1
Patrolmen	2
	<hr/>
Total	26

10. We should greatly appreciate any suggestions you may have for our guidance in this matter.

Harry O. Compton
Lt. Col., M.I.
District Postal Censor

March 17, 1942.

MEMORANDUM

TO: The Director of Personnel

Besides the complaints of Mrs. Edna Williams and Mrs. Muriel E. Taitt, about which the Chief Postal Censor, Military Intelligence Division of the General Staff, has forwarded reports, this office has received from the President's Committee on Fair Employment Practice seven additional complaints alleging racial discrimination against persons seeking employment as translators in the New York Postal Censorship Station. A copy of the complaints from the Committee is enclosed herewith.

An examination of these complaints discloses that a similar procedure was followed in each of these cases to preclude appointment of these applicants. Mr. Joseph E. Covington was told that he would hear further from the Station, but has heard nothing since January 9, 1942, when he had his interview. Miss Gladys Ransom asserts that she was advised by her interviewer on January 10 that no more positions were open for French translators. Mr. Arthur R. Curriel states that since his rejection on January 9 the Station has sought Spanish translators, a position for which he applied. Miss Rebecca Jordan states that she was appointed but was dismissed later for "administrative reasons." Mr. Eustace Cyril Kerr alleges that after his interview on January 9, he was told that the Station's quota of Spanish translators had been filled, but that on January 29 he learned that two white applicants had been employed as such. Miss Louise E. Stanford alleges that on January 10, when she presented her application in response to a telegram, a receptionist informed her that the Station's quota of French translators had been filled, but that in her presence two white applicants for positions as French translators were interviewed. Miss Vivian R. Balk alleges that on January 10 she was told that the quota of Spanish translators was filled but to return on January 15, and that she has a letter asking her to report on January 14 for an interview.

This office discussed the question of racial discrimination in the appointment of examiners in Postal Censorship with Mr. Edward Lawson, Field Employment Assistant, War Production Board, mentioned in the second indorsement to my memorandum of January 29, 1942, asking for an investigation in the case of Mrs. Williams.

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The Director of Personnel
March 17, 1942
Page 2

Mr. Lawson stated that as best as he could learn there were no special qualifications set up for employment as an examiner in Postal Censorship beyond graduation from college, but that in the case of Negro applicants there were set up various special qualifications such as "stock exchange experience, banking experience and import-export experience." He further stated that in the case of English examiners there appeared to be no need for special qualifications inasmuch as instructions were definite in regard to the type of information to be deleted from communications.

In these circumstances, may the whole question be re-examined to determine whether there have been any violations of the directives prohibiting racial discrimination in the selection of Federal employees? In this connection the minimum qualifications necessary for appointment as an examiner in Postal Censorship and the number of Negroes employed in the New York Postal Censorship Station, and in what capacities, would be informative. Information is also desired as to whether there occurs any special marking or separate filing of applications of Negroes.

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

March 11, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

The President's Committee on Fair Employment Practice has received several complaints wherein persons allege that they have been discriminated against in their effort to secure civil service appointments as translators with the War Department, Censorship Office in the Post Office Building in New York, solely because of their race. The following is a summary of these complaints:

Joseph E. Covington, Y.M.C.A., 180 West 135th Street, New York City, alleges he has a civil service rating as a translator of 92 in French, 91 in German and 87 in Italian. He has a Bachelor's degree from the University of California, and has spent fifteen years in Europe learning and speaking those languages. He received a telegram to report for an interview, and on January 9 he reported and was interviewed by four different persons, the last interviewer told him that he would hear from them within a few days. He heard nothing from them, and on January 24 he revisited the office and was told there was some mistake in his papers and he would have to take a re-examination. He states that finally he was carried to Major Debevois, who advised him that as far as his papers were concerned he should receive due consideration, and that he should hear from them shortly. Mr. Covington alleges that he has heard nothing from them, and believes that his failure to secure the appointment is due to the fact that he is a Negro.

Gladys Ransom, 2816 Eighth Avenue, New York City, alleges she has a civil service rating as a translator of 92 in French and 80 in English. She alleges that she has a Bachelor's degree with twenty credits toward

Honorable William H. Hastie

-2-

March 11, 1942

a Master's degree. She alleges that she received a telegram to report for an interview on January 10, and when she reported she was advised by the interviewer that no more positions were open for French translators, and that the chances for later openings were slim.

Arthur R. Curiel, 245 West 113th Street, New York City. He alleges that he has a civil service rating of 81 as a Spanish translator, that he applied for appointment on January 9 and was refused. He is a high school graduate and did one year of college work. He states further, "My reason to believe that discrimination was practiced is that others were sent to take fingerprints, which to me seemed as an indication that they were to report for duty. Also since my call to report for this appointment, I have learned that notices to fill the same position were sent to individuals who do not have civil service status."

Rebecca Jordan, 1833 Seventh Avenue, Apartment 1 S, New York City. She alleges that she has a civil service rating of 80 with Veterans Preference, that she has a Master's degree from Columbia University with a French major, a Superior degree in Paris, France, and a Bachelor's degree from Howard University. Her work experience and history alleged to be as follows: From 1922 to 1923 French and English Instructor, Tuskegee Institute, Alabama; 1923 to 1925 Critique Teacher and French Instructor with the General Education Board; 1925 to 1927 French Instructor at Morgan College, Baltimore, Maryland; 1927 to 1929 French Instructor at St. Augustine's College, Raleigh, North Carolina; 1929 to 1933 Study of French abroad at the Alliance-Francaise and the Sorbonne; 1933 to 1941 Teaching French on W.P.A. on Educational program, New York City. According to her statement she received an appointment and subsequently was informed, "You are hereby advised that for administrative reasons your services with this unit are being terminated as of today." Her complete statement of her experience is as follows: "On January 11th after

March 11, 1942

numerous examinations I was told to report on Feb. 2nd for wk. White workers from Park Ave. where I was on passive pay-roll were called in for the first and only exam. Sat. 1-10-41 and was put on censor pay-roll immediately. I reported gladly 2-2-42, but had run into a traffic difficulty and had to report to court on Feb. 3rd. I asked Mr. Farrar's permission. On re-entering the building after trying to adjust the outside matters I was given a test on matter taught during my absence. Mr. Farrar, evidently, used this as a means of elimination. Two white ladies joined my table of workers, evidently close friends of Mr. Farrar's, as he spent all of his time with them. Then immediately I was eliminated. 800 censors have crossed the floor, 2 of whom appear to be colored. Two hundred-fifty are in my group, I, alone, was colored. My WPA former colleagues remained, all white, even the one I replaced at teaching French at Evander Child's because he did not know the subject."

Eustace Cyril Kerr, 212 East 102nd Street, New York City, alleges that he has a civil service rating of 86 as examiner and translator (Spanish), that in response to a telegram he was interviewed on January 9 and told "Our quota is filled." He further states as follows: "I believe the reason given is untrue because Spanish translators have been hired since that date and it is a matter of common knowledge that people were hired who were not on the civil service list. Today, 1/29/42 I learned of two people who had been hired from WPA and given jobs as Spanish translators with this agency, they were both white."

Louise E. Stanford, Two West 120th Street, New York City, alleges that she has a civil service rating of 76 as a French translator, that in response to a telegram she was interviewed on January 10 and was told that the quota for French translators was closed. She states as follows:

Honorable William H. Hastie

-4-

March 11, 1942

"I received Postal Telegraph on Jan. 9, 1942 advising me to call at Gen. P.O. bet. 9:00 AM & 4:00 P.M. on Jan. 10, 1942 for an interview for position of Examiner (Translator). For annual sal. of \$1620. Excellent opportunity. After being informed that the pos. was mainly to relieve unemployment and was to last for the duration of the war, I filled out an application blank at the P. O. Bldg. on the A.M. of Jan. 10. When I presented my application to receptionist prior to the interview spoken of in telegraph, I was informed by her that the quota for French Translators was closed. I did not leave the room immediately. During this time I saw the receptionist admit two white women to be interviewed for French Translators."

Vivian R. Belk, 51 Irving Place, Brooklyn, New York, alleges that she has a civil service rating of either 74 or 78 as a Spanish translator, that she has a Bachelor's degree in Spanish from Brooklyn College, and a Master's degree in Spanish from Columbia University, that she has taught Spanish for five years (she has an adequate experience and work history which will be supplied at your request). In response to a telegram she was interviewed on January 10 and was refused employment on the ground that "The quota is filled." Her statement is as follows: "After having received a Postal telegram to report on Jan. 10th if interested in Spanish translator position at \$1620 per annum, I was told that the quota was filled. When I questioned why I was called if that were the case and upon asking whether there was any other element involved, I was told to return on Jan. 15th and if there was a vacancy, I would be given a job. Upon returning I was told that I was just average and couldn't be considered. Notwithstanding the fact that the quota was supposedly filled on Jan. 10th, I have in my

Honorable William H. Hastie

-5-


March 11, 1942

possession a letter mailed on Jan. 10th asking receiver to report on Jan. 14th if interested in a position as Spanish or Portuguese translator. When I remarked in the course of conversation that Negroes were conspicuous by their absence and that the only non white working on the entire floor was a Chinese gentleman. I was told that no qualified Negroes had applied. Mr. Hirst also admitted that there were no Negroes employed in the G.P.O. as translators.

"After looking at my application and seeing that I was affiliated with the Teachers' Union, Mr. Hirst exclaimed, 'I know you are going to leave here and protest to them our refusal to hire you on the grounds of race but if you do so, you will just coon your own chances.'"

It is my understanding that you have already received complaints similar to the above. Will you please investigate these complaints and give me the results of your investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

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September 26, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

On September 2 you transmitted to this office a complaint filed by Mr. William B. Redding of Philadelphia, Pennsylvania, with reference to his efforts to secure employment as an engineer draftsman in the Office of the Quartermaster General in Washington. A report on this case, submitted by the Office of the Quartermaster General is as follows:

Mr. Redding's name was certified to The Office of The Quartermaster General together with three other names to fill 2 vacancies for the position of Engineering Draftsman, Mr. Redding's name being No. 4 on the certificate.

Mr. Redding's qualifications were carefully considered by the appointing officer, but selections were made of eligibles number one and two. As there was no other vacancy to which Mr. Redding might be appointed, his examination papers were returned to the Civil Service Commission.

Please be assured that should Mr. Redding's name again appear on certificate to this office, his qualifications will be given every consideration.

Civilian Aide to the Secretary
of War

*C. M. P.
Master*

WAR DEPARTMENT
OFFICE OF THE QUARTERMASTER GENERAL
WASHINGTON

IN REPLY REFER TO QM 201 E-P
(Redding, Bruce K.)

September 22, 1941

SUBJECT: Redding, Bruce K.

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

1. The complaint contained in letter addressed to The President's Committee on Fair Employment Practice regarding the case of Mr. Bruce K. Redding has been carefully reviewed.

2. Mr. Redding's name was certified to The Office of The Quartermaster General together with three other names to fill 2 vacancies for the position of Engineering Draftsman, Mr. Redding's name being No. 4 on the certificate.

(3.) Mr. Redding's qualifications were carefully considered by the appointing officer, but selections were made of eligibles number one and two. As there was no other vacancy to which Mr. Redding might be appointed, his examination papers were returned to the Civil Service Commission.

(4.) Please be assured that should Mr. Redding's name again appear on certificate to this office, his qualifications will be given every consideration.

For The Quartermaster General:



H. A. BARNES,
Lt. Colonel, Q. M. C.
Assistant

September 16, 1941

MEMORANDUM

TO: The Quartermaster General
Attention, Lt. Col. H. A. Barnes, Assistant to
the Quartermaster General
Through the Director of Civilian Personnel

Enclosed herewith is a copy of a complaint addressed to the President's Committee on Fair Employment Practice. It is requested that proper steps be taken to investigate the allegations in the basic communication and a reply be made to this office so that appropriate answer can be made to the Committee on Fair Employment Practice.

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

100-11111

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 2, 1941

Honorable William H. Hastie
Civilian Aide
War Department
Munitions Building
Washington, D. C.

My dear Judge Hastie:

I transmit herewith a statement filed by William B. Redding of Philadelphia, Pennsylvania in which he alleges discrimination in connection with his efforts to secure employment in the War Department in certain drafting capacities.

I should like to request that you have his case investigated to determine whether or not there is basis for the allegation. May I suggest, however, that before you proceed with any investigation in this case that you discuss it with me by telephone so that certain additional facts of which I have knowledge can be brought to your attention.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

COPY

2421 W. Oxford St.
Philadelphia, Pa.
Aug. 20, 1941

Re: West Philadelphia Civic League
cases of discrimination

Attention - Mr. Cramer and or Dr. Robert Weaver

Regards the case of Bruce K. Redding -- Civil Service rating 76
Number of Examination -- R. 402 issued Sept. 1940 date rating
issued Jan. 4th year 1941.

Dear Sir:

In accordance with the instructions given us at our conference on the 14th of Aug. last, I wish to file the following as requested for action.

On Thursday Aug. 14, 1941 (Same day we held conference in fact right after) I went to the Quartermaster General's Office in search of information relative to the following which is an exact copy of an inquiry.

Postal Telegraph

P11 US 13 134 GOVT 2 EX NL-US PHILADELPHIA PENN JULY 28 1941
BRUCE K. REDDING
638 NORTH 39 ST PHILADELPHIA PENN

WIRE COLLECT WITHIN TWENTY FOUR HOURS WHETHER YOU WOULD ACCEPT IF OFFERED PROBATIONAL APPOINTMENT AS ENGINEERING DRAFTSMAN AT EIGHTEEN HUNDRED DOLLARS PER ANNUM FOR DUTY IN OFFICE QUARTERMASTER GENERAL WASHINGTON D C SUBJECT THERE NOT BEING MORE THAN ONE MEMBER OF YOUR IMMEDIATE FAMILY EMPLOYED IN GOVERNMENT SERVICE TO YOUR REPORTING AT YOUR OWN EXPENSE PROMPTLY. UPON NOTIFICATION AND TO YOUR PASSING PHYSICAL EXAMINATION WHEN DIRECTED-IF NOW EMPLOYED IN GOVERNMENT SERVICE OR HAVE BEEN SO EMPLOYED IN THE PAST NINETY DAYS AND ARE WILLING TO ACCEPT ADVISE NAME OF DEPARTMENT, AND WHETHER APPOINTMENT IS PROBATIONAL OR TEMPORARY EMPLOYMENT EXPECTED TO CONTINUE FOR DURATION OF NATIONAL EMERGENCY - ADVISE EARLIEST DATE YOU COULD REPORT - REFERRING TO FILE 2991 IN REPLY THIS IS AN INQUIRY NOT AN OFFER OF APPOINTMENT.

BARNES ASST. TO QUARTERMASTER GENERAL WASHINGTON D C

2991

I was told by clerk in office that I was number three on the list and that number one had already been appointed but that number two had declined and therefore I was certain to be appointed within a few days. However I waited until August 18th and made a long distance to Col. Barnes in further inquiry. Was unable to contact Col. Barnes so I conversed with one Mr. Pobth in turn who I was advised handles such matters. Mr. Pobth told me that the girl in the office was all wrong and that I was not selected because the scope of work was not in my field. But when he stated that the field was for a Draftsman capable of doing landscape and repair drawings for small buildings, I was shocked as that is right in my line since I am really a trained architect (as my application so states) And I think he was shocked when he found it out.

I am sincerely convinced that this was a case of willfull discrimination and therefore request that you take some action to bring about an end to same.

In regards to the case of William B. Redding - 2421 W. Oxford Street Philadelphia, Pa. Examination R. No. 402 January 1941 Date rating received July 1, 1941 Optional no 11 which states that I am duly qualified for any branch of Drafting service except Ship, Ordnance or Aeronautical. My rating was as follows, Chief Engineering Draftsman 78 Principal Engineering Draftsman 81, Senior 84, and Draftsman 87. Note that I received an inquiry from San Francisco, Calif. July 4, 1941 as to whether I was available for service in the Territory of Honolulu, Haw. As has been the case every other time I replied stating my readiness to serve and as in other cases I have not received an appointment. However I did receive a letter of acknowledgement and an additional form known as a form 373 which I filed. May I also add that I had a Doctor's certificate filled out with the inquiry blank, this cost me the sum of five dollars. Further in reply to an inquiry I made by telegram direct to Col. Matheson War Dept. Office of The Division Engineers, South Pacific Div. 351 California St. San Francisco, Calif. I was informed on the 14th day of Aug. 1941 that I had been referred to Honolulu and that it was now up to the Division Engineer there.

Shall be highly grateful if you will check this matter and see if some change can be affected, that will result in an appointment.

My record of training can be obtained from the U. S. Civil Service Board, However should you desire it, same will sent upon request.

Very truly yours,

(Signed) William B. Redding

NOTE THAT THE WEST PHILADELPHIA
CIVIC LEAGUE OFFICE OR MEETING HALL IS LOCATED AT 4801 W.
HAVERFORD AVE. PHILADELPHIA. But in order to assure more
rapid receipt of mail it is advisable to send it to 2421
W. Oxford St., Philadelphia, Pa.

FURTHER THAT MORE MATERIAL ON
OTHER CASES WILL BE SENT AS SOON AS COMPLETED, THERE ARE
SOME OTHERS INVOLVING THIS SAME PERSON.

Trusting that this note together
with the other sheets will serve to supply the other infor-
mation needed in the stated case.

Thanking you for your cooperation,
I remain, willing to send any information relative to this
or any of the other cases already accepted.

Very truly yours,

(Signed) Bruce K. Redding

AW/BER

!
Redmon, Will L.
Kansas City Missouri

See correspondence filed under James Jackson "J" in letter dated
September 12, 1941, addressed to Mr. Cramer of the COFEP

James Jackson
COFEP
"R"

() ()
(COPY)

May 12, 1942

Colonel Thomas A. Lane
Chief, Special Defense Unit
War Department
Washington, D. C.

Dear Colonel Lane:

I transmit herewith a copy of a letter addressed by me under date of March 27 to Mr. E. H. Rietzke, President, Capitol Radio Engineering Institute, 3224 Sixteenth Street, N.W., Washington, D. C., together with a copy of his reply.

It will be noted in Mr. Rietzke's excellent statement of his position with respect to the exclusion of aliens of enemy country origin that he is requesting the decision of the military authorities with respect to the policy which his institution should follow. He also expresses his readiness to follow any policy that may be laid down by the military authorities.

This matter has probably been referred to your office, and I shall be glad to have word from you as to any decision that may have been made on it.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Enclosure

Carded
COFEP
.R.

Adams 4672

CAPITOL
RADIO
ENGINEERING
INSTITUTE

3224 Sixteenth Street, N. W.
Washington, D. C.

E. H. Rietzke, President

April 15, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

This is an answer to your letter of March 17th, 1942 regarding the case of Mr. Egon Mattersdorf whom we were unable to accept as a student from University of Maryland.

In answer to your questions:

1. This institute conducts classes in Radio Engineering, Radio Communication, Principles of Electronics and Principles of Radio under contract for University of Maryland. Payment is made by University of Maryland from funds appropriated by Congress to the U. S. Office of Education for defense training. This institute also has at present under training approximately 450 enlisted men of the U. S. Army, Navy and Coast Guard.
2. We have discussed this particular case informally with officers of the Army and Navy directly associated with this training program. A copy of the entire file of correspondence relating to Mr. Mattersdorf has been forwarded to the Assistant Chief of Staff, G2, U. S. Army with the request that a policy be established to relieve us of any responsibility in future cases of this kind. This was done on the recommendation of the officers responsible for ordering enlisted men to this institute for training.
3. Because of the specific military nature of the training now being conducted by this institute our board of directors has deemed it advisable not to accept enemy aliens as students so long as large numbers of enlisted men of the military services are under training in the same facilities and no means are available for segregating the various classes. This policy is subject to modification by direction of the military services concerned.

In the absence of an established policy by a government agency directly concerned with the status of the enlisted trainees, our board of directors feels that in the interest of national safety it must assume the responsibility of determining who shall or shall not have access to the several hundred enlisted men and the restricted publications of a military nature that are used in the training program. With regard to the exclusion of enemy aliens our reasoning is as follows:

(a) This institute has allotted the majority of its facilities to military training. In the present full-time day classes the approximate

Mr. Lawrence W. Crandall

-2-

April 15, 1942

figures are: Army enlisted men 350, Naval and Coast Guard enlisted men 100, civilian students 35. In addition there are on the premises a Commissioned Officer of the U. S. Army with his administrative staff and official records and a similar Naval administrative organization.

(b) With several hundred enlisted men of the Army, Navy and Coast Guard, there is certain to be a great deal of loose talk about military movements. Certain of the enlisted men leaving school go directly to foreign service to rejoin commands previously transported. The presence of an enemy alien under such circumstances might well be disastrous. I might add that since the inauguration of military classes at this institute a series of attempts by individuals of enemy alien affiliation has been made to establish contact in this institute. Those which have been reported to the Federal Bureau of Investigation have been considered by that organization worthy of full investigation.

(c) In the instruction of military classes "restricted" publications are employed. Used by several hundred students it would be impossible to assure that any other person in the building could not have access to them.

(d) We can have no assurance that an enemy alien even with the best of intentions, does not have relatives in Germany or the occupied countries through which pressure could be applied to him. There would always exist the possibility of sabotage.

I can assure you that the directors of this institute have not the slightest prejudice against aliens as such. In recent years our classes have included Chinese, Japanese, Cuban, Colombian, Brazilian, German, Norwegian, Armenian, Philippine and Canadian students.

We sincerely regretted the necessity for making the decision unfavorable to Mr. Mattersdorf. In all probability it was unfair to him. However, we are at war and this institute is in effect a part of the military organization. I feel sure that if Mr. Mattersdorf has a proper feeling of gratitude toward this country which has offered him refuge he will appreciate the situation and be glad to cooperate. There are many other defense courses available in which the military character is negligible into which he could be admitted. In that connection, I was informed by University of Maryland on April 8th that Mr. Mattersdorf was granted permission to enroll in a defense course in Principles of Radio given at the University and that he declined to enter.

This Institute has no desire to make decisions of this type. We do believe that in the absence of official instructions from the military authorities directly concerned it is our duty to take every precaution to safeguard the integrity of military information entrusted to us in time of war. In this case someone familiar with all the facts had to make an immediate decision. We assumed that responsibility. Since the greater part of our facilities are under contract to the War Department, we have officially requested that they establish a definite policy to relieve us of the necessity of policy making in future cases of this type. That policy when established will be adhered to in detail.

Sincerely,
/s/ E. H. Rietzke
President

(COPY)

March 27, 1942

Mr. E. H. Rietzke, President
Capitol Radio Engineering Institute, Inc.
3224-16th Street, N.W.
Washington, D. C.

Dear Mr. Rietzke:

I acknowledge receipt of your letter of March 18 in which you discuss your policy in refusing to admit into the premises of the Capitol Radio Engineering Institute Mr. Egon Mattersdorf because he is an enemy alien.

As I stated in my letter of March 17, the Federal Bureau of Investigation has repeatedly warned against private citizens taking over the function of deciding which aliens are to be regarded as unfriendly or hostile to our system of government. The Department of Justice has repeatedly pointed out that it is not in the province of citizens to make a determination on this score, but rather to supply to it any information that may warrant investigation into the attitude and activities of given aliens. The Attorney General has publicly stated that of so-called enemy aliens, less than 1% have been found by the Department of Justice to merit apprehension and confinement in concentration camps.

In the case of Mr. Mattersdorf, I have no reason to believe either that he is friendly to or hostile to the principles for which this Government is at war. I do not believe that I am competent to pass on this question with the information I now have. There has been no showing that you have information which would warrant the assumption that his admission to the premises of the Capitol Radio Engineering Institute would be detrimental to the national interest. My point is that if every person in your position throughout the country were to exclude aliens solely because they are aliens, the end result would be to foster disloyalty to our country rather than promote its safety. Other persons in your position might not agree with you that they should exclude only enemy aliens. This has in fact been the case in many instances where employers have refused employment to aliens regardless of their origin in friendly or hostile countries. It is obvious that this matter must be controlled by the agencies of the Government which have been established for this purpose, so that there are not as many policies about it as there are individuals who operate schools or manufacturing plants.

I shall be interested in the detailed answer to the questions raised in my letter of March 17 which you promised me at an early date.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

S

October 27, 1941

Mr. O. J. Smith
President
The American Enterprise Associates, Inc.
Toledo, Ohio

Dear Mr. Smith:

I have received your letter of October 24. I am advised that your letter of October 20, is being considered by the President's Committee on Fair Employment Practice and that you will be advised soon of the decision of that Committee. As I indicated to you, this office will be guided by the recommendations of the Committee.

With best wishes, I remain

Sincerely yours,

Civilian Aide to the Secretary
of War

RECEIVED
OCT 28 1941
S.E.P.

OLANDER J. SMITH, PRESIDENT
EDWARD E. ROBINSON, VICE-PRESIDENT
ULYSSES L. GARLAND, SECRETARY
EDWARD W. JORDAN, TREASURER

LESTER POWELL
CLINTON MCBRIDE
GEORGE HARRIS
MOSE JOHNSON

M. C. CLARK
PRES. DUNBAR MUTUAL INSURANCE CO.
JOHN O. HOLLY
PRES. FUTURE OUTLOOK LEAGUE, INC.

The American Enterprise Associates, Inc.
TOLEDO, OHIO

October 24th,
1 9 4 1 .

Hon. William H. Hastie
Civilian Aid - Secretary of War,
War Department,
Washington, D.C.

Dear Judge Hastie :

The writer conferred with you under date of September Twentieth during my visit there last month with reference to our effort here to establish our factory and thus means by which we might provide large employment to Negroes here which program is necessitated by virtue of industrial discrimination and the need for some measure of permanent employment to our group.

At that time, you will recall that, we had made several trips to Washington where conferences were had with officials of the Office of Production Management, culminating in the final suggestion that Mr. Cramer, Executive Secretary of The President's Fair Employment Practice Committee, should request that the Secretary of War make an exception in our matter for the purpose of permitting this Firm to share in Defense contracts in the manufacture of Army, Navy, and Aviation uniforms etc., and particularly granting us an award pursuant to our low bid for the manufacture of Army coats which had not been allowed us which was the subject of a protest by this Firm filed with the Committee on Fair Employment Practice.

In keeping with his promise, Mr. Cramer dispatched here Mr. G. James Fleming for an investigation of our whole matter, hearings on which were started October Third and concluded October Seventh, this month. In order to clear the way for such Governmental aid, Mr. Fleming suggested that we endeavor to raise an additional \$2,000.00, this we have somehow successfully accomplished, and under date of October 20th, 1941, so advised Mr. Cramer. At this writing we have no response from Mr. Cramer and we do not know whether he has transmitted to your Department the request for "exception" above referred to.

The situation is such that we are compelled to pay Capital tax to the Government on our stock October 29th, 1941, which is the last day allowed and we are very anxious to know whether our community effort as above explained will be favorably concluded. I need not tell you that this effort to aid our Government in its Defense program, and to provide us employment here, have been an expensive one, and that to provide such

-2-

Honorable William H. Hastie
Civilian Aid - Secretary of War
Washington, D.C.

expenses we have mortgaged our personal possessions, begged and borrowed to the limit of capacities. Naturally then, we are anxious to know the status of our matter before paying our Capital tax on the 29th, although we will pay the required amount anyway.

You recall please that you stated your willingness to take up the matter of such an "exception" with Secretary of War Patterson upon receiving such request from Mr. Cramer. It is for that reason that I take the liberty to address you this information without any desire to impose on your good offices or your interest in the welfare of the Negro.

With favorable action on our matter by the War Department, we can begin immediately toward the acquisition of our machinery and equipment and the adjustment of other facilities that will enable us to begin production within 30 days as a result of the cooperative attitude of the Singer Machine Co.

Will you, therefore, ascertain from Mr. Cramer the matter of his promised action?

Very gratefully yours,

THE AMERICAN ENTERPRISE ASSOCIATES, INC.,
#1103-City Park Avenue.

By.  President.

OJS/sp.

August 28th,
1 9 4 1 .

Mr. Mark Ethiridge, Chairman
Fair Employment Practice Committee,
% Louisville Journal,
Louisville, Kentucky.

Dear sir :

Under date of Sunday, August Twenty-fourth, 1941, the writer and four Directors of this Company, after a pre-arranged conference, conferred with Mr. William N. Nunn and Mr. J.M.Reid at the office of the Pittsburg Courier, with reference to certain difficulties experienced by this Company in obtaining certain concessions and aid of the Government in our effort to establish this Company designed to give employment to Negroes. After reviewing all facts in the matter, it was Mr. Nunn's suggestion among other things that, I write you full facts of the matter as Chairman of the Fair Employment Practice Committee, and suggest that you call at once, a meeting of your Committee, with a view toward a hearing of our Complaint here at once; that we were at liberty to advise you, and to use the names of himself and Mr. P.L. Prattis, and Mr. J.M.Reid as subscribers to this effort for full support of our objectives in connection with Government aid.

We are, therefore, transmitting to you herewith, letter Exhibits, together with full facts for your consideration. We hope that you will clearly appreciate the urgency for immediate conclusions, not only because of the value to Negro workers now unemployed here but, because we must pay dearly for every day of delay due to the increasing cost of our machinery as specifically considered in the letter of the Singer Sewing Machine Company, herewith.

This Corporation was organized under the laws of the State of Ohio in or about the month of October, 1940, and duly authorized to issue stock and to do business under Charter duly issued to us as incorporators. It was organized as a garment manufacturing concern for the specific purpose of providing industrial employment to Negroes. Suffice it to say that, the problem of Negro employment here is not unlike that experienced in other urban centers, except, it is worst, if that is possible. After making the necessary preparations for factory site, machinery and equipment etc., an application was made to the R.F.C for a loan of \$19,697.43, this loan was turned down but, re-consideration was possible in the event we were able to match the R.F.C loan; present an "earning record" upon which the profitability of operations could be judged; and

*Called
Mr. Nunn*

copy 5

to submit a "Post-war" program. During the sessions of the First Annual Negro Business Conference held at the United States Department of Commerce April 18-19, 1941, which I attended, and which I am now serving as one of 7 members selected by the Conference as a Committee on "Findings and Recommendations" of which you undoubtedly are informed, several Cabinet members and other Departmental heads were speakers among whom were Mr. Emil Schram Chairman of the R.F.C. Board at that time. This presented an opportune time for me to present the matter of our program and project here together with the problems we experienced, especially, the demand of the R.F.C. that we present an "earning record" the justice and propriety of which we very definitely questioned. After Mr. Schram's speech was concluded the writer rose to, and did, present our questions obtaining an explanation and apology for the error and an invitation from Mr. Schram on the Conference floor, to his office the next morning to discuss our matter with a view toward adjusting same.

The Conference sent with me to the meeting with Mr. Schram, Mr. Golden B. Derby Executive Secretary of the Chicago Negro Chamber of Commerce. After reviewing our Brochure thoroughly, Mr. Schram called in his Assistant Mr. Cole who further on in the discussion called in the Examiner, a Mr. Wiallet, as a result of which after a three hour discussion the R.F.C. definitely committed itself to a loan to us of \$8,000 provided, that we raise \$19,000, which facts were presented in a report to the afternoon session of the Conference at the Department of Commerce, April 19, 1941.

Accordingly, upon my return to Toledo, we immediately began to endeavor to raise the required amount, and not being able to do so after two months' of effort here, we contacted Negro leaders in Cleveland, but theretoo, the Negro was in the same financial condition as to ready cash as those here, however, through the cooperation of Mr. M.C. Clarke, president of the Dunbar Mutual Insurance Company and Mr. John J. Holly of the Future Outlook League, and the Urban League, I was able to confer with several outstanding white gentlemen sympathetic of the Negro problems who suggested the possibility of aid from the Ohio State Negro Welfare Commission of whom one of these gentlemen was a member. This was done, and after about two months of effort, the Commission met and determined that because of its financial condition (it has not been organized long) such aid was impossible, however, it considered means of giving us moral support and determined to state its position to the Office of Production Management and recommend its approval of aid, and on July 28th, the Commission addressed a communication to Mr. C. R. Terry, Manager of the Cleveland office of the OPM for this District, which letter is herewith marked Exhibit #3, and which I personally presented to Mr. Terry at Cleveland the next day, July 29th, 1941.

However, prior to this time, at the request of Mr. Paul C. Gerhart, Jr. Associate Procurement Consultant Defense Contract Service of the OPM at Washington, as contained in his communication to us June 26, here marked Exhibit #1, I conferred with Mr. Terry in company with our Attorney, and as a result of which conference Mr. Terry addressed us stating the assistance to be given us by the OPM, here marked Exhibit #2. We immediately contacted the firms who would supply our machinery and equipment including the lessor of our proposed factory building all of whom addressed Mr. Terry and this Company their desire of aid and the conditions under which such aid would be extended us, and attached to their letters an inventory

of the materials to be furnished and the cost of same, here marked Exhibits #4-5-6-7. These were presented Mr. Terry of the Cleveland office of the OPM during our conference July 29th, 1941, and at his suggestion I took these letters to Washington where I conferred with Mr. Paul C. Gerhart, Jr. August 4th, 1941, with whom I also filed these letters.

Because of the Government's concern in Negro employment as stated in Mr. Gerhart's letter dated June 26, Exhibit #1, and the aid and assurances as contained in Mr. Terry's letter of July 11, Exhibit #2, we respectfully and officially suggested that:

1. That the Government give us production contracts in sufficient number and capital amounts that would enable us to liquidate the cost of our machinery and equipment.
2. That this Company would assign such contracts and the proceeds therefrom to the R.F.C., the Federal Reserve Bank at Cleveland, or, to some Bank or Trust Company with authority to deduct all items of indebtedness including the cost of such services until all indebtedness was liquidated.
3. That this Company would agree to the appointment of a Trustee and of an Administrative Assistant to the President of this Firm to manage its affairs and to continue such an arrangement until such time as our corporate indebtedness was liquidated, or until such time as the R.F.C. or other lending agency were convinced of our managerial ability.

These four propositions were contained in a letter of Resolutions adopted by our Directors and dated July 20th, 1941, here marked Exhibit #8.

Therefore, at the time of my conference with Mr. Paul C. Gerhart of the OPM August 4, Mr. Gerhart was very encouraging, and he stated after a phone call to Colonel Hare with whom he reviewed our problem, and as to our request for contracts, he stated that this would have to come through the Philadelphia General, but that he could aid us, and that he would write or confer with the Commanding General, supply him with all facts, and thus obtain his general disposition of our matter and request; that if his disposition was favorable, then we could take such contracts and obtain the capital therefrom either through the aid of the Federal Reserve Bank or some other Banking institution with which to purchase our machinery and equipment and begin production. If however, the Quartermaster General was unfavorable to this proposition that he, (Mr. Gerhart) would make an appointment with Secretary of War Patterson who possessed authority to give us such contracts.

To intelligently submit our matter Mr. Gerhart requested that I file with him the following facts and exhibits:

1. Blueprint of our factory building,
2. Communication from our lessor showing details of our lease,

3. List of machinery with prices quoted by Singer Sewing Mach. Co.,
4. List of office equipment with prices noted.
5. Quotations of electrical wiring by the Preeter Electric Co.,
6. List of personnel certified as qualified by the State;
7. List of bids and the amount of same;
8. Resolution of our Directors dated July 20, 1941,
9. Letter from Chester Gray of the Ohio State Negro Commission;
10. The amount for supplies from L.R. Hirsch Co. (no inventory)

the proposal of our Post-war program was not requested but was mailed to Mr. Gerhart August 9, 1941, Exhibit #9.

Nothing was heard from Mr. Gerhart until August 13, when I phoned him for information in the matter, at that time he stated that he had nothing further on the matter but would check into it immediately and advise me.

It is the matter of his letter, and subsequent developments, to which we direct your attention. His letter is herewith marked Exhibit #10.

We know, and so do you know that the Government has been unable to obtain the manufacture of Army and Navy clothing in proportion to their needs. We know it from the type of, and repetition of bids submitted us, and we know that the Government can share with us three or four orders for manufacture, and if it did share at least four such bids as already filed with the Quartermaster including the award made us in November of last year, this Company would be able to definitely establish itself; pay the cost of machinery and equipment and all other items of indebtedness and then to proceed with our program as outlined in our Post-war setup.

New Companies of every type imaginable including garment factories have been organized, and old companies expanded, all of which, are and have been recipients of large and continuous orders, they will continue to be. Why then, make an exception of this firm? In the communication of the President sent to the Congress of the United States, dated September 13, 1941, and approved both by the Congress and the National Defense Advisory Commission, the President among other things stated, Viz :

" This program can be used in the public interest as a vehicle to reduce unemployment and otherwise strengthen the human fiber of our Nation. In the selection of plant locations for new production, in the interest of national defense, great weight must be given to this factor."

In Toledo, we have a Negro population of about 17,000, 95% of the employables are either unemployed or C.P.A. workers, or recipients of charity in one form or other, notwithstanding the fact that there are fifty-one major industries here, employing in normal times 52,000 wage earners and employing today about 39,000 less than 500 of whom are Negroes.

Negroes here have always taken advantage of Toledo's fine public school system as evidence of which we have today in excess of 5,000 Negro children enrolled. In the past years we have had several thousand graduates both of public schools, parochial schools (grade and high-schools) and the University of Toledo, as well as about 800 possessing degrees in the Arts and Sciences, etc., from the University of Michigan, Ohio State University, Oberlin College, the University of Illinois, Howard University and others.

With the exception of eleven Negro school teachers here (segregated in one school building) three workers in the State Unemployment Division; the Secretary of the Douglas Community Center and possibly one or two others that I may not know, not one of these successful students have ever been able to find employment here, except, in the Relief set-up which after all cannot be considered as regular employment, they are off and then on again. Nor are Negroes being accepted here in Defense production, except, on rare occasions, and then only as porters. I personally know of machinists, electricians, engineer draftsmen as well as other types of mechanics including power machine operators who have walked from industry to industry for work to be turned down because of course, they are Negroes. If not, why cannot the State employment Division here place these people in industry along with the thousand or more whites that were placed by the Division this month? the answer is very obvious.

These and other facts of the matter are the reasons that motivated the establishment of this Company where a large number of Negroes will be employed and employed permanently irrespective of the end of the present Defense program. Negroes must have employment, the right to work is both natural and legal. The President knows this and has recognized the local and national discrimination practiced against the Negro by employers' of all types and kind, especially, industries. The President has called this disgraceful practice to the attention of the Nation in his plea for equal employment privileges to the Negro. It is our right to work that the Office of Production Management has denied us.

We cannot accept this sentence to "continued labor poverty" from our Government, and we will not without a fight to the finish. We have asked only that the Government give us the same consideration toward help that it has given to other Firms. We have been honest and above reproach in our every dealings toward establishing this Firm and the purpose therefor. This Corporation is the plain victim of a discriminatory policy within the Office of Production Management and this discrimination cannot be smothered by any flowery acknowledgement that "our project is a worthy one". This is a Corporation duly organized and existing under and by virtue of the laws of the State of Ohio and any prejudice or discrimination exerted against our corporate right to share equally the privilege of any other business firm and the development and expansion of same, is contrary to every concept of justice. The Government is plainly here participating in the same cruel system of discrimination against the Negro that the President himself have seen fit to denounce, and I do not, nor do my Directors believe that the President could or would sanction or condone this act of the Office of Production Management.

The Directors and myself, have further studied the statement accompanying the announcement as contained in the Associated Press under date of August 20, 1941, with reference to the approval of certain "New Policies" of the Office of Production Management by the Secretaries of War and Navy, and by Mr. Knudsen and Mr. Hillman. These new policies, of which you are undoubtedly informed, are in line with our corporate proposals, including the purpose of same, as submitted to Mr. Paul C. Gerhart, Jr.

Associate Procurement Consultant Defense Contract Service of the OPM both verbally and in writing as specifically set forth in the Resolution of the Directors of this Company dated June 20, 1941, and which, with other data, he returned to the writer with his letter of August 13, 1941.

Of specific value to this Firm's effort, among other things, were the following announcements above referred to, viz:

- (a) Special treatment designed to spread Defense work wherever practicable into communities or industries faced with unemployment because they cannot obtain materials for non-defense production.
- (b) Negotiated contracts, instead of competitive bidding, at prices up to 15 per cent above current quotations.
- (c) Elimination of Bid or Performance bonds when necessary.

Paragraphs "a, and b," were among our specific requests, while "c" was the subject of a request, to aid us to bid, contained in a letter to the OPM months ago which Mr. Gerhart responded to assuring us of aid in the event that we were the low bidder.

As above stated, the Directors and myself are thoroughly convinced that such a situation and policy as stated by Mr. Gerhart in his letter of August 13, 1941, is inconsistent with both the facts and the stated policy of the Government as well as the plea of the President for Negro employment.

Finally, as evidence of clear discrimination and a misstatement of facts, by the OPM through Mr. Gerhart, let me state that, we submitted a bid for the manufacture of Wool Serge Coats which bid was received by the Philadelphia Quartermaster Depot Monday, August 25, 1941, on the 27th, we received the following telegram, viz:

" Invitations for bids on Coats, Wool, Serge, NEG-12 Opened August 25, 1941, amended as follows: "Qualification of Bidders: Awards will be made to those bidders who have been manufacturing the article advertised for herein or a similar article for a period of at least one year prior to the date of this request for informal bids, or satisfactorily performing under a war department contract for the same or similar article during any portion of the year preceding the date of this request for informal bids." Do you desire informal bid as submitted to stand? Reply required by 12 noon August 29, 1941.

(Signed) Philadelphia Quartermaster Depot

We immediately phoned the Philadelphia Quartermaster Depot and the writer personally talked to Major Olibur who advised that a similar wire had been sent out to 186 bidders as a result of the receipt of bids from New Bidders, and as a result of criticism of the order to manufactures similar to the above wired quotation. The rule was made to apply to New Bidders as well. When advised that this Corporation was just in the process of establishment pursuant to the promise of an equal share of Defense orders by which we might give employment to Negroes, and that, every worker would be certified as experienced, from 5 months to 34 years as power machine operators, he said, "I should think that the order does not apply to your Company". He said further that, "we don't make bid awards here, we simply list the bids, send them to Washington and they make the awards" I ask if the OPM made the awards, he said, "yes".

I have before stated to you on page #3, being the 7th, paragraph thereof that, Mr. Gerhart informed me that the matter of contracts and the letting of same was soley the jurisdiction of the Philadelphia Quartermaster General, that he (Mr. Gerhart) would write or confer with the General and obtain his disposition, if it was favorable, then we would get contracts which we could obtain capital advance to purchase our machinery but, that if the Generals disposition was unfavorable then he (Mr. Gerhart) would take the matter up with Secretary of War Patterson who did have authority and would give us contracts, he stated also that while the General has complete wuthority in awarding contracts, we supply the money, and accordingly we can in some measure dictate what to do.

But Major Olibur said that, "we only list the bidders here and send them to Washington, they make the awards from that list" and he also said in response to my question that, the Office of Production Management made the awards. So that was what he meant when he said "Washington" is where the listed bidders was sent. So now, it is definitely clear that Mr. Gerhart gave me the run-around by using the Quartermaster General as the authority for awards when he knew that the whole matter was one for the OPM who did make the awards.

With these full facts in view, we desire to submit them as a basis for our complaint against the Government, particularly, the Office of Production management, and herewith file them with you for an immediate hearing before the Fair Employment Practice Committee, and the Courier Defense Committee. The immediate attention to this matter is vital both to Governments Defense program and, vital to the welfare of this corporation and to Negro citizens here and throughout the Nation now called upon to defend the liberty of the United States and that of other Nations whose liberties are threatened, as well as being taxed for the financial support of such a Defense.

Yours truly,

AMERICAN ENTERPRISE ASSOCIATES, INC.,

By.

president.

OJS/sp
enc-12

OFFICE OF PRODUCTION MANAGEMENT

Social Security Building

Washington, D.C.

June 26, 1961

Mr. O. J. Smith, president
The American Enterprise Association, Inc.,
Toledo, Ohio

Dear Mr. Smith:

Receipt is acknowledged of your letter to me dated June 17.

I have read your letter with interest concerning efforts being made to place your concern into production of the defense program and utilize the abilities of the negro personnel at your disposal. As you know, this situation is receiving a great deal of effort here in Washington and throughout the country, and we hope for considerable progress on this general subject.

It is not entirely clear from your letter whether you need an opportunity to bid on work necessary to the Army, and Navy, or whether you need additional equipment before you are able to bid on such items. In any case, however, it is believed that you can obtain considerable assistance and helpful suggestions from the Field Office of this Service, which are located in thirty-six cities throughout the country. If you care to call at our office at Cleveland, Ohio, our representative there will be pleased to discuss your problems with you in detail. You will find our offices located in the Federal Reserve Bank Building at Cleveland.

I hope these suggestions will prove helpful to you, and that you will be able to take your place in the defense program.

Very truly yours,

Paul S. Berhart, Jr.
Associate Procurement Consultant
Defense Contract Service.

DEFENSE CONTRACT SERVICE
OFFICE OF PROMOTION MANAGEMENT
Federal Reserve Bank Building
Cleveland, Ohio.
Cherry 2800

2

Fourth Federal Reserve
District

July 11, 1941

Mr. O. S. Smith, President
The American Enterprise Associates, Inc.,
Toledo, Ohio.

Dear Mr. Smith :

This will confirm verbal conversation in this office
on July 9.

In the event that you are able to complete your arrange-
ments for the establishment of a garment factory for the
employment of Negroes in Toledo, we shall be very glad to
cooperate to the extent of our ability and facilities in
assisting you to obtain contracts for defense requirements
of garments and products which you can suitably manufacture.

It is our understanding that the equipment which you
plan to procure, and the manual skill which is available in
your group, are quite suitable for the production of garments
which will meet Government requirements.

Please feel free to call upon this office for such
assistance at any time it may be needed.

Very truly yours,

O.M. Terry
O.M. Terry, Manager
Cleveland Area

ONE:10

John W. Bricker
GOVERNOR

THE OHIO STATE
ADVISORY COMMISSION ON EMPLOYMENT
PROBLEMS OF THE NEGRO

3.

Office of the Chairman

etc.,

July 28, 1941

etc.,

Mr. C. N. Terry, Manager
Cleveland Office
Office of Production Management
Federal Reserve Bank Building
Cleveland, Ohio

Dear Mr. Terry:

The American Enterprise Associates, Inc., through Mr. Blander J. Smith, has requested the aid of this Commission in raising the sum of \$19,000 toward the cost of machinery and equipment for a garment factory to be established at 14-16-18 Erie Street, Toledo, Ohio.

This matter has further been brought to our attention by Mr. Homer Martin Lancaster, Advisor Negro Affairs, United States Department of Commerce, in a recent communication commending this development.

The matter of financing such an enterprise is not within the province of this Commission; however, at a recent meeting it was recommended that Mr. Smith confer with you on this matter and present the details of this development for your consideration.

The Commission feels that this business plan has merit and is happy to be able to refer Mr. Smith to you.

Very truly,

Chester J. Gray
Advisor.

CJG:VE

PHONE MAIN 6443

CALL US - PROMPT SERVICE

NIGHT PHONE GA. 5053

THE PREETER ELECTRIC CO.

INDUSTRIAL AND COMMERCIAL CONTRACTORS

POWER - WIRING - LIGHT

1437 JACKSON AVENUE
TOLEDO, OHIO

#5

July 17, 1941.

The American Enterprise Associates, Inc.
Toledo, Ohio.

Gentlemen:

Re: Wiring in Building at 14 N. Erie St., Toledo, Ohio.

The necessary wiring as per plans given us for an estimated cost would be as follows:

#1. First Floor

- (A) Wire for and install eight circuits for trough lighting and install twenty-four trough light units with 100 watt silver bowl lamps.
- (B) Wire for sixty 1/3 HP motors for sewing machines, they are to be three phase 208 volt motors, these motors are to be furnished and installed by others.

#2. Second Floor

- (A) Liven up necessary outlets in office spaces in part of second floor and cap up with blank covers those outlet boxes now in place where your fixtures are to be hung.
- (B) Liven up fifteen outlets with minor changes to location in production area and to have installed on same R.L.M. Dome 200 watt reflectors.
- (C) Lighting fixtures in office space to be 500 watt enclosing globes with ceiling type hangers.

#3. Third Floor

- (A) Install sixteen outlets with trough lighting units.
- (B) Install twenty outlets with RLM Dome on present outlets.
- (C) Install wiring for two 1/2 HP cutter motors, cords with three wire plug and cap to carry ground, hanging from ceiling.
- (D) Install wiring for 1 HP circulating fan.

#4. Service, feeders and transformers

The necessary feeders and changes to service entrance and furnishing a 50 KVA between auto transformer is also a part of this estimated cost.

This we will do for the sum of \$3700.00 (three thousand seven hundred dollars).

We assume, if the necessary funds are not available, being the manufacture of the goods are for the United States Government, and

#5. 5

American Enterprise Assoc., Inc.--2

July 17, 1941.

payment due us will be guaranteed by the United States Government, as we do not feel we would enter into a contract for this work to be paid from profits from contracts, as we have no guarantee of payment on that basis.

You will notice that in the communication of Mr. C. R. Terry, manager of the Cleveland Area of the Office of Production Management, dated July 11, 1941, that he stated among other facts that:


"we shall be very glad to cooperate to the extent of our ability and facilities in assisting you to obtain contracts for defense requirements of garments and products which you can suitably manufacture"

If the Government desires to eliminate the deplorable unemployment situation of Negroes here, it should willingly guarantee your firm an amount of defense work sufficient to liquidate your obligations for production machinery, labor and equipment, with an assignment of such contract and the proceeds of same by your firm to the R.F.C. or some responsible Bank or Trust Company, such costs here and otherwise could easily be liquidated out of such contracts. Certainly you know that the Preter Electric Company will go to the very limit of its ability to obtain this worthy enterprise here for Negro employment, but neither our business, nor the present attitude of Banks or other lending institutions here are willing to give financial assistance to meet your labor and other costs without liquid collateral security. This is not available on our part, but we are anxious to contribute whatever we can to aid this effort.

We would go as far as using the total estimated cost as an amount not to exceed and you could appreciate any savings we could make. This could be done by you receiving a copy of all material invoices, costs to us by the supplier, and the labor rate at the current union rate can be checked by you also, the necessary insurances are federal taxes would also be a part of the cost. To these total costs we would add fifteen per cent.

Yours truly,

PREETER ELECTRIC COMPANY

By 

AFP/ng

THE MORETON STORAGE CO.

OFFICE: 23 HURON STREET
TOLEDO, OHIO

MEMBERS
Ohio Warehousemen's Association
National Furniture Warehousemen's Association

July 17, 1941

Office of Production Management
American Enterprise Association
2300 Square East of
Cleveland, Ohio

Attn: Mr. C. H. Perry
The American Enterprise Assoc. Inc.,
2300 Square East,
Cleveland, Ohio

Dear Sirs:

We have had negotiations with the American Enterprise Association, Inc., pertaining to the rental by them of a portion of our building located at 23-19 Huron Street, and are willing to rent to said American Enterprise Association the 2700 square feet of floor space necessary and to us for their light manufacturing operation.

This agreement on our part is however conditional upon assurance from the Office of Production Management that the full cooperation, assistance and facilities of the office of Production Management will be furnished to The American Enterprise Association, Inc., in aiding them to secure contracts for our work up to the reasonable limits of their capacity and the amount of their liabilities for rents, materials and / or labor here and by other means that the office will recognize an assignment of the bid or bids on any contract and the proceeds therefrom, made with The American Enterprise Association, Inc., to any responsible bank or trust company provided, said funds are to be disbursed by said bank in the payment of all rent as it becomes due, payroll and other necessary operating expense of the company, and to disburse the balance to all other parties who are advancing material, equipment, and / or labor, prorated according to the amount of their respective advances until the amounts due them are paid in full.

This agreement is further conditional upon the giving to us by The American Enterprise Association, Inc., an agreement to assign the proceeds of all contracts they may obtain from any source to a responsible bank or trust company for the payment of their obligations as outlined above, until such time as all debts are paid in full and their financial condition is such that there can be no question as to their ability to carry on without the necessity of such proceeds.

Yours very truly,

C. H. PERRY
Calvin T. Turner

Pres.

CHT:JTC

COPY

WESTERN UNION

TOLEDO OHIO
1941 SEP 3 PM 1 34

To Paul C. Gerhart, Jr. Procurement
Consultant Defense Contract Service
Office of Production Management,
Washington, D.C.

Award made by Office Production Management manufacture Goats,
Wool, Serge O.D.NEG-Twelve opened August Twenty-fifth on basis of
Four Dollars point one seven five stop our bid same order was
Three Dollars point four nine five stop being low bidder we
demand our contract immediately.

AMERICAN ENTERPRISE ASSOCIATES, INC

Toledo, Ohio

Sender's address
for reference 1103 - City Park Ave. Ma 1879 Edward W. Jordan

COPY

WAR DEPARTMENT

PHILADELPHIA QUARTERMASTER DEPOT
Office of the Commanding General
21st and Johnston Streets
Philadelphia, Pa.

August 29, 1941

In Reply Refer to
File: 421 PD-A
Inv. 669-42-NEG-9
Inv. 669-42-NEG-11

The American Enterprise Associates, Inc.,
1103 City Park Avenue,
Toledo, Ohio

Gentlemen:

Receipt is acknowledged of your letter of August 19,
1941.

The last accepted price for Overcoats, Wool, O. D.,
Roll-Collar, under Informal Invitation No. 669-42-NEG-9 was
\$3,2437 each; the last accepted price for Coats, Mackinaw, O. D.,
under Informal Invitation No. 669-42-NEG-11 was \$1.7975 each and
the last accepted price for Coats, Wool, Serge, O. D., was \$4.175
each.

Very truly yours,

/sgd/ H. C. Kliber

H. C. Kliber,
Major, Q. M. C.
Assistant.

Complete except Singer Sewing
Machine Company, exhibit.

A SCHEDULE OF BIDS RECEIVED FROM ARMY AND NAVY

12

Suits, Working, one-piece (Denim) No. 669-41-NEG-8 October 23, 1940
 Date for receipt of this bid 11:30 A.M., Nov. 4 1940 (No bid made)

Bid for Mfg of Coats, Wool, Roll Collar- No. NEG-10
 Opening date 11:30 A.M., Nov. 5, 1940 (EST)

Bid Quantity	Unit Price	Total	
5,500	\$4.24	\$23,320	...See letter from Secretary War.

No. 669-41-416 Dec. 27, 1940
 Bid for Mfg Coats, Mackinaw, Spruce Green (ccc) No-416
 Opening date 10:30 A.M., January 15, 1941 (EST)

Bid Quantity	Unit Price	Total
10,000	\$4.15	\$41,500

No. 669-41-NEG-51 Feb. 26, 1941
 Bids for Overcoats, Wool O.D. Roll Collar, M-1939-NEG-51
 Opening date 1:00 P.M. March 10, 1941 (EST)

Bid Quantity	Unit Price	Total
15,000	\$7.62	\$114,300

No. 669-41-NEG-49 Feb. 26, 1941
 Mfg of Coats, Mackinaw, O.D. No. NEG-49
 Opening date 10:30 A.M., March 4, 1941 (EST)

Bid Quantity	Unit Price	Total
25,000	\$7.47	\$186,750

No. 669-41-NEG-52 March 6, 1941
 Bids for Mfg. Coats, Wool, Serge, O.D. - No NEG-52
 Opening date 10:00 A.M., April 8, 1941. (No bid sent in)

Bid Quantity	Unit Price	Total
15,000	\$7.43	\$111,450

No. 669-41-573 March 18, 1941
 Date for receipt 10:00 A.M.
 Bids for Coats, Mackinaws, Spruce Green (CCC)

Bid Quantity	Unit Price	Total
15,000	\$1.73	\$25,980

No. 669-41-596 April 1, 1941 (No bid made)
 Bids for Covers, Mattress - NO 596
 Date for opening 11:30 A.M. April 16, 1941 (EST)

No. 669-41-650 April 24, 1941
 Bid for Coats, Wool, Spruce Green - No. 650
 Opening date 10:30 A.M. May 9, 1941 (EST) (No bid made)

Bid Quantity	Unit Price	Total
15,000	\$1.97	\$29,550

No. 669-41-649 April 24, 1941
 Bid for Coats, Mackinaws, Wool, Spruce Green (ccc) no-649
 opening date 10: May 9, 1941, bid quantity, 15,000 unit price 3.99
 total 59,850

#12

No. 669-41-699 May 16, 1941,
 Bid for Mfg Clothing, Dusk, Water-Repellent - No. 669
 Opening date 9:00 A.M. May 29, 1941 (EST)
 Bid Quantity Unit Price (Army failed to send specifications
 in time for bid.

N A V Y .

Jackets Watchstander's Opening date 10: A.M. May 9, 1941
 Held back because of specification requirements.

Emergency stock Naval Clothing Depot, Brooklyn, N.Y.
 Requisition No. 435/NT4-1 Bureau S&A - Date 5/22/41
 Schedule 6897 ()
 Materials (Stores Account 3-Title 13-X-3
 for (Ship Account

Appropriation 17X6765 Clothing & small store fund
 Opening date 10: A.M. 25 June 1941 (EST)
 Jumpers, Dungaree - Trousers Dungaree
 No bid because Navy failed to supply specifications.

Schedule 7326 - Trousers, Watchstanders

Pairs About	Unit Price	Total
6000	\$1.975	\$1,185
600	1.975	1,185
600	1.975	1,185

\$ 3,950

Total of whole sum all bids \$622,600.00

Overcoats, Wool, O.D. Roll Collar M-1939-NEG-9
 Opened 9: A.M. Aug, 15, 1941.

Bid Quantity	Unit Price	Total
35,000	\$3.99	\$139,650.00

Coats, Mackinaw, O.D. - No NEG-11
 Opened 9:30 A.M. Aug, 15, 1941 (EST)

Bid Quantity	Unit Price	Total
20,000	\$3.50	\$70,000

Coats, Wool, Serge, O.D. - No NEG-12
 Opened 9: A.M. Aug, 25, 1941 (EST)

Bid Quantity	Unit Price	Total
35,000	\$3.495	\$122,325.00

Sub Total all Bids to date
 \$381,975.00

OFFICE EQUIPMENT & SUPPLY CO.

"EVERYTHING FOR THE OFFICE"

236 SUMMIT STREET

TOLEDO, OHIO

ADAMS 5026

July 13, 1941.

Mr. J. H. ...
Director of Production Management,
Signal Corps ...
Windsor, Ohio.

Dear Sir:

We have cooperated with the American Enterprise Association, Inc. and with other firms here interested in supplying this country with equipment, machinery, labor etc. toward getting the country in production of defense materials. I have also acquainted myself with the value of your program to aid this country in getting defense materials which we feel is very fine and worthy spirit and should unquestionably be done in this case. We of course have our limitations.

If the Government will suggested payment of the amount of our scheduled equipment requested as hereto attached, we will immediately comply with equipment upon order to do so.

While we are deeply anxious for this enterprise here because of its important value to the whole nation, we are not in position financially to carry this account beyond the current commercial period of thirty days, we of course, regret this but business conditions and the current policies dictate our action and decisions in this matter, and we are very sure that the Government closely understands our position and the various requirements involved upon us which we must comply with.

We hope that you fully appreciate our position and that you will extend us and the American Enterprise Association, Inc. your full and earnest cooperation and we are sure that this is a needed and worthy enterprise. We are sending this communication to you by Mr. Smith, President of the above company for your personal information as all the companies in business feel that the Government should aid this effort.

Yours truly,

Bruce H. Smith, Mgr.

Bookkeeping Department.

#7 B

No. of Items

1	- Double Office Desk - Oak	40.00
1	- Lamp	8.00
2	- Desk Chairs - Oak @ 7.00	14.00
1	- Office Safe	75.00
1	- Adding Machine - Electric	85.00
3	- Filing Cases @ 22.50	67.50
	- Floor Linoleum - 137 Yards	300.00
1	- Typewriter 18" Carriage	75.00

Employment Department

1	- Desk - Oak	20.00
1	- Lamp	5.50
1	- Desk Chair	7.00
1	- Small Center Table	7.00

Executive Offices

2	- Office Desks @ 60.00	120.00
2	- Office Chairs @ 12.50	25.00
2	- Office Wastebaskets	6.00
2	- Office Floor Rugs @ 60.00	120.00
2	- Office Tree Racks @ 3.00	6.00
2	- Office Cuspidors	6.00
4	- Office Chairs @ 18.00	72.00

Reception Room

1	- Stenographic Desk	42.50
1	- Chair	15.00
1	- Typewriter - Underwood	75.00
1	- Wastebasket	1.00
4	- Reception Room Chairs @ 5.50	22.00
1	- Table Lamp	5.00
3	- Floor Rugs @ 60.00	180.00
3	- Filing Cases - Lock Type @ 67.50	202.50

Equipment for factory Floors

3	- Desks - Oak @ 20.00	60.00
3	- Desk Chairs @ 7.00	21.00
3	- Tree Racks @ 4.50	13.50

Information & Telephone Desk

1	- Typewriter	75.00
1	- Typewriter Desk	18.00
1	- Typewriter Chair	6.00
1	- Wastebasket	.40
	Miscellaneous and Unforeseen Office Equipment	200.00

A R E S O L U T I O N .

#8

Having diligently tried both in Toledo and in Cleveland Ohio, to raise the amount requested by the R.F.C April 19, 1941, namely, \$19,000.00 to cover our factory and equipment costs and

Having reviewed the situation relative to the acquisition of the necessary machinery, equipment and the cost of installing same and

Realizing fully the utter impossibility of raising \$19,000 at this time, the Directors of this Corporation further realizing the increasing impossibility of Negroes to obtain employment in the Defense program or other industries here, have come to the following decisions and hereby approve the following recommendations as the only means left through which our proposed factory and Negro employment therein can be made possible and we hereby direct the President and Chairman of the Board of Directors of this Corporation to propose the following. Viz :

1. That as an aid to our effort for Negro employment here, the Office of Production Management guarantee to supply this Company with contracts for defense requirements of garments and products which it can suitably manufacture, such as :

- (a) All types of Army clothing
- (b) All types of Navy clothing;
blankets, sheets, pillow cases
and mattress covers.
- (c) All types of Aviation clothing

That such contracts be in sufficient number and capital amounts as will permit, over a period of contractual months of production the total liquidation of our corporate indebtedness for machinery, equipment, and labor used in the installation of same; and necessary operating expense during the period of such production and liquidation of machinery and equipment costs'

2. That the Office of Production Management give to this Company necessary certificates of priority for contracts, machinery, equipment, and/or otherwise necessary and required for immediate production of such

- #8. 7
3. That the purpose of such contract guaranteed by the O.P.M. is to enable this Company to offer and to assign such contracts and the proceeds therefrom to the M.F.C or to some Bank or Trust Company as a basis for the advancement of capital to meet the costs of our machinery, equipment, and labor for the installation of same, and to meet our production wages of employees, and to meet necessary operating expense until the indebtedness of such machinery, equipment, and installation of labor costs are fully liquidated.
 4. That such indebtedness for such machinery, equipment and installation costs be inventoried and attached hereto and marked Exhibits 1-2-3; That the amount for rent as stipulated in our leasebe also marked exhibit #4; that the factory wages are as scheduled in our Brochure Page #7; that an allowance of \$2,000 be made for unforeseen items of equipment expense; that all indebtedness of this corporation of whatever kind or nature and the payment thereof be determined and approved by the Lending Agency or by a Trustee to be selected and approved by such Agency and this Corporation;
 5. That this Corporation will agree to accept the appointment by the Lending Agency of an Administrative Assistant to the President of this Company; and Accountant and /or other employees determined as necessary to the successful administration of the affairs of this Company, and to continue such special employment until the Company indebtedness is liquidated or until such time during this period as the Lending Agency is convinced of our managerial ability;
 6. That if requested to do so, we submit a list of employees and their experience as power machine operators, their age, and educational qualifications;
 7. That we now have stock pledge of \$1,000 payable upon notice; that \$10,000 will be subscribed upon the opening of our factory for work by each employee taking out one share of Common stock (\$100) as per

#8. ^B

- Value, and to pay thereon the sum of \$2.50 every two weeks of pay, making a total monthly income from this source of \$500; that this sum should be placed in a reserve fund but if desired, the Directors will agree with the Lending agency to use said amount in the liquidation of our corporate indebtedness;
8. That the Directors feel that with the publicity on the factory opening and the purpose therefor, it will then be possible to dispose of our Preferred stock of \$19,000 which sum will be devoted to the liquidation of the balance of our corporate debt
9. That we submit an account of our definite and estimated proposed expense; that there exists at this time no corporate debt.

That Olander J. Smith, president of this Company and Chairman of its Board of Directors be and he hereby is authorized to negotiate any arrangement as herein considered or as in his judgment deemed proper and legitimate that will enable decisions and conclusions favorable to the performance of our corporate purpose i.e., for a garment factory for the purpose of establishing a means of employment to Negroes.

AMERICAN ENTERPRISE ASSOCIATES, INC.,

By. Ulysses L. Garland
Ulysses L. Garland, Secretary

Approved by the Directors
This 20 day of July, A.D. 1941.

Olander J. Smith
Olander J. Smith, Chairman.

CALCULATION
BASIS

8. e

Monthly Pay-roll	\$11,364.00
Rent	300.00
Light & Power	350.00
Heat	75.00
County Tax (on Contract of \$29,000)	8.00 App.
State Industrial Insurance (104) "Employees"	7.00 App.
Bank Charge Monthly Wage Advance 6%	681.84
2% Depreciation on Machinery (10 yrs)	.097
Singer Sewing Machine Co., Full Debt	9,658.15
Office Equipment Co., " "	1,995.90
Prester Electric Co. " "	3,700.00
L.R. Hirsch Co. " "	4,772.45
200 shares preferred stock 6%	95.00
	\$22,381.397

This does not include cost of repairs in keeping
with the requirements of the City and State Fire
Marshall 700.00

OFFICE OF PRODUCTION MANAGEMENT

Social Security Building

Washington, D.C.

10.

August 12, 1941.

Mr. Olander J. Smith
President
The American Enterprise Associates, Inc.
1103 City Park Avenue
Toledo, Ohio

Dear Mr. Smith:

In accordance with my recent agreement to address you further concerning procurement policy, you are advised that I am informed that, while the Government has always taken the position of aiding small businesses, the sewing, stitching and garment industry is one in which, even with present Defense orders, there is considerable unemployment and many idle factories. It is the opinion of the purchasing office concerned that to make an exception to their practice of discouraging the organization of new companies in this field would only aggravate an already serious situation within the industry. I am advised further that it would, therefore, not be sound economic policy, even though the cause is a worthy one, to further overexpand this industry.

In view of this comment from the regularly established purchasing office for this type of production, to which the Office of Production Management must agree in principle, you are advised that Defense Contract Service, since it does not have control of contracts awarded, must advise you that your opportunity to serve on Defense contracts of this kind is hereby restricted to the above extent.

I return herewith the material left in this office at the time of your recent visit, consisting of a blueprint of a three-story building; a communication from the building owner showing details of the lease; a list of machinery with prices quoted by the Singer Sewing Machine Company; a list of office equipment with prices quoted by Office Equipment and Supply Company, Toledo; a quotation of electrical wiring and installation of equipment by the Praeger Electric Company, Toledo; a list of personnel certified as qualified by the Ohio State Employment Service; a list of the bids turned in by this concern to date, together with amounts; a Resolution of the Directors, dated July 20, 1941; and a letter from Chester J. Gray to Mr. C.R. Terry, dated July 28, 1941.

You are advised that this office is in entire sympathy with the program you have outlined, and while at this time we cannot suggest any alternative move, in view of the circumstances governing Defense orders, we sincerely hope you will be able to find a solution at a later date in work on contracts for private industry.

Sincerely yours,
Paul G. Gehart, Jr.
Associate Procurement Consultant
Defense Contract Administration Agency

#11.

OHIO STATE EMPLOYMENT SERVICE
Division Of
BUREAU OF UNEMPLOYMENT COMPENSATION

123-145 Michigan Street
Toledo, Ohio
August 23, 1941

Mr. Orlando J. Smith
1025 Nicholas Building
Toledo, Ohio

Dear Mr. Smith:

We are enclosing herewith a re-copy of the survey of power sewing machine operators as requested.

We will appreciate any information as to the time of the possible use of these workers.

Yours very truly,

E. Garfield Weathers
Racial Relations Representative

Approved:

Edward J. Bodette, Manager

EGW-rw

The following girls are rated by the Supervisor of Sewing Project as A-1 Power Sewing Machine Operators. Other attributes such as, Promptness, cooperative manner, initiative, etc. have also been taken into account in this recommendation:

11.

NAME	ADDRESS	AGE	EDUCATION
Anderson, Octavia Ruth	1230 Girard Ave.	21	High School graduate
Harris, Leezandrus P.	536 Pinewood Ave.	22	High School graduate
Huddleston, Beatrice	644 Palmwood Ave.	20	10th Grade
Tolbert, Mabel	329 Pinewood Ave.	21	9th Grade

The following girls have had experience in sewing on electric machines and some limited experience on power sewing:

Gray, Eliza Mae	581 Norwood Ave.	19	8th Grade
Hughes, Marion	536 Pinewood Ave.	21	10th Grade
Jackson, Catherine	514 Tecumseh St.	20	10th Grade
Jackson, Dorothy	521 Scott St.	21	9th Grade
Jackson, Marie	434 Pinewood Ave.	20	High School graduate
Jordon, Jonnie L.	849 Curtis Ave.	20	High School graduate
King, Lillian	525 Belmont Ave.	22	High School graduate
Manuel, Tommie	449 Paine Ave.	18	9th Grade
Mills, Marie F.	705 $\frac{1}{2}$ Avondale Ave.	21	11th Grade
Moore, Geraldine	634 Hamilton Ave.	19	11th Grade
Powell, Luvinia	1224 Ironwood Ave.	20	9th Grade
Robinson, Maude	713 O'Brien St.	18	10th Grade
Timberlake, Blandell	212 Mitchell	19	9th Grade
Tyler, Lillian	118 John R St.	22	8th Grade
Williams, Lois	1112 City Park Ave.	20	10th Grade

Name & Address	Age	Education	Type of Sewing Operation	Months of Experience	Rating
Annie C. Britton 334 $\frac{1}{2}$ Hamilton St.	32	8	Power Machine Overalls & Coats		Fair
Virginia F. Carter 446 Wabash St.	22	9	Power Machine Special Opr. 2 Nld.	9	Excellent
Lona R. Clarke 1512 Wabash St.	45	10	Power Machine Pants & Heavy Gar.	12	Good
Alene Davis 431 Belmont Ave.	40	5	Power Machine Pants & Heavy Gar.	18	Good
Mary Dolby 414 $\frac{1}{2}$ Gollingwood	38	12	Power Machine Pants & Heavy Gar.	12	Fair
Ruby L. Reid 802 Pinewood Ave.	36	11	Power Machine Pants & Heavy Gar.	12	Good
Annie L. Tennin 1124 Ironwood Ave.	42	5	Power Machine Pants & Heavy Gar.	12	Good
Arwilda Thompson 801 $\frac{1}{2}$ Indiana Ave.	26	8	Power Machine Pants & Heavy Gar.	12	Good
Hazel M. Webster 189 Brand Whitlock	45	11	Power Machine All types Light Gar.	18	Good
Ora P. Williams 655 Pinewood Ave.	33	12	Power Machine Pants & Heavy Gar.	12	Good
Emma L. Coleman 665 Pinewood Ave.	36	9	Power Machine Pants & Heavy Gar.	18	Good
June M. Jeffries 315 Pinewood Ave.	34	8	Power Machine Light Wt. Garments	12	Good
Ruth E. Johnson 1205 Ewing St.	46	8	Power Machine Light Wt. Garments	12	Fair
Aretha McDonald 547 Dorr St.	46	8	Power Machine Light Wt. Garments	8	Good
Odessa Meriweather 633 Hamilton St.	31	8	Domestic El. Mach. Buttonhole Att.	6	Fair
Beatrice O. Mitchell 398 $\frac{1}{2}$ Dorr St.	25	8	Power Machine Pants & Heavy Gar.	18	Good
Dora M. Owens 656 Pinewood Ave.	34	7	Power Machine All type - Lt. & Heavy	18	Good
Maude E. McMurty 731 Pinewood Ave.	51	9	Power Machine All type - Lt. Gar.	18	Good

11. B

-2-

Name & Address	Age	Education	Type of Sewing Operation	Months of Experience	Rating
Edna Barnett 3150 Wilcox St.	18	12	Power Sewing Mach. Operator	5*	Good
May Ellis 531 Lucas St.	21	9	Power Sewing Mach. Operator	5*	Good
Geneva Tolbert 362 John R Street	23	10	Power Sewing Mach. Operator	5*	Excellent
Johnnie Mae Harris 714 Russell St.	21	12	Power Sewing Mach. Operator	5*	Average
Dorothy Gregory 237 Charles St.	20	10	Power Sewing Mach. Operator	5*	Average
Mary E. Jordan 1311 Ironwood Ave.	21	10	Power Sewing Mach. Operator	5*	Average
Mildred Morris 419 Alpina	19	12	Power Sewing Mach. Operator	5*	Good
Lottie Robinson 365 Woodland Ave.	22	10	Power Sewing Mach. Operator	5*	Average
Inez Williams 662 Norwood Ave.	21	14	Power Sewing Mach. Operator	5*	Average
Marie Jackson 3001 Summit St.	19	11	Power Sewing Mach. Operator	5*	Average
Anna Truss 3143 Doyle St.	21	13	Power Sewing Mach. Operator	5*	Average
Laura Carter 402½ Dorr St.	18	12	Power Sewing Mach. Operator	5*	Good
Eugenia Richardson 565 Dorr St.	19	12	Power Sewing Mach. Operator	5*	Excellent
Ella Cornelious 628 Fernwood Ave.	23	12	Power Sewing Mach. Operator	5*	Good
Evelyn Owens 526 Pinewood Ave.	22	11	Power Sewing Mach. Operator	5*	Average
Annie Lee 620 Division St.	22	11	Power Sewing Mach. Operator	5*	Average

* Average

Name & Address	Age	Education	Type of sewing Operation	Months of Experience	Rating
Matroit Stotts Federal Creosote Plant	20	12	Power Sewing Machine Operator	5*	Good
Luvinia Powell 1224 Ironwood Ave.	20	9	Power Sewing Machine Operator	5*	Average
Lillian Tyler 118 John R. St.	22	8	Power Sewing Machine Operator	5*	Average
Lois Williams 1112 City Park Ave.	21	10	Power Sewing Machine Operator	5*	Average
Marie J. Jackson 434 Pinewood Ave.	20	12	Power Sewing Machine Operator	5*	Average
Ella Tyler 118 ¹ / ₂ John R. St.	19	9	Power Sewing Machine Operator	5*	Average
Addie Walker 360 Tecumseh	22	10	Power Sewing Machine Operator	5*	Average
Katherine Jenkins 350 John R. St.	19	9	Power Sewing Machine Operator	5*	Average
Lucille Wilborn 654 Pinewood Ave.	23	12	Power Sewing Machine Operator	5*	Average
Gertrude Kinnebrew 552 Wabash St.	22	12	Power Sewing Machine Operator	5*	Average
Mary E. McNeil 515 Woodland Ave.	20	10	Power Sewing Machine Operator	5*	Good
Ruby M. Pearson 325 John R. St.	17	12	Power Sewing Machine Operator	5*	Good
Gertrude Harris 824 Pinewood Ave.	18	12	Power Sewing Machine Operator	5*	Average
Hortense Browning 827 Hildebrand	18	12	Power Sewing Machine Operator	5*	Good
Dorothy Johnson 822 Collingwood Ave.	21	12	Power Sewing Machine Operator	5*	Very Good
Maruice Reynolds	20	11	Power Sewing Machine Operator	5*	Good

* Average

11

Name & Address	Age	Education	Type of Sewing Operation	Months of Experience
Myrtle Dent 535 Dorr St.	25	12	Hand Sewers	5 Years
Flora Jackson 535 $\frac{1}{2}$ Avondale Ave.	36	14	Hand Sewers	11 Yrs.
Jessie Simms 390 Indiana Ave.	21	10	Hand Sewers	8 Yrs.
Daisy Harris 645 $\frac{1}{2}$ Woodland Ave.	37	8	Hand Sewers	2 Yrs.

Name & Address	Age	Education	Type of Sewing Operation	Months of Experience
Anna Boyd 106 Brand Whitlock	42	8	Cutter or Marker	2 yrs.
Flossie Speer* 515 North	47	6	Cutter or Marker	5 yrs.
Laura Britton* Rt. #2, Box 307 A Holland-Sylvania Rd.	59	8	Cutter or Marker	12 yrs.
Bertha Yates 314 Hamilton	64	12	Cutter or Marker	34 yrs.
Luda Stewart 839 Pinewood Ave.	35	10	Cutter or Marker	3 yrs.

Cutters

Kenneth Clarke Route #1 Sylvania, Ohio	37	8	Cutter	12 yrs.
Carl Ott* Route #1 Sylvania, Ohio	49	6	Cutter	28 yrs.

* White

May 6, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
1406 G Street, Northwest
Washington, D. C.

Dear Mr. Cramer:

On March 4, 1942, you forwarded to this office the complaint of Mr. Sachio Saito, 420 N. Westmoreland Avenue, Los Angeles, California, alleging that he was suspended from service as a Civilian Instructor, Air Corps Technical School at Chanute Field, Illinois, because of his racial origin.

This office has been advised that Mr. Saito was suspended "for administrative reasons in accordance with a directive issued by the Secretary of War" and that the War Department "has no objection to the reemployment of Mr. Saito in a non-defense agency."

I am advised that the controlling directive of the Secretary of War, covering such cases, is secret. Therefore, I suggest that you or Dr. MacLean take up directly with the Administrative Assistant to the Secretary of War, Mr. John W. Martyn, this specific case as well as the question of policy regarding employment of American citizens of Japanese descent outside of military areas.

The Civil Service Commission may also be of assistance in placing Mr. Saito in a non-defense agency.

Sincerely yours,

Civilian Aide to the Secretary
of War

(Handwritten initials)

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

29 April, 1942.

Memorandum to the Civilian Aide to the Secretary of War:

With reference to your memorandum of March 9, 1942, with regard to the complaint of Sachio Saito, you are advised that Mr. Saito was suspended from service as a Civilian Instructor, Air Corps Technical School, at Chanute Field, Illinois, on February 13, 1942, for administrative reasons in accordance with a directive issued by the Secretary of War. >

The War Department has no objection to the reemployment of Mr. Saito in a non-defense agency.

Wm H. Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training

March 9, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Sachio Saito, 420 N. Westmoreland Avenue, Los Angeles, California, alleging that he was suspended from his civilian position at Chanute Field, Illinois, because of his racial origin.

Mr. Saito's complaint states as follows:

On February 13, 1942, I was suspended from my civil service position of Student Instructor, SP-4, \$1620 per annum at Chanute Field, Illinois. The reason stated: Administrative reasons. The suspension was signed by Walter Suckow, 1st Lt. Air Corps Employment Officer.

The reason for suspension perhaps can be attributed to my Japanese antecedents. However, under President Roosevelt's statement this action should not have been effected unless I was disloyal to the United States. This was not the reason for my suspension.

May the facts in this case be investigated to determine whether there has been any violation of the policy of non-discrimination in Federal employment regardless of race or national origin?

Civilian Aide to the Secretary
of War

OFFER

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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date March 4, 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. Sachio Saito of Los Angeles, California, under date of February 23, 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
Executive Secretary

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C
O
P
Y

420 N. Westmoreland Avenue
Los Angeles, California
February 23, 1942

President's Committee for Fair Employment Practices
Social Security Building
Washington, D. C.

Dear Sir:

I believe the following information should be made known to you.

On February 13, 1942 I was suspended from my civil service position of Student Instructor, SP-4, \$1620 per annum at Chamute Field, Illinois. The reason stated: Administrative reasons. The suspension was signed by Walter Suckow, 1st. Lt. Air Corps Employment Officer.

The reason for suspension perhaps can be attributed to my Japanese antecedents. However, under President Roosevelt's statement this action should not have been effected unless I was disloyal to the United States. This was not the reason for my suspension.

Whatever may be the new policy of U. S. Government employment practices, I hope the information contained herein will be of some use to your office. Three other cases similar to mine has been brought to my attention in the Los Angeles, California area.

Yours very sincerely,

/s/ SACHIO SAITO

December 31, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

The following report on the case of Harry C. Shellhammer has been submitted by the Corps of Engineers which has taken over Army construction functions formerly carried out by the Quartermaster Corps:

1. It will be recalled that inquiry was made concerning the reason or reasons why the services of Harry C. Shellhammer were terminated at two Army construction projects. Lawrence W. Cramer, Executive Secretary to the President's Committee on Fair Employment Practice transmitted to you a letter from the said Shellhammer wherein the latter recited the background of his origins, personal history and experience and protested against any imputation that Un-American or disloyal activities properly played any part in his dismissals.

2. Due to the passage of time since Shellhammer's dismissals and the speed with which Army construction has been accomplished (and the relatively rapid migration that has occurred among the working and supervisory forces) some delay has occurred in assembling a statement of the facts reported to bear on his case.

3. At Indiantown Gap and Harrisburg Airport where Shellhammer was first employed on government work, he is said to have partially back-filled an open trench in which it was intended to lay pipe, before the pipe was laid. This occurred at a time when peculiar occurrences were prone to give rise to unusual tensions. His explanation is stated to have been that he did what he did in order to preserve the inclined sides of the trench against caving, in event of a heavy rain. His workmanship as a plumber was rated as good. His explanation was accepted.

CONFIDENTIAL

CONFIDENTIAL
C. S. W.
C. S. W.

Mr. Lawrence W. Cramer
December 31, 1941
Page -2-

4. It is reported that later on a complaint was made that he was breaking fittings (presumably plumbing fittings). That complaint was investigated. Shellhammer's explanation was that the only fitting he had broken was one that he removed from work in hand because it was cracked. Following that incident it was considered appropriate to discontinue his services. They were terminated in the week of February 3, 1941, by the United States Army Constructing Quartermaster in charge of construction at the project. The latter is deemed to have acted within his authority.

5. Between February and June, 1941, Shellhammer is believed to have been employed by the West End Electric Company at Harrisburg, Pa.

6. Toward the end of June, 1941, he secured employment with Riggs-Distler, sub-contractors to Duponts in the construction of Morgantown Ordnance Works at Morgantown, West Virginia. Here, as appears to be customary at work conducted under supervision of Duponts, a close check up was made of Shellhammer's previous employment. It is reported that Duponts was informed by West End Electric Company that, in effect, Shellhammer's character had been found to be fair, his habits unsatisfactory, his dependability unsatisfactory and his workmanship good except when influenced by indulgence in intoxicants. On the strength of that report Duponts requested the termination of his services in the employ of Riggs-Distler. That was done.

7. It is believed that these advices summarize the available information pertinent to your request.

I am advised by the Office of the Chief of Engineers that this report is confidential in character. For this reason I must request that you treat the information contained in this letter as confidential.

Sincerely yours,

Civilian Aide to the Secretary
of War

CONFIDENTIAL

ADDRESS REPLY TO
CHIEF OF ENGINEERS, U. S. ARMY
WASHINGTON, D. C.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ENGINEERS
WASHINGTON

REFER TO FILE NO. CE 201 CXP

December 29, 1941

MEMORANDUM FOR HON. WILLIAM H. HASTIE,
Civilian Aide to the Secretary of War.

SUBJECT: Harry C. Shellhammer.

1. It will be recalled that inquiry was made concerning the reason or reasons why the services of Harry C. Shellhammer were terminated at two army construction projects. Lawrence W. Cramer, Executive Secretary to the President's Committee on Fair Employment Practice transmitted to you a letter from the said Shellhammer wherein the latter recited the background of his origins, personal history and experience and protested against any imputation that Un-American or disloyal activities properly played any part in his dismissals.

2. Due to the passage of time since Shellhammer's dismissals and the speed with which army construction has been accomplished (and the relatively rapid migration that has occurred among the working and supervisory forces) some delay has occurred in assembling a statement of the facts reported to bear on his case.

3. At Indiantown Gap and Harrisburg Airport where Shellhammer was first employed on government work, he is said to have partially back-filled an open trench in which it was intended to lay pipe, before the pipe was laid. This occurred at a time when peculiar occurrences were prone to give rise to unusual tensions. His explanation is stated to have been that he did what he did in order to preserve the inclined sides of the trench against caving, in event of a heavy rain. His workmanship as a plumber was rated as good. His explanation was accepted.

4. It is reported that later on a complaint was made that he was breaking fittings (presumably plumbing fittings). That complaint was investigated. Shellhammer's explanation was that the only fitting he had broken was one that he removed from work in hand because it was cracked. Following that incident it was considered appropriate to discontinue his services. They were terminated in the week of February 3, 1941 by the United States Army Constructing Quartermaster in charge of construction at the project. The latter is deemed to have acted within his authority.

CONFIDENTIAL

CONFIDENTIAL

CE 201 CXP
(Shellhammer, Harry C.)


Memorandum for
Hon. William H. Hastie

5. Between February and June, 1941 Shellhammer is believed to have been employed by the West End Electric Company at Harrisburg, Pa.

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7. It is believed that these advices summarize the available information pertinent to your request.

For the Chief of Engineers:


JOHN R. HARDIN,
Lieut. Col., Corps of Engineers,
Executive Assistant.

CONFIDENTIAL

Dispatch

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

November 26, 1941

MEMORANDUM

TO: Brigadier General Somervell, Assistant to the
Quartermaster General

SUBJECT: QM 095 C-C (Shellhammer, Harry C.)

In your memorandum of September 10 you advised me that the matter of the dismissal of Harry C. Shellhammer from work on government construction projects, which had been brought to the attention of this Department by the President's Committee on Fair Employment Practice, would be investigated and information furnished as soon as inquiry should be completed. I would appreciate advice concerning the present status of the matter.

William Hastie
Civilian Aide to the Secretary
of War

QM 095 C-C (Shellhammer, Harry C.) 1st Ind.

Construction Division, OQMG, December 8, 1941. To: Honorable William H. Hastie, Civilian Aide to The Secretary of War.

1. Investigation in re Harry C. Shellhammer has not been completed.
2. In general terms the Constructing Quartermaster does not have authority in the matter of selecting contractor's employees. That is the contractor's responsibility. On the other hand, the contracting officer acting under the provision of the standard contract form has authority to dismiss contractor's employees who are incompetent, careless, who are insubordinate, or whose continued employment is deemed inimical to the public interest. Of course the contractor himself has authority and the duty as well to take such steps as are necessary to the maintenance of a productive and responsive construction force.

For The Quartermaster General:

H. E. McKenzie
H. E. MCKENZIE,
Major, Q. M. C.,
Assistant.

QM 095 G-C (Shellhammer, Harry C.) 1st Ind.

Construction Division, OCMG, December 9, 1941. To: Honorable William H. Hastie, Civilian Aide to The Secretary of War.

1. Investigation in re Harry C. Shellhammer has not been completed.

2. In general terms the Constructing Quartermaster does not have authority in the matter of selecting contractor's employees. That is the contractor's responsibility. On the other hand, the contracting officer acting under the provision of the standard contract form has authority to dismiss contractor's employees who are incompetent, careless, who are insubordinate, or whose continued employment is deemed inimical to the public interest. Of course the contractor himself has authority and the duty as well to take such steps as are necessary to the maintenance of a productive and responsive construction force.

For The Quartermaster General:

H. R. McKENZIE,
Major, Q. M. C.,
Assistant.

November 26, 1941

MEMORANDUM

TO: Brigadier General Somervell, Assistant to the
Quartermaster General

SUBJECT: QA 095 C-C (Shellhammer, Harry C.)

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Civilian Aide to the Secretary
of War

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'S

WAR DEPARTMENT
OFFICE OF THE QUARTERMASTER GENERAL
WASHINGTON

IN REPLY REFER TO QM 095 C-C (Shellhammer, Harry C.)

September 10, 1941

MEMORANDUM TO HONORABLE WILLIAM H. HASTIE,
CIVILIAN AIDE TO THE SECRETARY OF WAR.

SUBJECT: Letter from President's Committee on Fair
Employment Practice dated August 29, 1941
re Mr. Harry C. Shellhammer of Steelton,
Pennsylvania.

1. Reference is to your memorandum dated September 6, 1941 and the two attachments thereto, of which one is a communication from Lawrence W. Cramer, Executive Secretary of the President's Committee on Fair Employment Practice and the other is a copy of a letter from one Harry C. Shellhammer dated July 30, 1941.

2. The matter of the dismissal of Mr. Shellhammer from work on government construction projects will be investigated and advices will be furnished as soon as inquiry is completed.

3. Mr. Cramer's letter and copy of Mr. Shellhammer's letter are returned.

For The Quartermaster General:



BREHON SOMERVELL
Brigadier General, U. S. A.
Assistant

2 Incls.

#1 Ltr. 8/29/41 fm. Pres.'s Com. on Fair Employment Practice.
#2 Copy of ltr. 7/30/41 fm. Harry C. Shellhammer

MAILED
COPIES
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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

August 29, 1941

Honorable William H. Hastie
War Department
Civilian Aide
Munitions Building
Washington, D. C.

My dear Judge Hastie:

I transmit herewith a copy of a letter addressed to the Division of Civil Liberties, Department of Justice, by Mr. Harry C. Shellhammer of Steelton, Pennsylvania, in which Mr. Shellhammer describes his loss of employment which he believes is caused because of an assumption that he was of German origin. He alleges that the order for his dismissal by the Huffman and Wolfe Company of Indiantown Gap, Pennsylvania, came through Major Kay, the officer in charge of construction at Indiantown Gap.

Can you advise me whether or not Major Kay is assigned by the War Department as an inspector on defense construction work? If he is acting in an official capacity, can you inform me whether or not his instructions from the War Department include any duties in connection with the personnel employed by defense contractors?

I have been advised by Dr. Will Alexander, OPM Consultant on Minority Groups, that he had a number of complaints which allege that War Department and Navy Department inspectors on defense production jobs have instructed the employers to dismiss employees about whom there is suspicion as to their national origin or loyalty. In a discussion with officials of the Navy Department, I was categorically advised that Navy Department inspection officers do not concern themselves with this question. I am, therefore, especially interested to have inquiry made to determine whether or not the allegation made by Mr. Shellhammer has any basis in fact.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Incl. # 1

COPY

July 30, 1941

Department of Justice
Division of Civil Liberties
Washington, D. C.

Gentlemen:

I am 39 years of age and am married and have three children. Throughout the past 20 years of my life I have engaged in the craft of plumbing. I was born in this country, as were my parents before me. My ancestors fought in the Civil War. I am of Dutch, not German, extraction.

I was born in the Riverside district in Harrisburg, Pennsylvania and have lived my entire life in Harrisburg and Steelton, Pennsylvania, with the exception of about eighteen months during the years 1936-38 which I spent at Baltimore, Maryland, while employed at Sparrows Point.

I have been and presently am a member in good standing in Local 520 of the Plumbers and Steamfitters Union. I am a member of no other organization or association except the Moose Lodge. I have never engaged in political activities for any political group or party. I am registered to vote as a Republican, and I have conscientiously exercised my franchise as a citizen in a free and independent manner.

As a plumber, I have been engaged on several construction projects involving the Defense Program. I was employed by Huffman & Wolfe at Indiantown Gap. I was dismissed from this job without reason. No reasons for my dismissal were assigned. My personnel record with Huffman & Wolfe, when I last saw it, specifically set forth that there was no reason for my dismissal. The business agent for my Local Union was unable to learn of any reason for my discharge. The order for my dismissal came through Major Kay, the officer in charge of construction at Indiantown Gap. Incidentally, this was the first time I was ever discharged from a job.

I later obtained employment on another Defense Project at Morgantown, West Virginia. I was working on a plant which was being constructed by the DuPonts. I have again been dismissed, not by the contractor-employer, but because of an order issued by the DuPont office. My employer advises me that they are at a loss to know why I have been dismissed.

Incl. #2

Department of Justice
7/30/41

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I cannot understand these unusual circumstances. I am aware now, however, that for some reason, wholly incomprehensible to myself, my family and friends, my Americanism and loyalty to my country is being questioned. I have since learned of an investigation in my neighborhood directed at the matter of my Americanism.

I believe that as an American, I should be given the opportunity to learn of any charges, accusations or innuendo that may have been uttered concerning myself. I see no reason why I should be forced under a cloud of suspicion, to suffer, and to have my wife and children penalized for any act or conduct which I am confident I never did.

I therefore request that my status be made the subject of a full and open investigation so that I may meet any accusations that have been directed against me.

I am making this plea so my wife and children do not have to live in shame for something I never thought or did.

I will look forward anxiously for an early reply.

Very truly yours,

/s/ Harry C. Shellhammer
Harry C. Shellhammer
2711 S. Second St.
Steelton, Pennsylvania

September 6, 1941

MEMORANDUM

TO: Brigadier General Brehon Somervell

The attached letter from the President's Committee on Fair Employment Practice inquires whether Major Kay, identified as the Officer in charge of construction at Indiantown Gap, Pennsylvania, is authorized by the Department to exercise supervision over the employment of personnel by the contractor, Huffman and Wolfe. I believe that in the letter, there is also implicit an inquiry as to what instruction constructing quartermasters have been given with reference to matters of the national origin of persons employed by defense contractors.

May this office have such information as will be pertinent for a reply to the letter in question.

Civilian Aide to the Secretary
of War

Shelby C. Huffman

C.O.F.E.P.
"5"

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

SOCIAL SECURITY BUILDING

WASHINGTON, D.C.

August 29, 1941

Honorable William H. Hastie
War Department
Civilian Aide
Munitions Building
Washington, D. C.

My dear Judge Hastie:

I transmit herewith a copy of a letter addressed to the Division of Civil Liberties, Department of Justice, by Mr. Harry G. Shellhammer of Steelton, Pennsylvania, in which Mr. Shellhammer describes his loss of employment which he believes is caused because of an assumption that he was of German origin. He alleges that the order for his dismissal by the Huffman and Wolfe Company of Indiantown Gap, Pennsylvania, came through Major Kay, the officer in charge of construction at Indiantown Gap.

Can you advise me whether or not Major Kay is assigned by the War Department as an inspector on defense construction work? If he is acting in an official capacity, can you inform me whether or not his instructions from the War Department include any duties in connection with the personnel employed by defense contractors?

I have been advised by Dr. Will Alexander, OPM Consultant on Minority Groups, that he had a number of complaints which allege that War Department and Navy Department inspectors on defense production jobs have instructed the employers to dismiss employees about whom there is suspicion as to their national origin or loyalty. In a discussion with officials of the Navy Department, I was categorically advised that Navy Department inspection officers do not concern themselves with this question. I am, therefore, especially interested to have inquiry made to determine whether or not the allegation made by Mr. Shellhammer has any basis in fact.

Sincerely yours,

sgd/ Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

COPY

July 30, 1941

Department of Justice
Division of Civil Liberties
Washington, D. C.

Gentlemen:

I am 39 years of age and am married and have three children. Throughout the past 20 years of my life I have engaged in the craft of plumbing. I was born in this country, as were my parents before me. My ancestors fought in the Civil War. I am of Dutch, not German, extraction.

I was born in the Riverside district in Harrisburg, Pennsylvania and have lived my entire life in Harrisburg and Steelton, Pennsylvania, with the exception of about eighteen months during the years 1936-38 which I spent at Baltimore, Maryland, while employed at Sparrows Point.

I have been and presently am a member in good standing in Local 520 of the Plumbers and Steamfitters Union. I am a member of no other organization or association except the Moose Lodge. I have never engaged in political activities for any political group or party. I am registered to vote as a Republican, and I have conscientiously exercised my franchise as a citizen in a free and independent manner.

As a plumber, I have been engaged on several construction projects involving the Defense Program. I was employed by Huffman and Wolfe at Indiantown Gap. I was dismissed from this job without reason. No reasons for my dismissal were assigned. My personnel record with Huffman & Wolfe, when I last saw it, specifically set forth that there was no reason for my dismissal. The business agent for my Local Union was unable to learn of any reason for my discharge. The order for my dismissal came through Major Kay, the officer in charge of construction at Indiantown Gap. Incidentally, this was the first time I was ever discharged from a job.

I later obtained employment on another Defense Project at Morgantown, West Virginia. I was working on a plant which was being constructed by the DuPonts. I have again been dismissed, not by the contractor-employer, but because of an order issued by the DuPont office. My employer advises me that they are at a loss to know why I have been dismissed.

I cannot understand these unusual circumstances. I am aware now, however, that for some reason, wholly incomprehensible to myself, my family and friends, my Americanism and loyalty to my country is being questioned. I have since learned of an investigation in my neighborhood directed at the matter of my Americanism.

I believe that as an American, I should be given the opportunity to learn of any charges, accusations or innuendo that may have been uttered concerning myself. I see no reason why I should be forced under a cloud of suspicion, to suffer, and to have my wife and children penalized for any act or conduct which I am confident I never did.

I therefore request that my status be made the subject of a full and open investigation so that I may meet any accusations that have been directed against me.

I am making this plea so my wife and children do not have to live in shame for something I never thought or did.

I will look forward anxiously for an early reply.

Very truly yours,

/s/ Harry C. Shellhammer
Harry C. Shellhammer
2711 S. Second St.
Steelton, Pennsylvania

October 14, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

This office has received a report on the complaint of Mr. Fred H. Simpson which you forwarded to us on September 22.

The Ordnance Department has investigated the matter and reports that the facts are as follows:

"Mr. Simpson was interviewed on December 23, 1940, for the position of Automotive Mechanic for a three months' training course at Rock Island Arsenal for subsequent transfer to a field station within the continental limits of the United States, or to a station located on an island possession of the United States. Mr. Simpson was rejected because he lacked qualifying experience for this particular type of assignment, but his name was retained on the register, together with a large number of other rejected eligibles, for consideration for employment as an Automotive Mechanic at Rock Island Arsenal.

On July 21, 1941, Mr. Simpson was again interviewed, along with 90 others, for the position of Automotive Mechanic. He was rejected a second time, together with many other applicants, on the basis of insufficient experience. All eligibles rejected are interviewed by a representative of the Seventh U.S. Civil Service District, stationed at Rock Island Arsenal. Mr. Simpson was referred to the representative, who after the interview sustained objections to Mr. Simpson's appointment as an Automotive Mechanic on the grounds that he did not possess the experience necessary for work at Rock Island Arsenal.

*Charles
J. O'F. E. P.
Inspector*

Mr. Lawrence W. Cramer
October 14, 1941

-2-

The duties of an Automotive Mechanic at Rock Island Arsenal include the assembly and disassembly of heavy duty automotive transmissions, differentials, and motors from assembly drawings and the complete wiring of heavy duty automotive vehicles from blue prints, the above duties to include the use of gages, micrometers, and calipers. The work in general deals with the assembly of new and used tanks and their components, and since the motors used in vehicles of this type are of a different construction than ordinary types of internal combustion motors, it is necessary that an applicant have some understanding of internal combustion theory so that he may apply this understanding from the ordinary types of internal combustion motors to the different types encountered at Rock Island Arsenal. General automobile repair work is not considered qualifying. Mr. Simpson has done nothing but general automobile repair work for himself since January, 1932. His experience previous to 1925, in the light of advances in automotive vehicles, has little if any value. Mr. Simpson, at the time of interview, indicated that he could not read micrometers, assembly drawings or ignition blue prints. Further, he could not answer simple questions concerning internal combustion engines. A sample of such a question is, "In a four cylinder, four cycle engine, if cylinder No. 1 is in a state of compression, what is the condition of cylinder No. 4?"

Filling the position of Automotive Mechanic at Rock Island Arsenal has been a problem for some time because of the great difference existing between examination qualifications and the requirements actually necessary for shop practice. The examination under which Mr. Simpson filed read "General Automobile Mechanic", but appointments were made to the position of Automotive Mechanic. The Civil Service Commission has experienced some difficulty in announcing this examination, and until recently it has been announced under the title "General Automobile Mechanic", and eligibles who qualified in the examination have been certified for appointment

Mr. Lawrence W. Cramer
October 14, 1941

-3-

to the position of Automotive Mechanic. However, the Civil Service Commission upon the request of Rock Island Arsenal announced the last examination under the heading "Automotive Mechanic" with a few additional requirements to obtain eligibles more fully qualified for the position of Automotive Mechanic than were available from the register under the General Automobile Mechanic examination."

If, in your judgment, further steps should be taken in this matter, please advise us.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

September 23, 1941

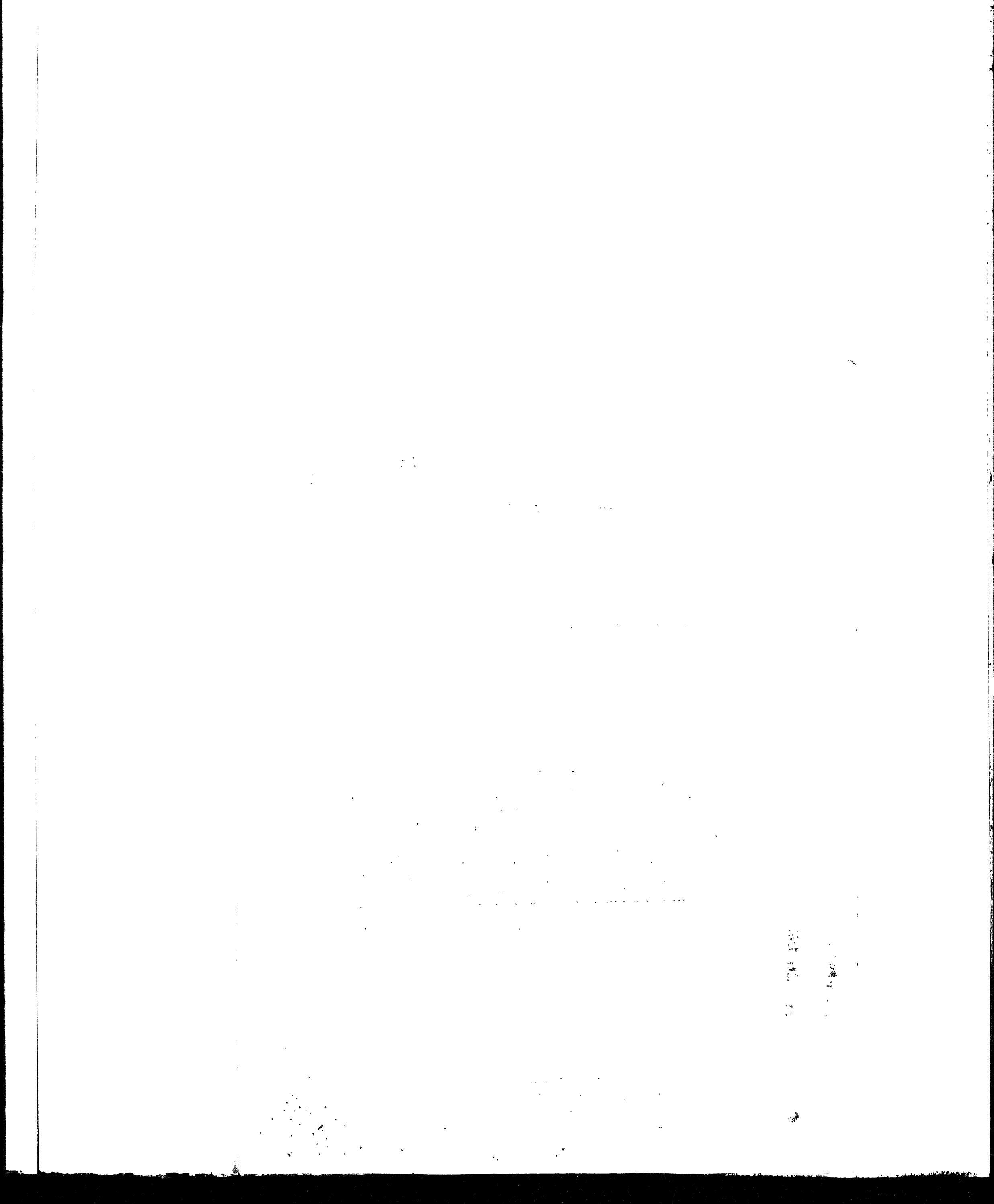
MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has submitted through this office for investigation and report a complaint of Mr. Fred H. Simpson, of Chicago, alleging racial discrimination in connection with his certification to Rock Island Arsenal for employment as a general auto mechanic. In view of Mr. Simpson's very high rating and his allegation with reference to experience, I believe a full report on the two alleged rejections of this mechanic should be obtained. May this office be supplied with such report for transmittal to the Committee on Fair Employment Practice.

William H. Hastie
Civilian Aide to the Secretary
of War

230,002
985
SEP 26 1941
D. O. WAR DEPT.
SEP 26 1941
Simpson
J. H. H.



(COPY)

4732 South Parkway
Chicago, Illinois
August 12th, 1941

United States Civil Service Commission
Washington, D. C.

Gentlemen:

In an examination announced and held by the Rock Island Arsenal, Rock Island, Illinois for general auto mechanic, I, Fred H. Simpson, competed and attained eligibility with a rating of .99. On December 27, 1940, I was interviewed and promptly rejected on the grounds that auto mechanics at the arsenal are required to work on heavy duty vehicles, and that I did not demonstrate the necessary practical experience for this type of work.

Inasmuch as I had previously submitted proof that I have had six years of experience repairing and assembling heavy duty vehicles (trucks and tractors) in addition to fourteen years of experience repairing automobiles, I think my rejection was discriminatory.

Again I was notified to report at the Rock Island Arsenal to be interviewed for employment July 21, 1941 at eight o'clock A.M., which I did and was called at 4:15 P.M. after more than a dozen applicants who came in after I did had been interviewed and some given employment with a brief period of training for work on heavy duty vehicles. When I was called in the interview consisted of a single statement by a Mr. Lundy, "I don't know why they sent you here again."

Having served in the A. E. F. as a mechanic, Sargeant of Ordnance, 317th Mobile Ordnance repair shop, repairing heavy duty vehicles only, I feel that I should be given employment as a mechanic at this time, and the evil of discrimination in the United States Defense Plants be corrected.

Yours very truly,

(Signed) Fred H. Simpson

Mr. Fred H. Simpson, Fred H. Simpson
R.I. A.
230.02
925 and 1571
SEP 29 1941

1st Ind.

aho/mf

War Department, Office of the Secretary.
To: The Chief of Ordnance.

September 24, 1941.

1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

✓ O.O. 201/25940
Simpson, Fred H.

2nd Ind.

Barber

War Department, Ordnance Office, Washington, October 6, 1941
To: Office, Secretary of War

1. The following report is submitted regarding Mr. Fred H. Simpson, who claims that discrimination was evident when he was certified to the Rock Island Arsenal from the General Automobile Mechanic register for appointment as Automotive Mechanic:

Mr. Simpson was interviewed on December 23, 1940, for the position of Automotive Mechanic for a three months' training course at Rock Island Arsenal for subsequent transfer to a field station within the continental limits of the United States, or to a station located on an island possession of the United States. Mr. Simpson was rejected because he lacked qualifying experience for this particular type of assignment, but his name was retained on the register, together with a large number of other rejected eligibles, for consideration for employment as an Automotive Mechanic at Rock Island Arsenal.

On July 21, 1941, Mr. Simpson was again interviewed, along with 90 others, for the position of Automotive Mechanic. He was rejected a second time, together with many other applicants, on the basis of insufficient experience. All eligibles rejected are interviewed by a representative of the Seventh U. S. Civil Service District, stationed at Rock Island Arsenal. Mr. Simpson was referred to the representative, who after the interview sustained objections to Mr. Simpson's appointment as an Automotive Mechanic on the grounds that he did not possess the experience necessary for work at Rock Island Arsenal.

SENT
OCT 7 1941
Ordnance Mail
and Record Branch
War Dept.

SENT
SEP 26 1941
Office, Ordnance
and Record Branch
War Dept.

RECEIVED
OCT 7 1941
Ordnance Mail
and Record Branch
War Dept.

NOV 25 8 14 AM '41

O.O. 201/25940
Simpson, Fred H.

2nd Ind. (Cont.)


October 6, 1941

The duties of an Automotive Mechanic at Rock Island Arsenal include the assembly and disassembly of heavy duty automotive transmissions, differentials, and motors from assembly drawings and the complete wiring of heavy duty automotive vehicles from blue prints, the above duties to include the use of gages, micrometers, and calipers. The work in general deals with the assembly of new and used tanks and their components, and since the motors used in vehicles of this type are of a different construction than ordinary types of internal combustion motors, it is necessary that an applicant have some understanding of internal combustion theory so that he may apply this understanding from the ordinary types of internal combustion motors to the different types encountered at Rock Island Arsenal. General automobile repair work is not considered qualifying. Mr. Simpson has done nothing but general automobile repair work for himself since January, 1932. His experience previous to 1925, in the light of advances in automotive vehicles, has little if any value. Mr. Simpson, at the time of interview, indicated that he could not read micrometers, assembly drawings or ignition blue prints. Further, he could not answer simple questions concerning internal combustion engines. A sample of such a question is, "In a four cylinder, four cycle engine, if cylinder No. 1 is in a state of compression, what is the condition of cylinder No. 4?"

Filling the position of Automotive Mechanic at Rock Island Arsenal has been a problem for some time because of the great difference existing between examination qualifications and the requirements actually necessary for shop practice. The examination under which Mr. Simpson filed read "General Automobile Mechanic", but appointments were made to the position of Automotive Mechanic. The Civil Service Commission has experienced some difficulty in announcing this examination, and until recently it has been announced under the title "General Automobile Mechanic", and eligibles who qualified in the examination have been certified for appointment to the position of Automotive Mechanic. However, the Civil Service Commission upon the request of Rock Island Arsenal announced the last examination under the heading "Automotive Mechanic" with a few additional requirements to obtain eligibles more fully qualified for the position of Automotive Mechanic than were available from the register under the General Automobile Mechanic examination.

2. In view of the above, it is evident that Mr. Simpson's failure to obtain employment at Rock Island Arsenal was due to his lack of qualifying experience, and not the result of any racial discrimination.

For the Chief of Ordnance:


R. H. Hannum,
Colonel, Ord. Dept.,
Assistant.



607-10-103

3d Ind.

aho/mf

War Department, Office of the Secretary. October 9, 1941.
To: The Civilian Aide to the Secretary of War.

AHO

September 23, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has submitted through this office for investigation and report a complaint of Mr. Fred H. Simpson, of Chicago, alleging racial discrimination in connection with his certification to Rock Island Arsenal for employment as a general auto mechanic. In view of Mr. Simpson's very high rating and his allegation with reference to experience, I believe a full report on the two alleged rejections of this mechanic should be obtained. May this office be supplied with such report for transmittal to the Committee on Fair Employment Practice.

Civilian Aide to the Secretary
of War

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9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date September 22, 1941

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. Fred H. Simpson of 4732 South Parkway, Chicago, Ill., under date of August 12, 1941, 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
Executive Secretary

Enc.

() ()
(COPY)

4732 South Parkway
Chicago, Illinois
August 12th, 1941

United States Civil Service Commission
Washington, D. C.

Gentlemen:

In an examination announced and held by the Rock Island Arsenal, Rock Island, Illinois for general auto mechanic, I, Fred H. Simpson, competed and attained eligibility with a rating of .99. On December 27, 1940, I was interviewed and promptly rejected on the grounds that auto mechanics at the arsenal are required to work on heavy duty vehicles, and that I did not demonstrate the necessary practical experience for this type of work.

Inasmuch as I had previously submitted proof that I have had six years of experience repairing and assembling heavy duty vehicles (trucks and tractors) in addition to fourteen years of experience repairing automobiles, I think my rejection was discriminatory.

Again I was notified to report at the Rock Island Arsenal to be interviewed for employment July 21, 1941 at eight o'clock A.M., which I did and was called at 4:15 P.M. after more than a dozen applicants who came in after I did had been interviewed and some given employment with a brief period of training for work on heavy duty vehicles. When I was called in the interview consisted of a single statement by a Mr. Lundy, "I don't know why they sent you here again."

Having served in the A. E. F. as a mechanic, Sargeant of Ordnance, 317th Mobile Ordnance repair shop, repairing heavy duty vehicles only, I feel that I should be given employment as a mechanic at this time, and the evil of discrimination in the United States Defense Plants be corrected.

Yours very truly,

(Signed) Fred H. Simpson

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

October 6, 1941

The Honorable
William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

I acknowledge receipt of your letter of September 23, in which you ask for further information regarding the complaint of Mr. Bennie E. Spencer of Frankfort, Kentucky.

Mr. Spencer has now informed me that he has received a notification to report to Fort Knox for work as a shoemaker. He states that he was wrong in his deductions as to being discriminated against because of his race.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Case 62
C. I. P.
15
Shirley

September 23, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

In connection with the complaint of Mr. Bennie E. Spencer, forwarded to this office with your letter of September 20, may we be advised of the approximate dates of the incidents of which Mr. Spencer complains.

Sincerely yours,

Civilian Aide to the Secretary
of War

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9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date September 20, 1941

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. Bennie E. Spencer of 109 Logan St., Frankfort, Kentucky, under date of September 8, 1941, 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 _{W.L.}

Lawrence W. Cramer
Executive Secretary

Enc.

COPY

109 Logan Street
Frankfort, Kentucky
September 8, 1941

Hon. Mark Ethridge
Chairman Fair Employment Comm.
Louisville, Kentucky

Dear Sir:

I am placing my experience with the civil service commission before you for consideration, and investigation as I believe that I was discriminated against on account of my race, I being a Negro.

I am a shoe repairer with nine to twelve years' experience, and I filed an application with the civil service commission after having been told by the secretary of local commission at Louisville, Kentucky that the government was in dire need of shoe repairers at Fort Knox.

After several weeks I received my rating from the Cincinnati office. My rating being 91.75. I later received notification through Major J. B. Pierce, Quarter Master Dept., Fort Knox, Ky. to report at once if interested for an interview. This I did, and was informed after missing a day's pay from my regular employment by the shop foreman that there was no employment at Fort Knox due to the fact that they had more men than there were machines to operate, and there would be no chance for my employment for at least three months.

Surely, Mr. Ethridge, I would not have been notified to report for an interview with this situation existing, this they must have known for some time, and I cannot believe I would have been told to report unless there was a vacancy at said time, and not three months later.

I also wrote to the civil service commission at Cincinnati, Ohio requesting that my rating be transferred to some other district where there was a chance for employment sooner than three months. This letter was written two weeks ago, and to date I have received no answer.

From my rating and experience I feel that I can best serve my country in the capacity as shoe repairer in the defense program. I trust this matter will be given serious consideration, and that you find it merits an investigation.

Respectfully yours,

(Signed) Bennie E. Spencer

T

March 2, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On January 22, 1942, you submitted to this office the complaint of Mr. Andrew R. Tyler, 468 West 148th Street, New York City, alleging racial discrimination in connection with his efforts to secure employment as a senior clerk at the Rock Island Arsenal, Rock Island, Illinois.

The report of the investigation into his complaint shows that his name was certified to the Rock Island Arsenal and that he was advised by that station to report to the New York Ordnance District for interview. A copy of the teletype message sent by the New York Ordnance District to the Rock Island Arsenal as a result of the interview, attached to the report, recited Mr. Tyler's training and experience and stated that he had been employed for the past six months as chief clerk of the Selective Service Board, New York City, at a salary of \$1,800 a year, but that his personality and experience were weak. The message made no reference to his race or color.

The report states as follows:

* * * the Rock Island Arsenal had no way of knowing his color from the application or register. Therefore, no discrimination could possibly have been exercised. Mr. Tyler was certified three times as Senior Clerk but not selected for appointment due to the fact that he was employed by the Selective Service Board as Chief Clerk, and it is not the policy of the Rock Island Arsenal to offer employment to applicants who are already in the Government Service.

Handwritten initials: "C. F. K. R." and "T. H. R."

Mr. Lawrence W. Graner
March 2, 1942
Page 2

In these circumstances it is believed that the investigation has failed to substantiate the charge of racial discrimination made by Mr. Tyler.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

January 26, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Andrew R. Tyler, 468 West 148 Street, New York City, alleging racial discrimination in connection with his efforts to secure employment as a senior clerk at the Rock Island Arsenal, Rock Island, Illinois.

Mr. Tyler's statement is as follows:

"Early in 1941, I noticed in the Civil Service newspapers an announcement that since the Jr. Administrative Technicians list was nearly exhausted and since there were more jobs than there were eligibles on the register, a new examination would be given to establish another register. The examination was given, and my name appeared on the new register, established May 29, 1941.

"From this register, an inquiry was made as to whether I would be interested in a Senior Clerk's position at \$2,000.00 per annum on a Probational Indefinite Appointment at Rock Island Arsenal, located at Rock Island, Illinois. I answered this inquiry with a telegram expressing my interest. An interview was given me by the Ordnance Division of the War Department of this City. The interviewer had high praise for my educational background but was very apprehensive concerning my 'limited' experience. The 'give away' appeared to me to be when he remarked, 'that it was the policy of the Department of place all employees of the category requested, in a training school prior to being actually placed on the job.' If this were true, the question of experience is immaterial. The interview was to have been teletyped to the Rock Island Arsenal, and I was certainly to hear something within a week. I have heard nothing.

R. I. A.
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P. 2 2704

OFFICE OF THE ASSISTANT SECRETARY
FOR PERSONNEL
1942 FEB 19 PM 2 10

PERSONNEL DIV
WAR DEPARTMENT
1942 JAN 27 AM 11 23

WASHINGTON, D. C.
OFFICE OF THE ASSISTANT SECRETARY
FOR PERSONNEL

The Director of Personnel

-2-

"Early this fall, another notice appeared in the Civil Service papers, to the effect that this particular Federal Register was again exhausted, and consequently, a new examination must be held."

In view of the shortage of eligibles in the category in which Mr. Tyler qualified, may the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees?

William A. Hastie
Civilian Aide to the Secretary
of War.

RECEIVED
WAR DEPARTMENT
NEW YORK
ORDNANCE DISTRICT
FEB 9 1 07 PM '42

2 19
JUN 27 11 23

Handwritten scribbles and illegible text at the top of the page.

1st Ind.
War Department, Office of the Secretary
To: Chief of Ordnance

jsh/kt
January 28, 1942

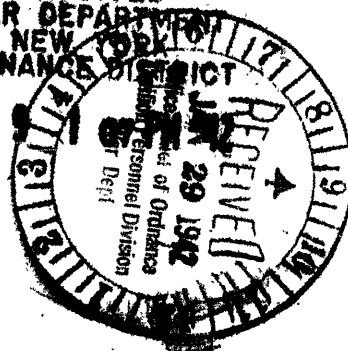
For investigation and report to this Office.
By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

Handwritten notes and stamps at the bottom of the page, including "CIV" and "LIAISON" and other illegible markings.

OFFICE OF PERSONNEL DIV.
CHIEF OF ORDNANCE

RECEIVED
WAR DEPARTMENT
NEW YORK
ORDNANCE DISTRICT



JAN 29 8 32 AM 1942

IN

OFFICE OF PERSONNEL DIV.

NEW YORK

32. SUPPLIES OF THE DEPARTMENT OF ARMY
FOR TRANSPORTATION AND LABOR TO THE DISTRICT

10. CHIEF OF PERSONNEL DIV.
WAR DEPARTMENT OFFICE OF THE SECRETARY

NEW YORK

U.O. 201/91243 Tyler, Andrew R.
Attn: Civilian Personnel

12
2nd Ind.

Barber/mef

War Department, Ordnance Office, Washington, February 17, 1942
To: Office, Secretary of War

1. This office has been advised that Mr. Tyler's name was certified to the Rock Island Arsenal on Certificate L-21691 and that he was advised by Rock Island to report to the New York Ordnance District for interview.

2. Inclosed is a copy of the teletype submitted by the New York Ordnance District to Rock Island Arsenal as a result of the interview. It will be noted that no reference was made to Mr. Tyler's color, and the Rock Island Arsenal had no way of knowing his color from the application or register. Therefore, no discrimination could possibly have been exercised. Mr. Tyler was certified three times as a Senior Clerk but not selected for appointment due to the fact that he was employed by the Selective Service Board as Chief Clerk, and it is not the policy of the Rock Island Arsenal to offer employment to applicants who are already in the Government Service.

For the Chief of Ordnance:



R. H. Hannum,
Colonel, Ord. Dept.,
Assistant.

1 Incl. / 92125 acopy.

3rd Ind.

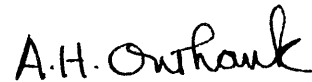
mfb/vh

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

February 20, 1942

Forwarded.

By authority of the Secretary of War:



A. H. Onthank
Director of Personnel

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TELETYPE

New York Ord. District July 3, 1941
4.15 PM EDST EMC RRW RS

Commanding General
Rock Island Arsenal

ANDREW R. TYLER, AGE 23, SINGLE BS CITY COLLEGE OF THE CITY OF NEW YORK
1939 - MAJORED IN GOVERNMENT AND PUBLIC ADMINISTRATION MA, COLUMBIA,
UNIVERSITY, 1941 MAJORED IN PUBLIC ADMINISTRATION. EXPERIENCE, FOUR YEARS
EVENING WORK IN THE REGISTRAR'S OFFICE CCNY - PAST SIX MONTHS CHIEF CLERK,
SELECTIVE SERVICE BOARD, NEW YORK CITY, SALARY \$1800.00. REQUIRED 2 WEEKS
NOTICE FOR PRESENT EMPLOYER. PERSONALITY AND EXPERIENCE WEAK.

Clement, Colonel

Rec'd: 2.15 pm 7-3-41 mlc

Copy
Proof Read - 2-4-41
imc/

Handwritten notes:
... 230.00 ...
938-80021
1941
60 201
Andrew R. Tyler
Free 21
v. ...
1941
K. C. ...

RECEIVED
WAR DEPARTMENT
NEW YORK
ORDNANCE DISTRICT
FEB 9 1 07 PM '42

PERSONNEL DIV.
DEPARTMENT
FEB 13 11 2 10

OFFICE
CHIEF OF ORDNANCE

FEB 10 3 59 PM 1942

TO: CHIEF OF ORDNANCE DISTRICT, NEW YORK
FROM: CHIEF OF ORDNANCE DISTRICT, NEW YORK
SUBJECT: [Illegible]

NEW YORK OFFICE OF THE DISTRICT

RELEASE

January 26, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Andrew E. Tyler, 468 West 148 Street, New York City, alleging racial discrimination in connection with his efforts to secure employment as a senior clerk at the Rock Island Arsenal, Rock Island, Illinois.

Mr. Tyler's statement is as follows:

"Early in 1941, I noticed in the Civil Service newspapers an announcement that since the Jr. Administrative Technicians list was nearly exhausted and since there were more jobs than there were eligibles on the register, a new examination would be given to establish another register. The examination was given, and my name appeared on the new register, established May 29, 1941.

"From this register, an inquiry was made as to whether I would be interested in a Senior Clerk's position at \$2,000.00 per annum on a Probational Indefinite Appointment at Rock Island Arsenal, located at Rock Island, Illinois. I answered this inquiry with a telegram expressing my interest. An interview was given me by the Ordnance Division of the War Department of this City. The interviewer had high praise for my educational background but was very apprehensive concerning my 'limited' experience. The 'give away' appeared to me to be when he remarked, 'that it was the policy of the Department of place all employees of the category requested, in a training school prior to being actually placed on the job.' If this were true, the question of experience is immaterial. The interview was to have been teletyped to the Rock Island Arsenal, and I was certainly to hear something within a week. I have heard nothing.

COPIED
"T"

The Director of Personnel

-2-

"Early this fall, another notice appeared in the Civil Service papers, to the effect that this particular Federal Register was again exhausted, and consequently, a new examination must be held."

In view of the shortage of eligibles in the category in which Mr. Tyler qualified, may the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees?

Civilian Aide to the Secretary
of War.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

January 22, 1942

Honorable William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

Honorable Hubert T. Delany, Tax Commissioner of New York City, has referred to us the complaint of Mr. Andrew R. Tyler of 468 West 148 Street, New York City. I quote from Mr. Tyler's letter:

"Early in 1941, I noticed in the Civil Service newspapers an announcement that since the Jr. Administrative Technicians list was nearly exhausted and since there were more jobs than there were eligibles on the register, a new examination would be given to establish another register. The examination was given, and my name appeared on the new register, established May 29, 1941.

"From this register, an inquiry was made as to whether I would be interested in a Senior Clerk's position at \$2,000.00 per annum on a Probational Indefinite Appointment at Rock Island Arsenal, located at Rock Island, Illinois. I answered this inquiry with a telegram expressing my interest. An interview was given me by the Ordnance Division of the War Department of this City. The interviewer had high praise for my educational background but was very apprehensive concerning my 'limited' experience. The 'give away' appeared to me to be when he remarked, 'that it was the policy of the Department to place all employees of the category requested, in a training school prior to being actually placed on the job.' If this were true, the question of experience is immaterial. The interview was to have been teletyped to the Rock

Honorable William H. Hastie

-2-

January 22, 1942


Island Arsenal, and I was certainly to hear something within a week. I have heard nothing.

"Early this fall, another notice appeared in the Civil Service papers, to the effect that this particular Federal Register was again exhausted, and consequently, a new examination must be held. This examination was given November 29, 1941. I took the examination, but the results haven't been published.

"It seems to me a fair assumption that if it were necessary to establish two new registers, since the time my name was first placed on the register on July 10, 1940, certainly, I should have received more than two offers of a position since that time. It may be significant that my original application contain a photograph."

If there are grounds here to initiate an investigation, particularly in the Rock Island Arsenal situation, would you kindly do so and inform us of the results of this investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

March 11, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On February 10, 1942, you resubmitted to this office the complaint of Mrs. Edna P. Taylor, 2901 Elvans Road, Southeast, alleging racial discrimination against her in her effort to secure employment as a telephone operator in the War Department.

Upon your representations that investigation by the President's Committee on Fair Employment Practice revealed that Mrs. Taylor's experience, though different in name from "central office experience," is not essentially different in character or amount from that of many central office operators and that the requirement of central office experience as such, imposed upon Civil Service eligibles with equivalent experience, is arbitrary and serves in the instant case only as a device for eliminating a Negro, this office submitted her case for further consideration.

A second report has now been received. It states as follows:

As stated in previous indorsements, operators on the War Department telephone switchboard must have central office experience. Based on years of experience, it is the opinion of the Department that other experience is not sufficient.

There has been absolutely no racial discrimination in the case of Mrs. Edna E. Taylor. She was not selected for appointment (as has been stated before) solely because she did not have the proper experience for the position.

Mrs. Lelia M. Simmons was appointed to the vacancy for which Mrs. Taylor was interviewed on December 12, 1941. Mrs. Simmons had approximately six years experience as an operator with the Telephone Company and was certified to the War Department

Mr. Lawrence W. Cramer
March 11, 1942
Page 3

for a probational appointment by the Civil Service
Commission.

In view of the statement that operators on the War Department telephone switchboard must have central office experience and the fact that in its expansion program the War Department has employed no telephone operators who have not had such experience, there appears to be no further action that this office can take in this matter.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

January 5, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has transmitted to this office a complaint alleging that Mrs. Edna P. Taylor of 2901 Elvans Road, Southeast, Washington, D. C., has been discriminated against because of her race in her effort to secure employment as a telephone operator in the War Department at the Social Security Building. Mrs. Taylor is a Negro. She has a Civil Service Rating of 87.90 as a telephone operator. The facts as stated in the complaint are as follows:

"On December 8, Mrs. Taylor received a telegram to report for an interview with respect to an appointment as telephone operator with the War Department. Pursuant to instructions contained in the telegram and within the time stipulated, she presented herself to a Mrs. Gibson located in the Social Security Building, Fourth and C Streets, Washington, D.C. This interview took place on December 9 and Mrs. Gibson questioned Mrs. Taylor about her experience and Mrs. Taylor advised that she had had three and one-half years paid experience on a PBX board with 400 extensions, 14 trunk lines, 18 pay stations and 2 government lines. Mrs. Gibson then asked Mrs. Taylor if she had worked on a circuit line and when Mrs. Taylor said that she had not, Mrs. Gibson promptly advised that the Department wanted a person who had experience on a circuit line and that Mrs. Taylor was not, therefore, qualified for the position. Mrs. Taylor states that her experience qualified her to operate a circuit line and I am advised that circuit line operation is simple as compared to the PBX board operation shown in Mrs. Taylor's experience record.

"Mrs. Taylor feels that she was denied the appointment solely because she is a member of the Negro race."

PERSONNEL DIV.
U.S. DEPARTMENT

1942 JAN 5 PM 4:40

U.S. DEPARTMENT OF THE ARMY
OFFICE OF THE ADJUTANT GENERAL
WASHINGTON, D.C.

D

C

The Director of Civilian Personnel Cont'd.
January 5, 1942
Page - 2 -

May this complaint be investigated and a report obtained, with particular attention to the allegation that Mrs. Taylor was not qualified because of lack of experience "on a circuit line". In this connection, it will be appreciated if a detailed statement can be obtained concerning the duties of the position for which Mrs. Taylor was not qualified. May the report also include the name, Civil Service Rating and prior experience of the person selected for the vacancy.

William H. Hastie

Civilian Aide to the Secretary
of War

RECEIVED
JUN 25 4 41 PM '41

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

January 7, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

On January 5, 1942, I transmitted to you for investigation a complaint of Mrs. Edna P. Taylor, concerning alleged discrimination in the appointment of telephone operators for this Department in the Social Security Building.

Enclosed herewith is a supplementary letter from the President's Committee on Fair Employment Practice on the same subject. May this letter be considered as amending and supplementing the original submission.

William H. Hastie
Civilian Aide to the Secretary
of War

1917

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

January 3, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

Honorable William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

In reference to the complaint of Mrs. Edna P. Taylor submitted to you on December 31, 1941, I have received some additional information which I believe will be helpful in your investigation of this case.

At the time the complaint was submitted to the Committee, I checked with the Civil Service Commission to ascertain the duties of a telephone operator and to raise question as to the possible justification for requiring a showing of "circuit line experience" in addition to the experience required of all persons who take the Civil Service examination for telephone operator. The term "circuit line" does not seem to be used generally in reference to duties of telephone operators and I am advised that the Civil Service Commission has communicated directly with Mrs. Gibson and that she has stated that the term she used in her interview with Mrs. Taylor and with all persons seeking employment as telephone operator is "central office experience." Mrs. Gibson is said to have stated that the War Department is accepting only persons who have had central office experience. It appears that central office experience is the term used to denote experience in the central office of some telephone company.

As a result of certain inquiries, it seems reasonable to assume that the type of experience indicated in Mrs. Taylor's experience record is not essentially different from the type of experience acquired by persons working in the central office of telephone companies. If this is true,

Honorable William H. Hastie


-3-

January 3, 1941

there seems to be some basis for Mrs. Tayler's claim that she has been discriminated against because of her race. It is probably a matter of general knowledge that Negroes are not employed as telephone operators in central offices of telephone companies.

There seems to be no adequate basis for Mrs. Gibson's conclusion that Mrs. Tayler did not have the requisite experience solely because she has never worked in the central office of a telephone company.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

1st Ind.

War Department, Office of the Secretary
To: Special Assistant to Administrative Assistant

jsh/kt
January 7, 1942

For investigation and report to this Office.
By authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

2nd Ind.

To the Chief, Telephone Division, January 9, 1942.

For report in detail with special attention invited to last paragraph of letter dated January 5 and also to last paragraph of that dated January 3, 1942.

Frank B. Bourn

Frank B. Bourn
Special Assistant

3d Ind.

To: Special Assistant to Administrative Assistant, January 12, 1942.

On December 9, 1941, a Mrs. Edna Taylor came to my office for an interview in answer to a telegram received by her from the War Department regarding a position as a telephone operator.

Mrs. Taylor was asked if she had had any experience in a Central Office, a question which is put to every applicant seeking employment as a telephone operator in the War Department. Mrs. Taylor replied in the negative and, in effect, [said that she had had several years experience on a PBX switchboard of about 400 extensions, trunk lines, and etc. I advised Mrs. Taylor that although the War Department switchboard was called a PBX, it in reality, was a Central Office, consisting of a 44 position dial board of approximately 5,000 lines and 183 incoming trunk lines from the Central Office. I told her that I did not consider that her experience qualified her to work one of these heavy positions.] Mrs. Taylor made no further comment but tossed the telegram in my waste-basket and left my office.

Page 2.

3d Ind.

To: Special Ass't to Admn. Ass't, January 12, 1942.

Mrs. Taylor's abrupt ending to her interview left me with the impression that she acquiesced in my opinion that she was not qualified for the position.

[There still remain several vacancies for operating positions for which we are seeking eligibles with Central Office experience.]

V. Gibson
V. Gibson,

Chief of Telephone Division.

4th Ind.

Returned to the Director of Personnel, War Department, January 12, 1942, inviting attention to 3rd Indorsement hereon.

In view of the facts set forth therein it is quite evident that Mrs. Taylor was not discriminated against because of her race. [Due to existing conditions it is of vital importance that all operators employed on the War Department switchboard have experience in a central office.]

Frank B. Bourn

Frank B. Bourn
Special Assistant

5th Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

jsh/kt
January 13, 1942

Forwarded
By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

6th Ind.

War Department - Office of the Civilian Aide to the Secretary of War -
January 15, 1942 - To: The Director of Personnel

In the light of the information contained in the preceding third and fourth indorsements may the following questions with reference to the employment of telephone operators in this Department be answered.

1. In asking the Civil Service Commission for eligibles for the position of telephone operator, does the Department specify that central office experience is prerequisite?
2. If not, why not?
3. During the course of the emergency expansion program have any operators been employed who have not had central office experience?

William P. Hastie
Civilian Aide to the Secretary
of War

PERSONNEL DIV.
DEPARTMENT

1942 JAN 16 AM 9:29

7th Ind.
War Department, Office of the Secretary
To: Special Assistant to Administrative Assistant

jsh/kt
January 16, 1942

Answers to the questions contained in the 6th indorsement are requested.

By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

8th Ind.
War Department, Office of the Administrative Assistant, January 17, 1942
To: Chief, Telephone Division

It is requested that the information called for in the 6th indorsement be furnished at an early date.

Frank B. Bourn
Frank B. Bourn
Special Assistant

9th Ind.
War Department, Telephone Division, January 19, 1942.
To: The Administrative Assistant.

In compliance with request contained in the 6th indorsement you are advised as follows:

1. When vacancies are to be filled for telephone operator positions, request is made on the Civil Service Commission for certificate of eligibles for telephone operators with no special mention of specifications.
2. This office has always desired to make selections from the largest possible group of applicants and has preferred to examine the papers and to eliminate those without adequate experience.

3. No.

V. Gibson
V. Gibson,
Chief of Telephone Division.

10th Ind.

Returned to the Director of Personnel, War Department, January 24, 1942.

In view of existing conditions, volume of business, character of work and size of the switchboard, this office concurs in the remarks set forth by the Chief of the Telephone Division in paragraph 2 of the preceding indorsement.

Frank B. Bourn

Frank B. Bourn
Special Assistant

11th Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

jsh/kt
January 26, 1942

Forwarded.
By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

12th Ind.

War Department, Office of the Civilian Aide to the Secretary of War,
February 14, 1942 - To: The Director of Personnel

The substance of the report herein on the complaint of Mrs. Edna P. Taylor, charging racial discrimination in the course of her effort to secure employment as a telephone operator in the War Department has been transmitted to the President's Committee on Fair Employment Practice. That Committee has resubmitted the complaint to this office, pointing out the following facts: (1) Investigation by the Committee reveals that the experience presented by Mrs. Taylor, though different in name from "central office experience" is not essentially different in character or amount from that of many central office operators. (2) The Committee concludes that in such circumstances the requirements of central office experience as such, imposed upon Civil Service eligibles with equivalent experience, is arbitrary and serves in the instant case only as a device for eliminating a Negro.

FEB 14 1952

RECEIVED

TO THE DIRECTOR, FEDERAL BUREAU OF INVESTIGATION
FROM THE SAC, [illegible]

RE: [illegible]

END

To: The Director of Personnel
12th Ind., Cont'd.
February 14, 1942

May the case be submitted for further consideration, particularly in view of the statement in the 3rd Indorsement, indicating the continuing need for qualified telephone operators.

William H. Hastie
Civilian Aide to the Secretary
of War

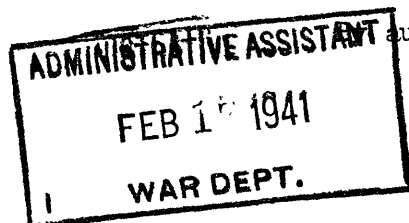
FEB 14 11 3 52

13th Ind.

War Department, Office of the Secretary
To: Special Assistant to Administrative Assistant

jsh/vh
February 16, 1942

1. Attention is invited to the preceding indorsement.



authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

14th Ind.

Returned to the Director of Personnel, War Department, March 3, 1942.

As stated in previous indorsements, operators on the War Department telephone switchboard must have central office experience. Based on years of experience, it is the opinion of the Department that other experience is not sufficient.

There has been absolutely no racial discrimination in the case of Mrs. Edna E. Taylor. She was not selected for appointment (as has been stated before) solely because she did not have the proper experience for the position.

Mrs. Lelia M. Simmons was appointed to the vacancy for which Mrs. Taylor was interviewed on December 12, 1941. Mrs. Simmons had approximately six years experience as an operator with the Telephone Company and was certified to the War Department for a probational appointment by the Civil Service Commission, Certificate No. M-21094-S-4.

The Department is also of the opinion that it should continue to select its personnel as in the past, especially under existing conditions.

Frank B. Bourn

Frank B. Bourn
Special Assistant

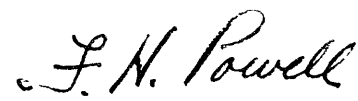
15th Ind.

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
March 4, 1942

1. Forwarded.

By authority of the Secretary of War:



F. H. Powell
Acting Director of Personnel

10th Ind.

Returned to the Director of Personnel, War Department, January 24, 1942.

In view of existing conditions, volume of business, character of work and size of the switchboard, this office concurs in the remarks set forth by the Chief of the Telephone Division in paragraph 2 of the preceding indorsement.

Frank B. Bourn
Special Assistant

~~11th Ind.~~

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

jsh/kt
January 26, 1942

Forwarded.
By authority of the Secretary of War

A. H. ONTHANK

A. H. Onthank
Director of Personnel

12th Ind.

War Department, Office of the Civilian Aide to the Secretary of War,
February 14, 1942 - To: The Director of Personnel

The substance of the report herein on the complaint of Mrs. Edna P. Taylor, charging racial discrimination in the course of her effort to secure employment as a telephone operator in the War Department has been transmitted to the President's Committee on Fair Employment Practice. That Committee has resubmitted the complaint to this office, pointing out the following facts: (1) Investigation by the Committee reveals that the experience presented by Mrs. Taylor, though different in name from "central office experience" is not essentially different in character or amount from that of many central office operators. (2) The Committee concludes that in such circumstances the requirements of central office experience as such, imposed upon Civil Service eligibles with equivalent experience, is arbitrary and serves in the instant case only as a device for eliminating a Negro.

COFER
T.

To: The Director of Personnel
12th Ind.
February 14, 1942

May the case be submitted for further consideration, particularly in view of the statement in the 3rd Indorsement, indicating the continuing need for qualified telephone operators.

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

February 10, 1942

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:


I acknowledge receipt of your letter of January 28 containing a report of the investigation into the complaint of Mrs. Edna P. Taylor that she has been discriminated against in her effort to secure employment as a telephone operator in the War Department.

I note that the War Department takes the position that central office experience gives one certain qualifications that presumably may not be acquired otherwise, and that these qualifications are essential to the operation of the War Department switchboard. The report does not state what these qualifications are, and it is my understanding that the experience which Mrs. Taylor received is not essentially different from experience received by many persons with central office experience.

It is my understanding that central office experience is beyond the reach of Negroes. To the extent that this is true the requirement of central office experience as a prerequisite to employment as a telephone operator in the War Department has the effect of denying Negroes equal opportunity for employment. In the absence of some affirmative showing that central office experience does actually give one qualifications which may not be acquired otherwise and which are essential to the operation of the War Department switchboard, it would thus appear that Negroes are placed in a less favorable position than are whites.

I will appreciate your further comment on these questions.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

January 28, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On December 31, 1941, you submitted to this office the complaint of Mrs. Edna P. Taylor, 2901 Elvans Road, Southeast, Washington, D. C., alleging racial discrimination against her in her effort to secure employment as a telephone operator in the War Department.

According to the report of the investigation into this complaint, Mrs. Taylor in an interview with Miss V. Gibson, the Chief Telephone Operator, said she had had several years of experience on a PEK switchboard of about 400 extensions, trunk lines, and so forth. Miss Gibson states that she advised Mrs. Taylor that although the War Department switchboard was called a PEK, in reality it was a Central Office, consisting of 44 position dial board of approximately 5,000 lines and 183 incoming trunk lines from the Central Office. Miss Gibson further states that she told Mrs. Taylor that she did not consider that her experience qualified her (Mrs. Taylor) to work one of these heavy positions.

The report further states as follows:

There still remain several vacancies for operating positions for which we are seeking eligibles with Central Office experience.

* * * Due to existing conditions it is of vital importance that all operators employed on the War Department switchboard have experience in a central office.

In the light of this report, this office asked the following questions with reference to the employment of telephone operators:

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~~REPLY~~

1. In asking the Civil Service Commission for eligibles for the position of telephone operator, does the Department specify that central office experience is prerequisite?

2. If not, why not?

3. During the course of the emergency expansion program have any operators been employed who have not had central office experience?

The answers to these questions were as follows:

1. When vacancies are to be filled for telephone operator positions, request is made on the Civil Service Commission for certificate of eligibles for telephone operators with no special mention of specifications.

2. This office has always desired to make selections from the largest possible group of applicants and has preferred to examine the papers and to eliminate those without adequate experience.

3. No.

In view of the negative answer to the third question, it is not believed that the charge of racial discrimination against Mrs. Taylor has been substantiated.

Sincerely yours,

Civilian Aide to the Secretary
of War.

January 28, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On December 31, 1941, you submitted to this office the complaint of Mrs. Edna P. Taylor, 2901 Elvans Road, Southeast, Washington, D. C., alleging racial discrimination against her in her effort to secure employment as a telephone operator in the War Department.

According to the report of the investigation into this complaint, Mrs. Taylor in an interview with Miss V. Gibson, the Chief Telephone Operator, said she had had several years of experience on a PBX switchboard of about 400 extensions, trunk lines, and so forth. Miss Gibson states that she advised Mrs. Taylor that although the War Department switchboard was called a PBX, in reality it was a Central Office, consisting of 44 position dial board of approximately 5,000 lines and 183 incoming trunk lines from the Central Office. Miss Gibson further states that she told Mrs. Taylor that she did not consider that her experience qualified her (Mrs. Taylor) to work one of these heavy positions.

The report further states as follows:

There still remain several vacancies for operating positions for which we are seeking eligibles with Central Office experience.

* * * Due to existing conditions it is of vital importance that all operators employed on the War Department switchboard have experience in a central office.

In the light of this report, this office asked the following questions with reference to the employment of telephone operators:

1. In asking the Civil Service Commission for eligibles for the position of telephone operator, does the Department specify that central office experience is prerequisite?

2. If not, why not?

3. During the course of the emergency expansion program have any operators been employed who have not had central office experience?

The answers to these questions were as follows:

1. When vacancies are to be filled for telephone operator positions, request is made on the Civil Service Commission for certificate of eligibles for telephone operators with no special mention of specifications.

2. This office has always desired to make selections from the largest possible group of applicants and has preferred to examine the papers and to eliminate those without adequate experience.

3. No.

In view of the negative answer to the third question, it is not believed that the charge of racial discrimination against Mrs. Taylor has been substantiated.

Sincerely yours,

Civilian Aide to the Secretary
of War.

~~11th Ind.~~

12th Ind.

War Department, Office of the Civilian Aide to the Secretary of War,
February 14, 1942 - To: The Director of Personnel

The substance of the report herein on the complaint of Mrs. Edna P. Taylor, charging racial discrimination in the course of her effort to secure employment as a telephone operator in the War Department has been transmitted to the President's Committee on Fair Employment Practice. That Committee has resubmitted the complaint to this office, pointing out the following facts: (1) Investigation by the Committee reveals that the experience presented by Mrs. Taylor, though different in name from "central office experience" is not essentially different in character or amount from that of many central office operators. (2) The Committee concludes that in such circumstances the requirements of central office experience as such, imposed upon Civil Service eligibles with equivalent experience, is arbitrary and serves in the instant case only as a device for eliminating a Negro.

To: The Director of Personnel
12th Ind.
February 14, 1942

May the case be submitted for further consideration, particularly in view of the statement in the 3rd Indorsement, indicating the continuing need for qualified telephone operators.

Civilian Aide to the Secretary
of War

7th Ind.
War Department, Office of the Secretary
To: Special Assistant to Administrative Assistant

jsh/kt
January 16, 1942

Answers to the questions contained in the 6th indorsement are requested.

By authority of the Secretary of War:

A. H. Onthank
Director of Personnel

8th Ind.

War Department, Office of the Administrative Assistant, January 17, 1942
To: Chief, Telephone Division

It is requested that the information called for in the 6th indorsement be furnished at an early date.

Frank B. Bourn
Special Assistant

9th Ind.

War Department, Telephone Division, January 19, 1942.
To: The Administrative Assistant.

In compliance with request contained in the 6th indorsement you are advised as follows:

1. When vacancies are to be filled for telephone operator positions, request is made on the Civil Service Commission for certificate of eligibles for telephone operators with no special mention of specifications.

2. This office has always desired to make selections from the largest possible group of applicants and has preferred to examine the papers and to eliminate those without adequate experience.

3. No.

V. Gibson,
Chief of Telephone Division.

5th Ind.
War Department, Office of the Secretary
To: Civilian Aids to the Secretary of War

jsh/kt
January 13, 1942

Forwarded
By authority of the Secretary of War:

A. H. Onthank
Director of Personnel

6th Ind.

War Department - Office of the Civilian Aids to the Secretary of War -
January 15, 1942 - To: The Director of Personnel

In the light of the information contained in the preceding
third and fourth indorsements may the following questions with reference
to the employment of telephone operators in this Department be answered,

1. In asking the Civil Service Commission for eligibles for the
position of telephone operator, does the Department specify that central office
experience is prerequisite?
2. If not, why not?
3. During the course of the emergency expansion program have any
operators been employed who have not had central office experience?

Civilian Aids to the Secretary
of War

COFEP - T
Re: [unclear] 1/15/42
See [unclear] 1/15/42

6th Ind.

War Department - Office of the Civilian Aide to the Secretary of War -
January 15, 1942 - To: The Director of Personnel

In the light of the information contained in the preceding
third and fourth indorsements may the following questions with reference
to the employment of telephone operators in this Department be answered.

1. In asking the Civil Service Commission for eligibles for the
position of telephone operator, does the Department specify that central
experience is prerequisite? *ffci*

2. If not, why not?

3. During the course of the emergency expansion program have any
operators been employed who have not had central office experience?

Civilian Aide to the Secretary
of War

1st Ind.

War Department, Office of the Secretary
To: Special Assistant to Administrative Assistant

jsh/kt
January 7, 1942

For investigation and report to this Office.
By authority of the Secretary of War:

A. N. Onthank
Director of Personnel

2nd Ind.

To the Chief, Telephone Division, January 9, 1942.

For report in detail with special attention invited to last paragraph of letter dated January 5 and also to last paragraph of that dated January 3, 1942.

Frank B. Bourn
Special Assistant

3d Ind.

To: Special Assistant to Administrative Assistant, January 12, 1942.

On December 9, 1941, a Mrs. Mina Taylor came to my office for an interview in answer to a telegram received by her from the War Department regarding a position as a telephone operator.

Mrs. Taylor was asked if she had had any experience in a Central Office, a question which is put to every applicant seeking employment as a telephone operator in the War Department. Mrs. Taylor replied in the negative and, in effect, said that she had had several years experience as a PBX switchboard of about 400 extensions, trunk lines, and etc. I advised Mrs. Taylor that although the War Department switchboard was called a PBX, it in reality, was a Central Office, consisting of a 44 position dial board of approximately 2,000 lines and 183 incoming trunk lines from the Central Office. I told her that I did not consider that her experience qualified her to work one of these heavy positions. Mrs. Taylor made no further comment but tossed the telegram in my waste-basket and left my office.

PERSONNEL DIV.
WAR DEPARTMENT

1942 JAN 16 AM 9:29

TO: THE SECRETARY OF THE ARMY
FROM: THE CHIEF OF THE PERSONNEL DIVISION
SUBJECT: [Illegible]

RE: [Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

[Illegible]

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Page 2.
3d Ind.
To: Special Ass't to Adm. Ass't, January 12, 1942.

Mrs. Taylor's abrupt ending to her interview left me with the impression that she acquiesced in my opinion that she was not qualified for the position.

There still remain several vacancies for operating positions for which we are seeking eligibles with Central Office experience.

V. Gibson,
Chief of Telephone Division.

4th Ind.

Returned to the Director of Personnel, War Department, January 12, 1942, inviting attention to 3rd Indorsement hereon.

In view of the facts set forth therein it is quite evident that Mrs. Taylor was not discriminated against because of her race. Due to existing conditions it is of vital importance that all operators employed on the War Department switchboard have experience in a central office.

Frank B. Bourn
Special Assistant

25: e MA 31 MAR 1942

THE DEPARTMENT OF WAR
GENERAL INVESTIGATION

GERMAN PERSONNEL DIV.
WAR DEPARTMENT

1942 JAN 16 AM 9:29

TO: THE ASSISTANT
CHIEF OF STAFF

OFFICE
The following information was received from the German
personnel division of the War Department on 15 January 1942.
This information was obtained from a confidential source
in the German personnel division of the War Department.

The information was obtained from a confidential source
in the German personnel division of the War Department.

END

OFFICE OF THE ASSISTANT
CHIEF OF STAFF

FOR THE RECORD OF THE ASSISTANT CHIEF OF STAFF
ON 15 JANUARY 1942

RE: THE GERMAN PERSONNEL DIVISION
OF THE WAR DEPARTMENT

TO: THE ASSISTANT CHIEF OF STAFF
ON 15 JANUARY 1942

January 7, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

On January 5, 1942, I transmitted to you for investigation a complaint of Mrs. Edna P. Taylor, concerning alleged discrimination in the appointment of telephone operators for this Department in the Social Security Building.

Enclosed herewith is a supplementary letter from the President's Committee on Fair Employment Practice on the same subject. May this letter be considered as amending and supplementing the original submission.

Civilian Aide to the Secretary
of War

*See file
COFEP
"T"*

January 2, 1942

Honorable William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

In reference to the complaint of Mrs. Edna P. Taylor submitted to you on December 31, 1941, I have received some additional information which I believe will be helpful in your investigation of this case.

At the time the complaint was submitted to the Committee, I checked with the Civil Service Commission to ascertain the duties of a telephone operator and to raise question as to the possible justification for requiring a showing of "circuit line experience" in addition to the experience required of all persons who take the Civil Service examination for telephone operator. The term "circuit line" does not seem to be used generally in reference to duties of telephone operators and I am advised that the Civil Service Commission has communicated directly with Mrs. Gibson and that she has stated that the term she used in her interview with Mrs. Taylor and with all persons seeking employment as telephone operator is "central office experience." Mrs. Gibson is said to have stated that the War Department is accepting only persons who have had central office experience. It appears that central office experience is the term used to denote experience in the central office of some telephone company.

As a result of certain inquiries, it seems reasonable to assume that the type of experience indicated in Mrs. Taylor's experience record is not essentially different from the type of experience acquired by persons working in the central office of telephone companies. If this is true,

Honorable William H. Hastie

-2-

January 3, 1941

there seems to be some basis for Mrs. Taylor's claim that she has been discriminated against because of her race. It is probably a matter of general knowledge that Negroes are not employed as telephone operators in central offices of telephone companies.

There seems to be no adequate basis for Mrs. Gibson's conclusion that Mrs. Taylor did not have the requisite experience solely because she has never worked in the central office of a telephone company.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/cs

January 5, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has transmitted to this office a complaint alleging that Mrs. Edna P. Taylor of 2901 Elvans Road, Southeast, Washington, D. C., has been discriminated against because of her race in her effort to secure employment as a telephone operator in the War Department at the Social Security Building. Mrs. Taylor is a Negro. She has a Civil Service Rating of 87.90 as a telephone operator. The facts as stated in the complaint are as follows:

"On December 8, Mrs. Taylor received a telegram to report for an interview with respect to an appointment as telephone operator with the War Department. Pursuant to instructions contained in the telegram and within the time stipulated, she presented herself to a Mrs. Gibson located in the Social Security Building, Fourth and C Streets, Washington, D.C. This interview took place on December 9 and Mrs. Gibson questioned Mrs. Taylor about her experience and Mrs. Taylor advised that she had had three and one-half years paid experience on a PBX board with 400 extensions, 14 trunk lines, 18 pay stations and 2 government lines. Mrs. Gibson then asked Mrs. Taylor if she had worked on a circuit line and when Mrs. Taylor said that she had not, Mrs. Gibson promptly advised that the Department wanted a person who had experience on a circuit line and that Mrs. Taylor was not, therefore, qualified for the position. Mrs. Taylor states that her experience qualified her to operate a circuit line and I am advised that circuit line operation is simple as compared to the PBX board operation shown in Mrs. Taylor's experience record.

"Mrs. Taylor feels that she was denied the appointment solely because she is a member of the Negro race."

*Cancelled
COFEP
T*

The Director of Civilian Personnel Cont'd.
January 5, 1942
Page - 2 -

May this complaint be investigated and a report obtained, with particular attention to the allegation that Mrs. Taylor was not qualified because of lack of experience "on a circuit line". In this connection, it will be appreciated if a detailed statement can be obtained concerning the duties of the position for which Mrs. Taylor was not qualified. May the report also include the name, Civil Service Rating and prior experience of the person selected for the vacancy.

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

December 31, 1941


Honorable William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

Mrs. Edna P. Taylor of 2901 Elvans Road, S. E.,
Washington, D. C. has complained to the President's Committee
on Fair Employment Practice that she has been discriminated
against in her effort to secure employment as telephone opera-
tor with the War Department because of her race. I am enclosing
herewith a copy of a memorandum on Mrs. Taylor's case.

Will you please investigate this matter and advise
me of the results of your investigation?

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

December 31, 1941

MEMORANDUM

TO: Mr. Lawrence W. Cramer
FROM: George M. Johnson

On December 30, 1941, Mrs. Edna P. Taylor of 2901 Nivens Road, S. E., Washington, D. C., discussed with me her complaint that she had been discriminated against in her effort to secure employment as a telephone operator.

Mrs. Taylor stated that she has a Civil Service rating of 87.90 as a telephone operator; that she took the examination in 1940 and has been certified four times, first to Fort Belvoir, which she declined because of location, and twice to the Signal Corps at the Army War College. It seems that she was unable to get away from her temporary job in order to be interviewed within the time allowed and that someone else was appointed while she was attempting to make arrangements for an interview. She makes no complaint about her failure to be appointed to the Signal Corps, however.

On December 8 Mrs. Taylor received a telegram to report for an interview with respect to an appointment as telephone operator with the War Department. Pursuant to instructions contained in the telegram and within the time stipulated, she presented herself to a Mrs. Gibson located in the Social Security Building, Fourth and G Streets, Washington, D. C. This interview took place on December 9 and Mrs. Gibson questioned Mrs. Taylor about her experience and Mrs. Taylor advised that she had had three and one-half years paid experience on a PEX board with 400 extensions, 14 trunk lines, 18 pay stations and 3 government lines.

Memorandum to Mr. Cramer

-2-

December 31, 1941

Mrs. Gibson then asked Mrs. Taylor if she had worked on a circuit line and when Mrs. Taylor said that she had not, Mrs. Gibson promptly advised that the Department wanted a person who had experience on a circuit line and that Mrs. Taylor was not, therefore, qualified for the position. Mrs. Taylor states that her experience qualified her to operate a circuit line and I am advised that circuit line operation is simple as compared to the PEX board operation shown in Mrs. Taylor's experience record.

Mrs. Taylor feels that she was denied the appointment solely because she is a member of the Negro race.

Johnson/cs
cc: Judge Hastie

November 18, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

On October 29, you submitted to this office a complaint filed by Mrs. Gursta B. Taylor.

Mrs. Taylor had already submitted her complaint directly to this office. The findings of the Quartermaster General in this case have been incorporated in a letter to Mrs. Taylor, a copy of which is enclosed herewith for your records and information.

If you desire that further action be taken in this case, please advise us.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFEP
T
See Personnel C.

COFEP
ST
D. J. Taylor

November 18, 1941

Mrs. Gursta B. Taylor
3129 11th Street, N. W.
Washington, D. C.

Dear Mrs. Taylor:

The following report on your complaint has been submitted by the Office of the Quartermaster General.

"Mrs. Gursta Boyd Taylor, 3129 11th Street N.W., Washington, D.C., applied for a position in this office and her application was placed in the active files.

In an endeavor to utilize her services, Mrs. Taylor was called in to be interviewed for a position as Junior Clerk. The Placement Sub-Unit does not notify persons to report for duty. In the meantime, it had been ascertained that the Division requesting the appointment of one Junior Clerk, (CAF-2), \$1440 per annum, had filled this vacancy by a promotion within the Division, therefore, cancelling the only opening this office had at that time for a Junior Clerk, (CAF-2), position.

A check was also made on other vacancies that were open, but there were none for which Mrs. Taylor could qualify. She was informed, however, that her application would be returned to the active files of this office, and in the event an opening should materialize in the future for which her services could be utilized, she would be notified immediately.

With reference to the similar positions open and for which applicants were advised of existing vacancies at the time Mrs. Taylor called at this office, these vacancies were for Junior Clerk Typists, (CAF-2), \$1440 per annum, which positions required a speed of at least forty-five words per minute with some typing experience. Mrs. Taylor's application was reviewed with the intent of referring her for an interview in connection with these vacancies. However, since she stated on her application that her typing speed was only twenty-five to thirty words per minute,

Mrs. Gursta E. Taylor
November 18, 1941
Page -2-

and she had shown no actual experience in typing, it was not practicable to further consider her for the above mentioned vacancies."

If in the light of this report you wish to make any additional statement concerning your experience with the Office of the Quartermaster General, you are free to do so.

However, since you have taken the matter up with the Committee on Fair Employment Practice, I suggest that any additional submissions be made through that office.

I am advising the Committee on Fair Employment Practice of the report made by the Office of the Quartermaster General in your case.

Sincerely yours,

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date October 29, 1941

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 Mrs. Gursta B. Taylor of Washington, D. C., under date of October 13, 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

Enc.

COPIED
"T"

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

October 29, 1941

Mrs. Gursta B. Taylor
3129 - 11th Street, Northwest
Washington, D. C.

Dear Mrs. Taylor:

I acknowledge receipt of your letter of October 13 in which you allege that you have been discriminated against in your efforts to secure employment with the Quartermaster's Office of the War Department.

The President's Committee on Fair Employment Practice is having this matter investigated, and I shall be glad to advise you of any steps that may be taken in connection with it.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

3929- 11th Street, N.W.
Washington, D.C.
Oct. 13, 1941.

To The Committee on Fair Employment Practice

Dear Mr. Cramer:

I have read that your committee according to the executive order 8802 will receive and investigate complaints of discrimination in the employment of workers in defence industries or government. The following experience was I feel definitely one of racial discrimination.

On Wed. morning Sept. 26, I received a call from the Quarter Master's Office of the War Dept. I was told that there was a need for file clerks and I was asked if I were still interested in a position, the girl told me the salary was only \$1440. A salary less than that would have been satisfactory to me as I am now unemployed. I told her "yes," "I was still in need of a job," she asked me what the word "reinstate" on the top of my blank meant. I told her "I had been serving a probationary indefinite at the Census Bureau and had only finished two months of it when I was terminated. She then asked if I had papers to show this and when I said I did she said fine and asked if I could come in that day and bring my credentials with me. I told her I would be in within the next two hours. I was given to understand that they needed these clerks at once and was told to ask for a Miss Kamphus. Within the two hours I was at the War Dept. When I arrived at the Personell although three girls were standing around no one came to see what I wanted and at last a girl who was busy on the phone told me to be seated and she would attend to me in a few minutes. Two other white persons then came in and at once one of the three clerks who had stood back came forward to attend to them. She then turned and asked if I were Mrs. Taylor and when I said "Yes," she told me there had been a mistake, the job they thought they had for me had been filled by a promotion and she thanked me for coming in. I asked to see Miss Kamphus and was told she was out to lunch, but it would be just as effective if I called her. I insisted on seeing her and was told she would be back from lunch at one-thirty, in the meanwhile at least eight white girls came and were given their papers to fill out, their blanks were taken from the same pile in which mine had been but mine had been laid side-wise. I went away but returned at one-thirty and saw Miss Kamphus who told me the position she had in mind when she called me hadn't materialized. I told her I understood it had been filled by a promotion. Then she said yes one had but she had had two in mind and the other had not materialized however if I wanted her to she would keep my application on file. This was a dismissal and as I could do nothing more I left.

The attitude of the workers in the office when I entered as if they had discovered their mistake in calling me between the time they had called and the time I appeared plus the fact that I was only the one Negro and the only one in the group who didn't get the job makes me think that discrimination was being shown.

I definitely need a job for I have myself and six year old son to care for, and I would appreciate any help you might give me in the matter.

Very truly yours,
/s/ Gursta B. Taylor.

March 19, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On October 9, 1941, you submitted to this office the complaint of Miss Henrietta C. Taylor, 313 Elm Street, N. W., Washington, D. C., alleging racial discrimination against her, Miss Geneva Turner, 1432 New Jersey Avenue, N. W., and Miss Johnnie Turner, 1317 Q Street, N. W., Washington, D. C., in their efforts to secure employment as Ditto Machine Operators in the Office of the Constructing Quartermaster, New War Department Office Building, Arlington, Virginia.

The original report of the investigation into this complaint stated that the request from the Constructing Quartermaster of that installation to the Civil Service Commission for Ditto Machine operators specified male sex because the operators worked on the machines only one day and one night each week and spent the remainder of their time in the field witnessing the payoff of discharged contractors' employees, a function not suitable for performance by female personnel. The request for the certification was made orally and this office was unable to verify the statement that male Ditto Machine operators had been requested. A copy of the original certification, furnished this office, showed that no selection was made from it.

This office requested clarification of the notations on the certificate indicating the action taken and of the indorsement on the Civil Service certificate reading "Male sex later specified." It also requested an explanation of the personnel practice of asking for eligibles possessing a certain skill when the position was one in which the employee would spend five days a week in the field witnessing the payoff of discharged employees.

A further report indicated that the certification was unchanged. It stated that it was possible that male sex had not been specified in the request for Ditto Machine operators but the important fact was that female operators could not perform the

COPIED
C-T

Mr. Lawrence W. Craner
March 19, 1942
Page 2

duties required. It was also explained that contractors' payrolls had to be prepared by the Field Auditor necessitating the use of Ditte or some other similar duplicating machines and the employment of trained operators, even though the actual operation required only a day and a night each week, and that the remainder of the operators' time was used advantageously.

In these circumstances and in view of the fact that the position was filled by transfer, it is not believed that the investigation substantiated the charge of racial discrimination.

Sincerely yours,

Civilian Aide to the Secretary
of War

1902(Negroes)-69 AP


4th Ind.

Office, C. of E., March 3, 1942. - To: THE SECRETARY OF WAR, (Office of the Administrative Assistant).

Attention is invited to the report contained in 3rd Indorsement hereon.

For the Chief of Engineers:

1 Inclosure:
Sub. 1


W. H. Lawrence,
Lt. Col., Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

11 PM 2:33

WAR DEPARTMENT
ADMINISTRATIVE ASSISTANT

CP

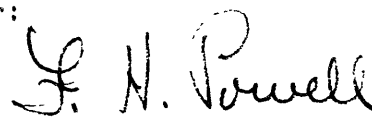
5th Ind.

War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

afb/vh
March 13, 1942

Forwarded.

By authority of the Secretary of War:



F. H. Powell
Acting Director of Personnel

"CONFIDENTIAL"

"CONFIDENTIAL"

1902(Negroes)-69

2d Ind.

AP

Office, C. of E., February 4, 1942. - To: The District Engineer, U. S. Engineer Office, ARLINGTON, VIRGINIA.

For prompt report.

By order of the Chief of Engineers:

W E Lorence

W. E. Lorence,
Lt. Col., Corps of Engineers,
Chief, Civilian Personnel Branch.

1 Inclosure:
Sub. 1.

DE 291.2

3rd Ind.

Office of The District Engineer, War Department Office Building, Arlington, Virginia, February 20, 1942. To: Chief of Engineers, Washington, D. C.

By direction of the 2nd indorsement, the following report in response to the basic letter is submitted.

1. The notation "CU" means certification uncharged.
2. The original request was made orally by the head of the Payroll Sub-section, Accounts and Audits Section, directly to the representative of the Fourth Civil Service District. That sub-section head contends that he specified "male". However, it is possible that he merely called for "Ditto machine operators". There is no documentary evidence either way. The one fact of greatest import is that females could not perform the required duties.
3. Regulations require that on cost-plus-a-fixed-fee contracts the contractors' payrolls be prepared by the Field Auditor. To accomplish this function Ditto or some similar duplicating machines are indispensable, and these require trained operators even though the actual operation is only for one day and one night each week. The remainder of their time is used advantageously. Nonexperienced persons could not operate the machines when needed. Consequently, skilled persons must be employed.

For The District Engineer:

OFFICE CHIEF OF ENGINEERS

FEB 24 1942

Sub. 1 accpt.

4 Incl.

Robert R. Furman

ROBERT R. FURMAN
1st Lieut., C.E.
Assistant

"CONFIDENTIAL"

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

OFFICE CHIEF OF ENGINEERS
1902 (Herzogs)-69
JAN 10 1942
Sub. 1 accptd.

December 23, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

It is believed that the following matters apparent on the attached papers merit further explanation:

1. The notation "CU" opposite the names of Miss Taylor and the Misses Turner who appeared in response to the inquiry concerning their availability.
2. The inconsistency between the report that the original request to the Civil Service Commission specified the male sex and the endorsement on the Civil Service certificate that reads "Male sex later specified."
3. The personnel practice of asking for eligibles with particular technical skill when the position is one in which the employee is to spend five days per week "in the field as witnesses to the pay-off of discharged contractors' employees."

William Hastie
Civilian Aide to the Secretary
of War

1st Ind.

aho/mf

War Department, Office of the Secretary.
To: The Chief of Engineers.

January 3, 1942.

1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

*Jan 201 Taylor, Virginia E.
1201 Turner, Barbara V.
1201 Turner, Barbara V.
1201 Turner, Barbara V.*

COPY

CONFIDENTIAL

313 Elm Street, N. W.
Washington, D. C.
October 1, 1941

OFFICE CHIEF OF ENGINEERS
JAN 10 1942
1902 (Negroes)-69/1

Mr. Lawrence Cramer, Secretary
FEP Committee
Office of Production Management
Washington, D. C.

My dear Mr. Cramer:

I am writing this communication to relate an experience concerning job discrimination which occurred September 5, 1941.

On Saturday September 13, 1941 the following telegram was sent to Misses Geneva Turner, 1432 N. J. Avenue, N.W., Johnnie Turner, 1317 Que St., N.W., and Henrietta C. Taylor, 313 Elm Street, N. W., all Washington, D. C.:

"If interested probational indefinite position as operator Ditto Machine \$1620 per year report for interview to Pursley Civil Service Examiner Building 208 Fort Myer Va. Sept. 15, 9 AM."

T. J. Pursley Rating Examiner
Fourth Civil Service District

Misses G. Turner, J. Turner and Taylor appeared at the appointed place, filled out the application form and were sent to the "Site" or temporary buildings some distance away from Fort Myer, to be interviewed by Mr. Doyle in charge of hiring new persons there. Mr. Proctor, an assistant, interviewed Miss J. Turner and I regarding our experience and training. Then Mr. Proctor left the room to arrange for an interview with our "new boss", and on returning stated the vacancy had been filled by transfer of a man from Fort Meade and our services were not needed.

We returned to Fort Myer and talked again with Mr. Pursley who told us he was only the contact man, who used the list of certified persons from Civil Service to meet the job requirements as requested by the new branch. He also stated they did not mind a woman in the position, but if the vacancy was filled the order should have been rescinded.

We will appreciate any progress you can make in our situation and will cooperate in any manner.

Yours very truly,

/s/ Henrietta C. Taylor

CONFIDENTIAL

Incl #1

Incl

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

December 18, 1941.

To: William H. Hastie
Civilian Aide to the Secretary of War

Reference is made to your memorandum of October 20, 1941 in connection with the alleged rejection of three negro eligibles certified by the Civil Service Commission for a position as Ditto Machine Operator at Fort Myer, Virginia.

The matter has been referred to The Quartermaster General for investigation. He reports that the original request from the Constructing Quartermaster, New War Department Office Building, Arlington, Virginia, to the Civil Service Commission for Ditto Machine Operators specified male sex. The operators work one day and one night only per week on the machines. The balance of their time, for the most part, is spent in the field as witnesses to the payoff of discharged contractors' employees, a function not suitable for performance by female personnel.

There is inclosed, herewith, for your information a copy of the report to the District Manager on the certificate referred to.

By order of the Secretary of War:

A. H. Onthank
A. H. Onthank,
Director of Personnel.

2 Incls.

30405

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

October 20, 1941.

MEMORANDUM

TO: The Director of Civilian Personnel

The attached complaint from the President's Committee on Fair Employment Practice concerns the rejection of three Negro eligibles certified by the Civil Service Commission for a position as Ditto Machine operator at Fort Meyer, Virginia, on the ground that the position had been filled by effecting a transfer.

May inquiry be made of the Civil Service Commission with a view to obtaining a copy of the certification in question and of the indorsement with which it was returned from Fort Meyer. With this information at hand, I believe we will be in position to determine whether further action should be taken in the case.

/s/ William H. Hastie
Civilian Aide to the Secretary
of War

Incl. 4.

1st Ind.

eaw/ysw

War Dept., Office of the Secy., October 27, 1941. - To The Quartermaster General.

For report.

QM 230.2221 (P-CM) Fort Myer 2nd Ind.
War Dept., OQMG - November 1, 1941. To: Zone Constructing Quartermaster,
Zone III, Baltimore, Maryland.

1. For report.

For The Quartermaster General:

ALEXANDER COREY,
Captain, Q.M.C.,
Assistant.

1 Incl.
Cpy ltr. 10-1-41

ZC 230.2 (Fort Myer, Va.) 3rd Ind.
(10-1-41)
OFFICE OF ZONE CONSTRUCTING QUARTERMASTER, Baltimore, Md. November 3, 1941.
TO: Constructing Quartermaster, Fort Myer, Virginia.

1. For prompt report.

For the Zone Constructing Quartermaster:

A. C. NIELSEN, JR.
2nd Lt. Q.M.C.
Assistant.

Incl. N/C

CQM-Wash. & Vic. 4th Ind.
Constructing Quartermaster, Washington & Vicinity, Bldg. 202, Ft. Myer, Va.,
November 4, 1941. To: Zone Constructing Quartermaster for the New War
Department Building in Arlington, Virginia.

1. This office has no information concerning this complaint. It
is presumed that this is a matter pertaining to the Constructing Quarter-
master for the New War Department Building in Arlington, Virginia.

E. J. FLETCHER,
First Lieut., Q.M.C.,
Acting Constructing Quartermaster.

Incl. n/c

ZC-230.2 C-PL (Fort Myer, Va.) 5th Ind.
(10-1-41)
OFFICE OF ZONE CONSTRUCTING QUARTERMASTER, Baltimore, Md. Nov. 7, 1941.
To: The Quartermaster General, Washington, D. C.

1. Inviting your attention to preceding indorsement, request returned
without further action, inasmuch as it is believed to apply to the
Constructing Quartermaster for the New War Department Building, Arlington,
Virginia.

For the Zone Constructing Quartermaster:

CLARENCE A. REMALEY
Captain, QMC
Assistant

QM 230.2221 (P-CM(Fort Myer)) 6th Ind.
War Department, OQMG - November 12, 1941. To: Constructing Quartermaster,
New War Department Office Building, Arlington, Virginia.

1. For prompt report.

For The Quartermaster General:

ALEXANDER COREY,
Captain, Q.M.C.
Assistant.

Incl. n/c

CQM 230.2221

7th Ind.

Office of the Constructing Quartermaster, War Department Office Building,
Arlington, Virginia, November 13, 1941. To: The Quartermaster General,
Washington, D. C.

1. The original request to the Civil Service for Ditto machine operators specified male sex for the reason that the operators work one day and one night only per week on the machines and the balance of their time is for the most part spent in the field as witnesses to the payoff of discharged contractors' employees, a function not suitable for performance by female personnel. Apparently a mistake was made in the certification of females.

For The Constructing Quartermaster:

S. T. JONES, JR.,
2nd Lieut., Q.M.C.,
Assistant.

1 Incl.
Cpy. ltr. 10-1-41

QM 230.2221 (Fort Myer) 8th Ind.
War Dept., OQMG - November 17, 1941. To: Administrative Assistant,
War Dept.

1. Attention is invited to preceding 7th Indorsement.

For The Quartermaster General:

ALEXANDER COREY,
Captain, Q.M.C.,
Assistant.

Incl. n/c

9th Ind.

lbs/bk

War Department, November 24, 1941. - To The Quartermaster General.

It appears that the information given in the 7th indorsement explains the difficulty in this case. However, the Civilian Aide to the Secretary of War, in memorandum of October 20, 1941, made a specific request that a copy of the certification in connection be furnished, as well as the indorsement returning it from the operating official. If possible, this Office would like to comply with Mr. Hastie's request.

By order of the Secretary of War:

A. H. Onthank
Director of Personnel

QM 230.2221 P-CM (Fort Myer) 10th Ind.
War Department, OQMG - November 27, 1941. To: Constructing Quartermaster,
New War Department Office Building, Arlington, Virginia.

1. Attention is invited to preceding 9th Indorsement. It is requested that a copy of the certification in question and the indorsement returning it be procured through the same channels as the original certification and forwarded to this office to comply with the request of the Office of the Secretary of War.

For The Quartermaster General:

ALEXANDER COREY,
Captain, Q.M.C.,
Assistant.

1 Incl. n/c

CQM 230.2221

11th Ind.

Office of The Constructing Quartermaster, War Department Office Building,
Arlington, Virginia, December 2, 1941. To: The Quartermaster General,
Washington, D. C.

1. Certificate requested in 9th Indorsement inclosed.

For The Constructing Quartermaster:

S. T. JONES, JR.,
2nd Lieut., Q.M.C.,
Assistant

2 Incl.
Copy ltr.10/1/41
Certificate

QM 230.2221 P-CM (Fort Myer) 12th Ind.
War Department, OQMG, December 5, 1941. - To: Constructing Quartermaster,
New War Department Office Building, Arlington, Virginia.

1. Attention is invited to the preceding 9th indorsement.
2. It is requested that a copy of the indorsement returning the original certification in question be furnished at the earliest practicable date.

For The Quartermaster General:

ALEXANDER COREY
Captain, Q.M.C.
Assistant

Incls. n/c

CQM 230.2221

13th Ind.

Office of The Constructing Quartermaster, War Department Office Building,
Arlington, Virginia, December 8, 1941. To: The Quartermaster General,
Washington, D. C.

1. The only document incident to the transaction is the certificate,
a copy of which was inclosed with the 11th indorsement.

2. The usual procedure concerning certification of eligibles was
followed in the instant case. Certification of Ditto Machine Operators was
requested of the Fourth Civil Service District, in this instance orally by
the representative of the Civil Service. The certificate, and no other
document of any kind, was received. In the first column of the certificate,
under "Action", the correct symbols were entered; the return at the bottom
of the certificate was accomplished, and the certificate returned to the
Fourth Civil Service District.

3. If by the 9th and 12th indorsements is meant an indorsement of
transmittal returning the certificate to the Civil Service, no such indorse-
ment was ever written, because accomplishment of the return headed "The
District Manager" at the bottom of the certificate is all that is required.

For The Constructing Quartermaster:

S. T. JONES, JR.,
2nd Lieut., Q.M.C.,
Assistant.

Incls. n/c

QM 230.221 P-CM (Fort Myer) 14th Ind.
War Department, OQMG, December 10, 1941. - To - Administrative Assistant,
War Department.

1. Attention is invited to preceding correspondence.

For The Quartermaster General:

ALEXANDER COREY,
Captain, Q.M.C.,
Assistant.

Incls. n/c

December 17, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The attached is a copy of a memorandum with an accompanying complaint forwarded to your office on October 20. The matter in issue is the alleged discrimination against three Negro Ditto Machine operators certified for appointment at Fort Myer, Virginia. Nearly two months have elapsed since the submission of this complaint. It will be appreciated if action can be expedited.

Civilian Aide to the Secretary
of War

100-100000
C-1-100000
T

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

October 9, 1941

The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:


Because of the nature of the attached complaint sent me by Miss Henrietta C. Taylor, I believe that it deserves special consideration. The facts appear to be that three colored women were certified to the War Department authorities at Fort Myer, Virginia by the Civil Service Commission, that all three were interviewed, but that none of them was appointed because the vacancy was filled by transfer of a person from Fort Meade.

It is my understanding that if a position is to be filled through a new appointment, one of the three persons certified by the Civil Service Commission must be selected. If, however, a reinstatement or transfer is arranged, the three persons certified by the Civil Service Commission may be refused employment.

In a verbal statement to me, Miss Taylor expressed the belief that none of the three persons certified by the Civil Service Commission in this case were selected because of their color and that the appointment of one of them was avoided by effecting a transfer.

Would it be possible to secure a statement from the appointing officer at Fort Myer declaring that his failure to appoint one of the three persons certified to him was not based on race considerations?

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Attachment

COPY

313 Elm Street, N. W.
Washington, D. C.
October 1, 1941

Mr. Lawrence Cramer, Secretary
FEP Committee
Office of Production Management
Washington, D. C.

My dear Mr. Cramer:

I am writing this communication to relate an experience concerning job discrimination which occurred September 5, 1941.

On Saturday September 13, 1941 the following telegram was sent to Misses Geneva Turner, 1432 N. J. Avenue, N.W., Johnnie Turner, 1317 Que St., N.W., and Henrietta C. Taylor, 313 Elm Street, N. W., all Washington, D. C.:

"If interested probational indefinite position as operator Ditto Machine \$1620 per year report for interview to Pursley Civil Service Examiner Building 208 Fort Myer Va. Sept. 15, 9 AM."

T. J. Pursley Rating Examiner
Fourth Civil Service District

Misses G. Turner, J. Turner and Taylor appeared at the appointed place, filled out the application form and were sent to the "Site" or temporary buildings some distance away from Fort Myer, to be interviewed by Mr. Doyle in charge of hiring new persons there. Mr. Proctor, an assistant, interviewed Miss J. Turner and I regarding our experience and training. Then Mr. Proctor left the room to arrange for an interview with our "new boss", and on returning stated the vacancy had been filled by transfer of a man from Fort Meade and our services were not needed.

We returned to Fort Myer and talked again with Mr. Pursley who told us he was only the contact man, who used the list of certified persons from Civil Service to meet the job requirements as requested by the new branch. He also stated they did not mind a woman in the position, but if the vacancy was filled the order should have been rescinded.

We will appreciate any progress you can make in our situation and will cooperate in any manner.

Yours very truly,

/s/ Henrietta C. Taylor

October 20, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The attached complaint from the President's Committee on Fair Employment Practice concerns the rejection of three Negro eligibles certified by the Civil Service Commission for a position as Ditto Machine Operator at Fort Myer, Virginia, on the ground that the position had been filled by effecting a transfer.

May inquiry be made of the Civil Service Commission with a view to obtaining a copy of the certification in question and of the indorsement with which it was returned from Fort Myer. With this information at hand, I believe we will be in position to determine whether further action should be taken in the case.

William H. Hastie

Civilian Aide to the Secretary
of War

313 Elm Street, N.W.
Washington, D. C.
October 1, 1941

Mr. Lawrence Cramer, Secretary
FEP Committee
Office of Production Management
Washington, D. C.

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We returned to Fort Myer and talked again with Mr. Pursley who told us he was only the contact man, who used the list of certified persons from Civil Service to meet the job requirements as requested by the new branch. He also stated they did not mind a woman in the position, but if the vacancy was filled the order should have been rescinded.

We will appreciate any progress you can make in our situation and will cooperate in any manner.

/s/ Henrietta C. Taylor

December 23, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

It is believed that the following matters apparent on the attached papers merit further explanation:

1. The notation "CU" opposite the names of Miss Taylor and the Misses Turner who appeared in response to the inquiry concerning their availability.
2. The inconsistency between the report that the original request to the Civil Service Commission specified the male sex and the endorsement on the Civil Service certificate that reads "male sex later specified."
3. The personnel practice of asking for eligibles with particular technical skill when the position is one in which the employee is to spend five days per week "in the field as witnesses to the pay-off of discharged contractors' employees."

Civilian Aide to the Secretary
of War

~~Henrietta Taylor~~

COFEP
"T"

U

V

W

September 26, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

On August 4, prior to the organization of the President's Committee on Fair Employment Practice, Dr. Robert C. Weaver of the Office of Production Management, brought to my attention the complaint of Mr. John A. L. Wallace which had been addressed to the Committee on Fair Employment Practice. On September 10 your office submitted to this Department a copy of Mr. Wallace's complaint.

I am happy to be able to advise you that Mr. Wallace has now accepted appointment as Junior Engineer in the Nashville District and that he has been instructed to report for duty at Jamestown, Kentucky immediately.

Sincerely yours,

Civilian Aide to the Secretary
of War

Carded
Director
CCFP
"W"

ADDRESS REPLY TO
CHIEF OF ENGINEERS, U. S. ARMY
WASHINGTON, D. C.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ENGINEERS
WASHINGTON 4-B

REFER TO FILE NO. _____

September 24, 1941.

CONFIDENTIAL

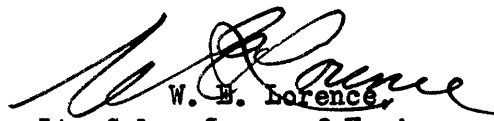
Hon. William H. Hastie,
Civilian Aide to The Secretary of War,
WASHINGTON, D. C.

Dear Judge Hastie:

Reference is made to letter of this office dated August 27, 1941, regarding the complaint of Mr. John A. L. Wallace of discrimination in appointment in the Engineer Department, Nashville, Tennessee District. Information has been received from the Division Engineer, Ohio River Division, that Mr. Wallace has accepted an appointment in the Nashville District as Junior Engineer at \$2000 per annum and has been instructed to report for duty at Jamestown, Kentucky immediately.

For the Chief of Engineers:

Very respectfully,


W. E. Lorence,
Lt. Col., Corps of Engineers,
Assistant Chief, Finance Section.

ADDRESS REPLY TO
CHIEF OF ENGINEERS, U. S. ARMY
WASHINGTON, D. C.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ENGINEERS
WASHINGTON 4-B

REFER TO FILE NO _____

August 7, 1941


Honorable William H. Hastie,
Civilian Aide to the Secretary of War,
Office of the Under Secretary,
Washington, D. C.

Dear Judge Hastie:

I have received the papers which you referred to me by
your note of August 5.

I have sent the correspondence to the Division Engineer,
Ohio River Division, for an investigation and report to this office.
Upon receipt of his report I shall be glad to furnish you further
information.

For the Chief of Engineers:


W. E. Lorence,
Lt. Col., Corps of Engineers,
Assistant Chief, Finance Section.

August 5, 1941

Colonel Walter E. Lorence
1st and M Streets, N. E.
Washington, D. C.

Dear Colonel Lorence:

Attached is the case of John A. L. Wallace which we discussed this morning on the telephone.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Carded
X filed
Personnel
Complaints*

OFFICE OF PRODUCTION MANAGEMENT
OFFICE MEMORANDUM

Date: August 4, 1941

To; Judge William H. Hastie

From: Robert C. Weaver

Subject: John A.L. Wallace, Junior Civil Engineer

The case of Mr. Wallace has been referred to the Committee on Fair Employment Practice for action. Since, however, the Committee has not yet been set into operation, I am calling the matter to your attention in order that you may institute investigation.

You will note that this man was offered employment and the offer was withdrawn. A statement of the case is contained in the following quotation from the petition from Mr. Wallace's attorney, Wendell L. McConnell, addressed to the Committee:

"The complaint of your petitioner and the grievance for which he desires redress is that on, to-wit, May 26, 1941, your petitioner was notified that he had been selected for probational appointment as Junior Engineer (Civil), subject to his passing the required physical examination (See copy marked Exhibit A). On June 4, 1941, your petitioner was requested to report for duty at his own expense (See copy marked Exhibit B). Pursuant to said telegram your petitioner reported at the office of the United States Engineer in Nashville, Tennessee, where he executed certain blanks, and informed his interviewer that he needed to give his then present employer a week's notice of his resignation. He was told to report back (to Nashville) to work in a week's time. On June 6, 1941, your petitioner was notified that the offer of appointment has been withdrawn. Your petitioner is informed and upon such information avers that the reason for the withdrawal of his appointment was solely by reason of his color, and if opportunity is afforded him will adduce proof to that effect."

() ()

EXHIBIT A

WAR DEPARTMENT
UNITED STATES ENGINEER OFFICE
U. S. COURTHOUSE
NASHVILLE, TENNESSEE

May 26, 1941

Mr. John A. L. Wallace
2303 West Chestnut Street
Louisville, Kentucky

Dear Mr. Wallace:

You have been selected for probational appointment as Junior Engineer (Civil) at \$2000 per annum, subject to passing the required physical examination.

Please furnish this office Medical Certificate Form 2413 executed by any physician authorized to practice medicine in the state in which you reside. Forward this form to this office immediately. A Form 2413 is enclosed herewith for your convenience.

Upon approval of the Medical Certificate, you will be notified as to when and where to report.

For the District Engineer:

Very truly yours,

W.F. Harbison
Chief Administrative
Assistant

1 Enclosure:
Form 2413 with 2 attachments

EXHIBIT B

WESTERN
UNION

NAA92 11 Govt - D NASHVILLE TENN 4 938A

JOHN AL WALLACE
2303 WEST CHESTNUT STREET LVILLE- 1941 JUN 4 AM 9 58

REQUEST REPORT FOR DUTY AS JUNIOR ENGINEER AT OWN EXPENSE
IMMEDIATELY

U.S. ENGINEER OFFICE

EXHIBIT C

WESTERN
UNION

NZZ276 GOVT-D NASHVILLE TENN 6 132 P

JOHN AL WALLACE 1941 JUN 6 PM 1 50
2303 WEST CHESTNUT STREET LVILLE

REFERENCE TELEGRAM THIS OFFICE JUNE FOURTH NINETEEN FORTY ONE
OFFER OF EMPLOYMENT WITHDRAWN

U.S. ENGINEER OFFICE

September 15, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

I have received your letter of September 10, concerning Mr. John Leroy Wallace and Miss Evelyn E. Allen.^{x file} You will remember that you had already brought Mr. Wallace's case to our attention. I believe that a satisfactory adjustment of his complaint is now in progress and that we shall be able to submit a full report in the near future.

As I read Miss Allen's complaint, which is dated July 31, 1941, it appears that her grievances are: (1) that she remained in the clerical pool from July 12, to July 28, without permanent assignment to a particular section within the Department, and, (2) that from July 28, to July 31, she was assigned exclusively to filing duties with no opportunity to perform typing.

It is true that Miss Allen and numbers of other colored typists and stenographers have been required to remain for an unreasonable length of time in the general clerical pool before assignment to specific sections. Steps have been taken to improve that situation. Of course, all employees receive their full salary during the period when they are in the clerical pool.

Miss Allen's second complaint covers a period of only three days after her assignment to a particular section. I suggest that you inquire whether her complaint continues now that she has been working for a month and a half, and, if so, whether she has requested assignment to typing duties through her immediate superior.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Instruct
Candler
C. O. F. E. P.
"W."*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 10, 1941

Honorable William H. Hastie
Civilian Aide
War Department
Munitions Building
Washington, D. C.

Dear Judge Hastie:

I transmit herewith a copy of an affidavit executed by Mr. Wendell L. McConnell on behalf of Mr. John Leroy Wallace and a statement relating to the case of Miss Evelyn E. Allen, which were referred to Mr. Dickerson by Mr. Leon Andrew Ransom of Howard University. Mr. Dickerson has referred them to me for action.

It is requested that you have these cases investigated and that you furnish me with a report on them for the use of the Committee on Fair Employment Practice.

Sincerely yours,

Lawrence W. Cramer

Lawrence W. Cramer
Executive Secretary

Enclosure

COMPLAINANTS AGAINST DISCRIMINATORY

PRACTICES IN WAR DEPARTMENT

Mrs. Alice Dixon
1736 "Q" Street, N.W.
Dupont 0672

Miss Constance Murray
150 "U" Street, N.W.
North 6761

Mrs. Mildred Theus Kolthoff

Hazel Morton

Ruth Byrd

Mildred Petticord

Miss Evelyn Allen
600 Gresham Place, N.W.

Evelyn E. Allen (24)
2454 Ontario Road, N.W.

July 31, 1941

Formerly
600 Gresham Pl., N.W.

408 Manhattan Avenue
New York, New York

Education:

Graduate of the Harlem High School, 59th Street and 10th Avenue
February, 1936. Academic Diploma--electives: typing and stenography

From September 1937 to July, 1941, I worked for the Greater New York Federation of Churches, 71 West 23rd Street, New York City. My supervisor was Dr. Walter M. Howlett. My duties were: Typing and stenography, filing, addressographing, and mimeographing, and the relief switchboard operator (Plugboard).

Civil Service:

August 1940, applied for the Junior Typist Examination for Washington, D. C. only.

Notification of appointment at War Department, July 4, 1941. Reported for duty July 11, 1941. Notification telegram signed by A. H. Onthank.

War Department forms were given, and followed by the three-day training course.

Assigned to Clerical Pool; Supervisor, Mrs. V. Knight.

From Saturday, July 12 to Monday July 28, 1941.

Further details of experiences during time in the Clerical Pool recounted elsewhere in memorandum. Only work assigned during period of more than two weeks was typing of addresses of fifty or seventy-five envelopes.

On July 28 assigned to World War Division, 6th Street and Adams Driveway, S.W., Supervisor Mr. Auberg.

I am only doing filing. Haven't had any typing or stenography.

Other employees in the file department state that their average day's work checking and filing seventy-five to eighty-five cases.

My first day, I did forty-one. Yesterday and today (July 30-31) I average one hundred and fifty-six cases.

COPY

Martha E. Young (25)
762 Fairmont Street, N.W.
Adams 4183

August 5, 1941

Took first examination for Civil Service in 1935 as Substitute Clerk Carrier in Post Office; Rating 71%; never called.

Called to Bureau of Engraving May 6, 1936 as Printer's Assistant, served three months; got Civil Service Rating--(temporary).

Ninety day appointment only. Terminated on August 6, 1936 on ground "Job Completed." This temporary employment gave no status and the 1935 register was "killed."

Finished Cardoza High School, June, 1935; attended Miner Teachers' College three years, leaving in June, 1938.

Received W.P.A. appointment August, 1938 at Howard University under Mrs. Porter as a cataloger in the Moorland Room for six months. Project closed January, 1939.

Transferred to Registrar's Office at Howard University for Record Review in January, 1939. That project closed February 13, 1940.

Appointed under R. E. A. until March 30, 1941. Job terminated as a result of the reduction in force.

Received a further W. P. A. appointment as Mimeograph Operator in Congressional Library on April 29, 1941; remained until June 19, 1941. Then appointed under Civil Service Commission Statistical Division as Junior Clerk; job lasted two weeks, terminated July 3, 1941 on account "End of Fiscal Year."

On July 19, 1941 notified by State Department that name certified to the department for temporary position of Junior Clerk at \$1140 per annum. Appeared for examination and while white girls were being employed, was informed that inquiries only were being made so far as applicant was concerned. On July 25 informed position has been filled.

On July 21 received telegram to appear for temporary appointment as Junior-Clerk Typist at \$1140 per annum in Civil Aeronautics Admrn. Upon arrival for interview saw numerous other applicants being appointed, but was again informed that so far as this applicant was concerned only investigation was being made. Later informed that jobs had all been filled and no opening available for her.

(COPY)

DEPARTMENT OF STATE
WASHINGTON

July 19, 1941

In reply refer to
DP

Mrs. Martha G. Young
762 Fairmont St., N. W.
Washington, D. C.

Madam:

The Civil Service Commission has certified your name to the Department of State in connection with a vacancy in a temporary position of Junior Clerk, \$1,440 per annum.

If you wish to be considered for this vacancy, please fill out the enclosed application form and bring it to Room 100, Department of State Building, at your earliest convenience between the hours of 10:00 a.m. and noon or 2:00 and 4:00 p.m. If you do not wish to be considered please telephone my office, Republic 5600, Extension 36, and inform my secretary of your decision.

Very truly yours,

For the Secretary of State

P. E. Allen
Chief, Recruiting and
Selection Section

Enclosure:

Application form.

COPY

DEPARTMENT OF STATE
WASHINGTON

July 25, 1941

In reply refer to
DP

My dear Mrs. Young:

Reference is made to the Department's recent communication inquiring as to your availability, if selected in connection with a vacancy for which the Civil Service Commission certified your name to the Department. I regret to inform you that the vacancy for which you were being considered has now been filled.

Sincerely yours,

For the Secretary of State:

P. E. Allen
Chief, Recruiting and
Selection Section

Mrs. Martha Green Young
762 Fairmont Street, N.W.
Washington, D. C.

C O P Y

To:

COMMITTEE ON FAIR EMPLOYMENT PRACTICES,
OFFICE OF PRODUCTION MANAGEMENT

PETITION

John Leroy Wallace, by his attorney, Wendell L. McConnell, respectfully petitions this Honorable Committee for permission to appear before it on a day certain, and through his attorney to present, for the consideration of this Committee, his grievance. In support of this petition your petitioner respectfully states.

I

1. a. Your petitioner is a citizen of the United States of America.

1. b. This committee has jurisdiction over the grievance herein presented, by virtue of President's Executive Order dated June 25, 1941

II

1. The complaint of your petitioner and the grievance for which he desires redress is that on, to wit, May 26, 1941, your petitioner was notified that he had been selected for probational appointment as Junior Engineer (Civil), subject to his passing the required physical examination (See copy marked Exhibit A). On June 4, 1941 your petitioner was requested to report for duty at his own expense (See copy marked Exhibit B). Pursuant to said telegram your petitioner reported at the office of the United States

C O P Y

Engineer Office in Nashville, Tennessee, where he executed certain blanks, and informed his interviewer that he needed to give his then present employer a week's notice of his resignation. He was told to report back (to Nashville) to work in a week's time. On June 6, 1941, your petitioner was notified that the offer of appointment had been withdrawn. Your petitioner is informed and upon such information avers that the reason for the withdrawal of his appointment was solely by reason of his color, and if opportunity is afforded him will adduce proof to that effect.

WHEREFORE, in consideration of the premises your petitioner requests:

1. That he be permitted to appear before the Committee on a day certain, by his attorney, and present to the said Committee his complaint.

2. That upon a hearing of the complaint appropriate steps be taken to redress the grievance of your petitioner.

3. That such other and further steps be taken as the nature of the case may require and as to the Committee may seem proper.

John Leroy Wallace

By _____
Wendell L. McConnell

Wendell L. McConnell
Attorney for Petitioner
2000 11th Street, N. W.
North 5584

C O P Y

C O P Y

EXHIBIT A

WAR DEPARTMENT
UNITED STATES ENGINEER OFFICE
U. S. COURTHOUSE
NASHVILLE, TENNESSEE

May 26, 1941

Mr. John A. L. Wallace,
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Louisville, Kentucky

Dear Mr. Wallace:

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Please furnish this office Medical Certificate Form 2413 executed by any physician authorized to practice medicine in the state in which you reside. Forward this form to this office immediately. A Form 2413 is enclosed herewith for your convenience.

Upon approval of the Medical Certificate, you will be notified as to when and where to report.

For the District Engineer:

Very truly yours,

Sgd. W. F. Harbison,
Chief Administrative Asst.

1 Inclosure
Form 2413 with 2 attachments

C O P Y

C O P Y

EXHIBIT B

WESTERN
UNION

NAA92 11 GOVT-D NASHVILLE, TENN 4 938A

JOHN L. WALLACE

2303 WEST CHESTNUT STREET LOUISVILLE 1941 JUN 4 AM 9 58

REQUEST REPORT FOR DUTY AS JUNIOR ENGINEER AT OWN EXPENSE
IMMEDIATELY-

U. S. ENGINEER OFFICE

EXHIBIT C

WESTERN
UNION

NAA276 13 GOVT-D NASHVILLE TENN 6 132P

JOHN L WALLACE

2303 West Chestnut STREET LOUISVILLE

1941 June 6 PM 1 50

REFERENCE TELEGRAM THIS OFFICE JUNE FOURTH NINETEEN FORTY ONE OFFER OF
EMPLOYMENT WITHDRAWN

U. S. ENGINEER OFFICE

COMPLAINANTS AGAINST DISCRIMINATORY

PRACTICES IN WAR DEPARTMENT

Mrs. Alice Dixon
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Dupont 0672

Miss Constance Murray
150 "U" Street, N.W.
North 6761

Mrs. Mildred Theus Kolthoff

Hazel Morton

Ruth Byrd

Mildred Petticord

Miss Evelyn Allen
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Evelyn E. Allen (24)
2454 Ontario Road, N.W.

July 31, 1941

Formerly
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408 Manhattan Avenue
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From Saturday, July 12 to Monday July 28, 1941.

~~Earlier~~ details of experiences during time in the Clerical Pool recounted elsewhere in memorandum. Only work assigned during period of more than two weeks was typing of addresses of fifty or seventy-five envelopes.

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Ninety day appointment only. Terminated on August 6, 1936 on ground "Job Completed." This temporary employment gave no status and the 1935 register was "killed."

Finished Cardoza High School, June, 1935; attended Miner Teachers' College three years, leaving in June, 1938.

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Appointed under R. E. A. until March 30, 1941. Job terminated as a result of the reduction in force.

Received a further W. P. A. appointment as Mimeograph Operator in Congressional Library on April 29, 1941; remained until June 19, 1941. Then appointed under Civil Service Commission Statistical Division as Junior Clerk; job lasted two weeks, terminated July 3, 1941 on account "End of Fiscal Year."

On July 19, 1941 notified by State Department that name certified to the department for temporary position of Junior Clerk at \$1140 per annum. Appeared for examination and while white girls were being employed, was informed that inquiries only were being made so far as applicant was concerned. On July 25 informed position has been filled.

On July 21 received telegram to appear for temporary appointment as Junior-Clerk Typist at \$1140 per annum in Civil Aeronautics Admrn. Upon arrival for interview saw numerous other applicants being appointed, but was again informed that so far as this applicant was concerned only investigation was being made. Later informed that jobs had all been filled and no opening available for her.

(COPY)

DEPARTMENT OF STATE

WASHINGTON

July 19, 1941

In reply refer to
DP

Mrs. Martha G. Young
762 Fairmont St., N. W.
Washington, D. C.

Madam:

The Civil Service Commission has certified your name to the Department of State in connection with a vacancy in a temporary position of Junior Clerk, \$1,440 per annum.

If you wish to be considered for this vacancy, please fill out the enclosed application form and bring it to Room 100, Department of State Building, at your earliest convenience between the hours of 10:00 a.m. and noon or 2:00 and 4:00 p.m. If you do not wish to be considered please telephone my office, Republic 5600, Extension 36, and inform my secretary of your decision.

Very truly yours,

For the Secretary of State

P. E. Allen
Chief, Recruiting and
Selection Section

Enclosure:

Application form.

COPY

DEPARTMENT OF STATE
WASHINGTON

July 25, 1941

In reply refer to
DP

My dear Mrs. Young:

Reference is made to the Department's recent communication inquiring as to your availability, if selected in connection with a vacancy for which the Civil Service Commission certified your name to the Department. I regret to inform you that the vacancy for which you were being considered has now been filled.

Sincerely yours,

For the Secretary of State:

P. E. Allen
Chief, Recruiting and
Selection Section

Mrs. Martha Green Young
762 Fairmont Street, N.W.
Washington, D. C.

COPY

To:

COMMITTEE ON FAIR EMPLOYMENT PRACTICES,
OFFICE OF PRODUCTION MANAGEMENT

PETITION

John Leroy Wallace, by his attorney, Wendell L. McConnell, respectfully petitions this Honorable Committee for permission to appear before it on a day certain, and through his attorney to present, for the consideration of this Committee, his grievance. In support of this petition your petitioner respectfully states.

I

1. a. Your petitioner is a citizen of the United States of America.

1. b. This Committee has jurisdiction over the grievance herein presented, by virtue of President's Executive Order dated June 25, 1941

II

1. The complaint of your petitioner and the grievance for which he desires redress is that on, to wit, May 28, 1941, your petitioner was notified that he had been selected for probational appointment as Junior Engineer (Civil), subject to his passing the required physical examination (See copy marked Exhibit A). On June 4, 1941 your petitioner was requested to report for duty at his own expense (See copy marked Exhibit B). Pursuant to said telegram your petitioner reported at the office of the United States

C O P Y

Engineer Office in Nashville, Tennessee, where he executed certain blanks, and informed his interviewer that he needed to give his then present employer a week's notice of his resignation. He was told to report back (to Nashville) to work in a week's time. On June 6, 1941, your petitioner was notified that the offer of appointment had been withdrawn. Your petitioner is informed and upon such information avers that the reason for the withdrawal of his appointment was solely by reason of his color, and if opportunity is afforded him will aduce proof to that effect.

WHEREFORE, in consideration of the premises your petitioner requests:

1. That he be permitted to appear before the Committee on a day certain, by his attorney, and present to the said Committee his complaint.
2. That upon a hearing of the complaint appropriate steps be taken to redress the grievance of your petitioner.
3. That such other and further steps be taken as the nature of the case may require and as to the Committee may seem proper.

John Leroy Wallace

By _____
Wendell L. McConnell

Wendell L. McConnell
Attorney for Petitioner
2000 11th Street, N. W.
North 5504

COPY

0

()

COPY

EXHIBIT A

WAR DEPARTMENT
UNITED STATES ENGINEER OFFICE
U. S. COURTHOUSE
NASHVILLE, TENNESSEE

May 26, 1941

Mr. John A. L. Wallace,
2303 West Chestnut Street,
Louisville, Kentucky

Dear Mr. Wallace:

You have been selected for probational appointment as Junior Engineer (Civil) at \$2000 per annum, subject to passing the required physical examination.

Please furnish this office Medical Certificate Form 2413 executed by any physician authorized to practice medicine in the state in which you reside. Forward this form to this office immediately. A Form 2413 is enclosed herewith for your convenience.

Upon approval of the Medical Certificate, you will be notified as to when and where to report.

For the District Engineer:

Very truly yours,

Sgd. W. F. Harbison,
Chief Administrative Asst.

1 Inclosure
Form 2413 with 2 attachments

COPY

COPY

EXHIBIT B

WESTERN
UNION

NAA92 11 GOVT-D NASHVILLE, TENN 4 938A

JOHN L. WALLACE
2303 WEST CHESTNUT STREET LOUISVILLE 1941 JUN 4 AM 9 58

REQUEST REPORT FOR DUTY AS JUNIOR ENGINEER AT OWN EXPENSE
IMMEDIATELY-
U. S. ENGINEER OFFICE

EXHIBIT C

WESTERN
UNION

NAA276 13 GOVT-D NASHVILLE TENN 6 132P

JOHN L WALLACE
2303 West Chestnut STREET LOUISVILLE 1941 June 6 PM 1 50

REFERENCE TELEGRAM THIS OFFICE JUNE FOURTH NINETEEN FORTY ONE OFFER OF
EMPLOYMENT WITHDRAWN
U. S. ENGINEER OFFICE

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

February 11, 1942

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.


Dear Judge Hastie:

I acknowledge receipt of your letter of January 20 in further reference to the complaint of Miss Ruth Wallace in which she alleged that she had been discriminated against in connection with her effort to secure employment at the Aberdeen Proving Ground.

You state that the report of the War Department indicates that the position had been filled before Miss Wallace presented herself at the station hospital. I have before questioned the procedure whereby applicants for positions are requested to appear for interview and upon appearing within the required time are told that the positions are filled. I suppose, however, that no useful purpose would be served by requesting the War Department for further statement on this point.

In connection with the discrimination at the post exchange, you state that a directive has been promised by the Commanding General which will remedy this situation in the future. I will appreciate your obtaining a copy of this directive and submitting the same to me at your earliest convenience.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

MEMORANDUM for Major General Edwin M. Watson.

Subject: Letter received by Mrs. Roosevelt from Miss Ruth Wallace, 1812 Ninth Street, N. W., Washington, D. C., relative to employment at the Station Hospital, Aberdeen Proving Ground, Maryland.

1. It is suggested that Mrs. Roosevelt reply to Miss Wallace substantially as follows:

"Responsive to your letter of November 6, 1941, relative to your experience at the Aberdeen Proving Ground, Maryland, and your complaint that you had been denied employment there due to the fact that you are of the Negro race, inquiry develops that prior to your reporting at Aberdeen for consultation the authorities at that place, having urgent need for the immediate services of a dietitian, made an appointment of another eligible person.

"Further inquiry develops that out of sixty-five civilian employees at the Station Hospital, Aberdeen Proving Ground, fifty-three are Negroes.

"I have been glad to go into this matter, because the War Department has insisted that there be no discrimination in the military establishment because of race, creed or color."

Copy for Judge Hastie, Civilian Aide to
Secretary of War.

3 Inclosures.

M. D. TAYLOR
Major, G.S.C.

Handled
COFFER
C. M. TAYLOR

January 20, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

The complaint of Miss Ruth Wallace alleging racial discrimination at the Aberdeen Proving Ground to which you refer in your letter of November 19, has been investigated.

The report which was sent Mrs. Roosevelt, who also wrote to the War Department concerning Miss Wallace, indicated that the position had been filled before the complainant presented herself at the station hospital.

With reference to that portion of the complaint that sets up discrimination at a post exchange, the facts substantiate the charge. A directive has been promised by the Commanding General, which will remedy this situation in the future.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFEA
W
Smeaton

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Do you have a law complaint?

November 19, 1941

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

Mr. G. James Fleming of my staff advises me that you suggested that Miss Ruth Wallace of 1812 9th Street, Northwest, Washington, D. C., refer directly to you a complaint alleging discrimination at the Aberdeen Proving Ground because of her color which had been made by Miss Wallace to him.

I shall appreciate your giving me a report on this case when you have completed your investigation.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

CFEP
W

1812 - 9th Street, N. W.
Washington, D. C.

November 3, 1941

Judge William H. Hastie
Civilian Aide to Secretary of War
Munition Building
Washington, D. C.

Dear Judge Hastie:

I am writing to you concerning a matter which seems to me purely a case of discrimination on account of color.

Saturday, October 25, 1941, I received a letter from Miss Dorothy Rice, who is in charge of Civilian Personnel at Aberdeen Proving Ground, Maryland, telling me to call at Station Hospital. A copy of that letter is enclosed herewith. A few moments after receiving the letter I made a long distance call to the Station Hospital and talked with Miss Rice. I asked if it would be convenient to come later that evening which was Saturday or the following Sunday or Monday. She told me that Wednesday, October 29, 1941, was a better day. I promised to be there at 12:00 noon on the day requested of me. She also gave me directions for reaching the Proving Ground and told me that she may as well tell me a few things about the position before I make the trip there. She said she wanted me to understand that I would have to live on the Proving Ground or near by.

Mrs. Ora Brown Stokes, NYA Consultant, accompanied me to Station Hospital at Proving Ground, Maryland. We arrived at the hospital a few minutes after 12:00 noon. Mrs. Stokes remained in her car while I went in to inquire about the appointment. At the door of the hospital I met two women leaving the building. On entering the hospital a white soldier told me that one of the women I had just passed was Miss Rice. I overtook them and introduced myself. Miss Rice seemed a bit surprised. She told me that she thought Colonel Stewart had appointed someone a few hours before my arrival, but that I could wait for him, as he had gone to lunch and would return at 1:30. She also said I should have my physical examination while at the hospital. She and her companion were on their way to lunch.

I returned to the car and told Mrs. Stokes the information I had received. We then went to the hospital waiting room. After waiting about two hours, we decided to try to get sandwiches, since we had eaten breakfast early that morning. Miss Rice told us the only place we would be able to buy food was at Aberdeen, four miles from the Proving Ground. Later a white soldier, who seemed very nice, told us we could buy sandwiches at the Soldier's Service Club House, only a short distance from the hospital. We entered the cafeteria only to be told by the head waitress that she could not sell us sandwiches. She said she understood our feelings but it was against the rules of the institution. We assured her that we did not wish to eat in the cafeteria, we wanted to take the sandwiches out. Again, she said she was sorry she could not accommodate us.

Judge William H. Hastie --
Civilian Aide to Secretary of War
Washington, D. C.
November 3, 1941

Three or four slices of pie were on the counter close enough to reach, yet, because of our color we could not buy any. Another waitress said that there was a place for Colored on the grounds, but the head waitress assured us that it was too far to walk, and told us of another place closer, but we did not try to find it.

When we returned to the hospital the soldier who had sent us to the Service Club House, was embarrassed to learn we could not buy any food. Later Miss Rice said she would send and buy sandwiches for us, but after our experience we decided to content ourselves with a cococola at the hospital.

I asked Miss Rice if I could have my physical examination while waiting for Colonel Stewart, since earlier in the day she had told me to take it. She informed me that the examination would not be necessary since I would not be appointed.

About 3:00 p.m. Miss Rice came in the waiting room again and said that Colonel Stewart had not returned. I asked her if he was expecting me. She assured me he was, but it would be advisable to see Lt. Adams Rapalski, since I would have to see him later any way and that he always handled the Colonel's affairs. Lt. Rapalski seemed very busy, but finally Mrs. Stokes told me to ask him if he would see me. He said Colonel was the person for me to see. I told him what Miss Rice had told me. He said he would see me. He left his office several times, walking back and forth, as if busy. It seemed I would never see him, so I sat where I could look in his office, then he told me to come in. I told him about the letter I had received and offered to show it to him, but he said he knew all about it and did not wish to see the letter. He said he was very sorry, but Colonel Stewart had appointed someone earlier that morning.

Miss Rice came in Mr. Rapalski's office and I asked her why she had not sent me a telegram or communicated with me informing me of the appointment, so I would not make the long trip. She could not answer directly, but said that the Colonel was like that. She said the Colonel often did many things she and Lt. Rapalski knew nothing about. Mrs. Stokes asked them if their office did not have some sort of system. "Surely the Colonel's Assistant, Lt. Rapalski and Miss Rice who is in charge of Civilian Personnel for the hospital, should know something about appointments."

Miss Rice said that letters similar to the one sent me were sent to twenty or twenty-five different persons, even persons in California. Mrs. Stokes asked her if she would actually send that type of letter to someone in California, have them come to the hospital and then not appoint them. Miss Rice could not answer. I told her that I thought the Civil Service Commission only sent three names for one appointment. Both Miss Rice and Lt. Rapalski informed us that that was far from being the truth. Miss Rice said she could show us the list which the Civil Service Commission had sent the names of twenty or twenty-five persons certified for that one position. She left Lt. Rapalski's office to get the list, but she did not return.

Judge William H. Hastie -- 3
Civilian Aide to Secretary of War
Washington, D. C.
November 3, 1941

Finally, I asked Lt. Rapalski if our trip was useless, and whether there was a vacancy at the hospital for the position as a hospital dietitian. He again informed me that the position had been filled.

I have been certified twice before by the Civil Service Commission; once as head dietitian at Camp Lee, Petersburg, Virginia, and later the appointing officer, Lt. Ernest T. Sheen, informed me that I was not appointed. About a month later I received an inquiry for the position as staff dietitian at Fort Eustis, Fort Eustis, Virginia. I sent the inquiry back stating that I would accept the position. The Lt. Roscoe Goodman, the appointing officer, sent me an application form, also a letter, stating that the Civil Service Commission had not sent my qualifications, and that it would be necessary for me to send this form back to him. After sending the application form back, Lt. Goodman sent me another inquiry. I sent that back, again stating my acceptance, but I heard nothing more from him until I wrote him asking what action he had taken concerning my appointment. He said he regretted he had not informed me that I was not appointed.

I am a graduate of Houston College, Houston, Texas, and hold a B.S. degree in Home Economics. I have had one year's additional study at Howard University. At the University I took several courses in foods. November 18, 1940 I completed internship as a student dietitian at Freedmen's Hospital, Washington, D. C. A certificate was given.

For the past seven months I have been employed by the Works Project Administration as dietitian at the Home for the Aged and Infirm, Blue Plains, D. C. I only plan and supervise the preparation of food for persons who need special diets.

The rating given me by the Civil Service Commission for the examination for Staff Dietitian is 70.

I shall appreciate any consideration given me.

Yours very truly,



(Miss) Ruth Wallace

C C P Y

STATION HOSPITAL, U. S. ARMY,
Aberdeen Proving Ground, Maryland

October 24, 1941

Miss Ruth Wallace,
1812 Ninth Street, N. W.
Washington, D. C.

Dear Miss Wallace:

This hospital has been authorized to hire a Hospital Dietitian at an annual salary of \$1800. It will be necessary to pass a physical examination.

If interested kindly call at the Station Hospital, Ordnance Training Center, Aberdeen Proving Ground, Maryland, within the next few days.

For the Surgeon:

DOROTHY T. RICE,
Charge of Civilian Personnel
for Hospital.

January 26, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On January 7, 1942, you submitted to this office the complaint of Mr. Nevel R. Webster, 1835 Columbia Avenue, Neptune, New Jersey, alleging racial discrimination in connection with his efforts to secure employment at the Signal Corps Laboratories at Fort Monmouth, Red Bank, New Jersey. The report of the investigation into this complaint shows the following:

Mr. Webster was certified to the Laboratories as a Truck Driver from a Civil Service register. In response to a telegraphic inquiry regarding his availability, he reported at the Laboratories on December 31, 1941.

The report states:

"In view of the fact that all applicants, before actually being appointed, are given an actual driving test on Laboratory vehicles, Mr. Webster was also given a test by Mr. Darl Williams, Chief of the Motor Transportation Section. These tests are absolutely necessary because the Laboratory vehicles are, for the most part, a part of the valuable and secret radio sets and other Aircraft Warning Detector Equipment, and these Laboratories therefore, require only the most capable and safe drivers.

"Mr. Williams personally conducts these tests for all drivers, and he reported to the Personnel Officer that Mr. Webster had failed

*Copy
COFFEP
C&W
J. M. [unclear]*

to satisfy the requirements that are ordinarily required to operate these vehicles. He was therefore sent back to the Personnel Section of these Laboratories by the Transportation Section.

"A personnel interviewer of these Laboratories, Mr. A. L. Hubschman informed Mr. Webster of his failure in this test and suggested that he file for other Civil Service positions for which he could qualify, including that of Classified Laborer."

In view of the discrepancy between the statement of Mr. Webster to the President's Committee on Fair Employment Practice and the report of the Director of the Signal Corps Laboratories, Mr. Webster may wish to submit affidavits supporting his charges.

Sincerely yours,

Civilian Aide to the Secretary
of War.

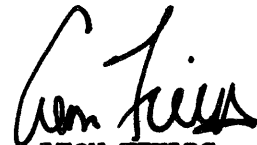
FM(SGL)230.02-Webster, Nevel R.
OCSigO-230-Fort Monmouth
(1/12/42)

3rd Ind. to CSigO (Cont'd)

1-20-42

3. Furthermore, these Laboratories follow the Civil Service procedure in all respects for all positions and the doors of employment are opened and will remain open to all qualified persons regardless of creed, race or national origin.

For the Director:



LEON FIELDS
Captain, Signal Corps
Adjutant

230-Fort Monmouth

4th Ind.

A-1-A

War Department, OCSigO, Washington, January 22, 1942. To: Secretary of War.

In compliance with foregoing first indorsement, report in the case of Nevel R. Webster is contained in foregoing third indorsement.

For the Chief Signal Officer:



H. C. Taylor,
Major, Signal Corps.

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

January 12, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

This office is in receipt of a complaint from Mr. Nevel R. Webster of Neptune, New Jersey, alleging racial discrimination in employment in the Signal Corps Laboratories, Fort Monmouth, Redbank, New Jersey.

Mr. Webster's statement, which was referred to this office by the President's Committee on Fair Employment Practice, states that he reported to the Signal Corps Laboratories on December 13, in response to a telegram inquiring as to his availability. At the time he reported, he was given a test on the heavy duty truck. After the test, he was told by "the man in charge of personnel that they could not send colored men down to Georgia in a good job and offered me labor work."

Mr. Webster says the above statement was heard by a Mr. Isaac Richardson, 251 Asbury Village, Asbury Park, New Jersey. He names Mr. Dare Williams and Captain Dunn of the Personnel Office as the persons who refused him employment.

May the facts be investigated to determine whether there has been any racial discrimination in this instance.



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

RECEIVED

JAN 17 8 16 AM '42

SIG. LABS
FORT MONMOUTH, N.J.

1st Ind.

jsh/kt

War Department, Office of the Secretary
To: Chief Signal Officer

January 13, 1942

For investigation and report to this Office.
By authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

230-Fort Monmouth

2nd Ind.

A-1-A

War Department, OCSigO, Washington, January 14, 1942. - To Director,
Signal Corps Laboratories, Fort Monmouth, New Jersey.

For report and return of papers to this office.

By order of the Chief Signal Officer:

H. C. Taylor
H. C. Taylor,
Major, Signal Corps.

RECEIVED
JAN 17 8 16 AM '47
SIG. LABS
PORT MONMOUTH, N

FM(SCL)230.02-Webster, Nevel R.
OCSigO-230-Fort Monmouth
(1/12/42)

3rd Ind.

SIGNAL CORPS LABORATORIES, FORT MONMOUTH, RED BANK, N. J. January 20, 1942
TO: Chief Signal Officer (A-1-A), War Department, Washington, D. C.

1. In compliance with 1st. Indorsement, a complete investigation was made regarding the complaint as set forth in the basic communication, and the following facts are submitted:

- a. Mr. Nevel R. Webster, 1835 Columbia Avenue, Neptune, N. J. was certified to these Laboratories as a Truck Driver from a Civil Service register. On December 12, 1941, these Laboratories sent the following telegram to Mr. Webster:

"Your name has been certified for a position of Heavy Duty Truck Driver, twelve hundred dollars per annum stop contact us before noon Saturday thirteen stop this is an inquiry regarding your availability."

- b. Accordingly, Mr. Webster reported at these Laboratories on December 31, 1941. In view of the fact that all applicants, before actually being appointed, are given an actual driving test on Laboratory vehicles, Mr. Webster was also given a test conducted by Mr. Darl Williams, Chief of the Motor Transportation Section. These tests are absolutely necessary because the Laboratory vehicles are, for the most part, a part of valuable and secret radio sets and other Aircraft Warning Detector Equipment, and these Laboratories therefore, require only the most capable and safe drivers.
- c. Mr. Williams personally conducts these tests for all drivers, and he reported to the Personnel Officer that Mr. Webster had failed to satisfy the requirements that are ordinarily required to operate these vehicles. He was therefore sent back to the Personnel Section of these Laboratories by the Transportation Section.
- d. A personnel interviewer of these Laboratories, Mr. A. L. Hubschman informed Mr. Webster of his failure in this test and suggested that he file for other Civil Service positions for which he could qualify, including that of Classified Laborer.

2. These Laboratories have, in their employ, and assigned to the Motor Transportation Section, the following colored men who are performing their duties in a very satisfactory manner in every way: G. Gates, J. Booker, M. Allen, E. Savage, J. Williams.

5th Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary

jsh/kt
January 24, 1942

Forwarded.
By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

January 12, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

This office is in receipt of a complaint from Mr. Novel R. Webster of Neptune, New Jersey, alleging racial discrimination in employment in the Signal Corps Laboratories, Fort Monmouth, Redbank, New Jersey.

Mr. Webster's statement, which was referred to this office by the President's Committee on Fair Employment Practice, states that he reported to the Signal Corps Laboratories on December 13, in response to a telegram inquiring as to his availability. At the time he reported, he was given a test on the heavy duty truck. After the test, he was told by "the man in charge of personnel that they could not send colored men down to Georgia in a good job and offered no labor work."

Mr. Webster says the above statement was heard by a Mr. Isaac Richardson, 251 Ashbury Village, Ashbury Park, New Jersey. He names Mr. Dare Williams and Captain Dunn of the Personnel Office as the persons who refused his employment.

May the facts be investigated to determine whether there has been any racial discrimination in this instance.

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

COPIED
"W"

January 12, 1942

MEMORANDUM

TO: The Director of Civilian Personnel

This office is in receipt of a complaint from Mr. Neval R. Webster of Neptune, New Jersey, alleging racial discrimination in employment in the Signal Corps Laboratories, Fort Monmouth, Redbank, New Jersey.

Mr. Webster's statement, which was referred to this office by the President's Committee on Fair Employment Practice, states that he reported to the Signal Corps Laboratories on December 13, in response to a telegram inquiring as to his availability. At the time he reported, he was given a test on the heavy duty truck. After the test, he was told by "the man in charge of personnel that they could not send colored men down to Georgia in a good job and offered me labor work."

Mr. Webster says the above statement was heard by a Mr. Isaac Richardson, 251 Asbury Village, Asbury Park, New Jersey. He names Mr. Dare Williams and Captain Dunn of the Personnel Office as the persons who refused him employment.

May the facts be investigated to determine whether there has been any racial discrimination in this instance.

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

9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date January 7, 1942

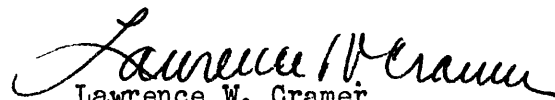
The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mr. Nevel R. Webster of Neptune, New Jersey, under date of December 31, 1941, 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
Executive Secretary

Enc.

COPY

1835 Columbus Ave., Neptune, N. J.
December 31, 1941

President's Committee on Fair Employment
Practice
Social Security Building
Washington, D. C.

Gentlemen:

I respectfully beg to submit to you the following facts during my application for a job on defense industry.

I applied to the Signal Corps Laboratories, Fort Monmouth, Redbank, N. J.

1. Discrimination was color.
2. I am a Negro.
3. I applied as heavy duty truck driver.
4. I worked for four years as bus operator, also two years eleven months as truck driver and I am still chauffeur for the last three years in private car.
5. I applied for the job in August, 1941.
6. I was given a test on a heavy duty truck during October, but received no answer until December 13, 1941. When I was notified by telegram to report at Fort Monmouth I was given another test at the time. After which I was told by the man in charge of the personnel that they could not send colored men down to Georgia in a good job and offered me labor work.
7. The man in charge of the trucks at the Fort makes derogatory remarks about colored men. I can get signatures from men to substantiate this.

/s/ ISAAC RICHARDSON

8. The names of the persons refusing positions were Mr. Dare Williams, Chief Motor Transportation and Captain Dunn, Personnel Office.
9. No definite reason was given for refusal.
10. The remarks about not sending a colored man to Georgia were heard by Issac Richardson, 251 Asbury Village, Asbury Park, N. J.
11. Following are the names and addresses of other colored men refused jobs on account of discrimination.

/s/ ISAAC RICHARDSON
251 Asbury Village
Asbury Park, N. J.

()

Hoping that you will give your earnest attention to this matter which at a time like this tends to sow dissatisfaction and discord in our nation when every real American prays for complete victory.

With respect, I remain,

Yours very truly,

/s/ Mr. Nevel R. Webster

(COPY)

Sig. C. Labs Ft. Monmouth, N. J.

JACK DUNN
Captain, Signal Corps
Assistant Adjutant

FM(SCL) 203.02-Webster, Nevel R.

December 12, 1941

Mr. Nevel R. Webster
1835 Columbus Ave.
Neptune, N. J.

YOUR NAME HAS BEEN CERTIFIED FOR POSITION HEAVY DUTY TRUCK DRIVER
TWELVE HUNDRED DOLLARS PER ANNUM STOP CONTACT US BEFORE NOON SATURDAY
THIRTEEN STOP THIS IS AN INQUIRY REGARDING YOUR AVAILABILITY

SPOERL ACTING
SIGNAL CORPS LABORATORIES

CONFIRMATION COPY

January 16, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

You have transmitted to this office the complaint of Mr. Henry Williams, charging racial discrimination in civilian employment at Carlisle Barracks.

A report from Carlisle Barracks denies that any racial discrimination is permitted or practiced in employment at that station. It is further alleged that there is present need for qualified workers and that qualified eligibles will be appointed without regard to color. It is further pointed out that of 220 employees at Carlisle Barracks, 28 are colored. Recent additions of colored employees include a clerk in the Public Relations Office, a head gardener, and a janitor. Explicit assurances are given that no racial discrimination will be tolerated by the station command.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFFEY
"W"
Inactive

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

December 11, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

May the attached complaint of Mr. Henry Williams, charging racial discrimination in civilian employment at Carlisle Barracks, submitted to this Department by the President's Committee on Fair Employment Practice, be investigated and corrective action taken if the allegations are substantiated.

William H. Hastie

Civilian Aide to the Secretary
of War

1st Ind.

mf

War Department, Office of the Secretary.
To: The Surgeon General.

December 13, 1941.

1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

≡ 291, 2-1 (Carlisle Barracks. Ho) N

WAR DEPT. - S. O. O.
IN

DEC 16 1 03 PM 1941

SGO 291.2-1(Carlisle Barracks)N 2nd Ind. ewl/dms

War Department, SGO, December 30, 1941. To: The Commandant,
Medical Field Service School, Carlisle Barracks, Pennsylvania.

1. Forwarded for a report on the allegation made by Mr.
Henry Williams that racial discrimination is being practiced at
your station.

By order of The Surgeon General:



R. J. Wilson,
Major, Medical Corps,
Assistant. *L*

Incls. n/c

HQ. THE M. F. S. SCHOOL JAN 2 1942
CARLISLE BKS., PA.



9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date December 5, 1941

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. Henry Williams of Carlisle, Pennsylvania, under date of December 1, 1941, 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
Executive Secretary

Cramer/cs
Enc.

cc: Judge Hastie

COPY

Carlisle, Pa.
12/1/41

Dear Sirs:

Here in Carlisle is an army post and a medical school. A new medical building has been opened lately and the State Employment Office was sending workmen to the building and I went to the Employment Office and they told me that the medical school was hiring only white men and women. I went to a Captain Henderson that was in charge of the hiring and he told me that he was not hiring any Negroes. I asked him if that was an order from the War Dept. and he said no that it was his own. Some time ago there was some trouble about the pay of the colored workers under Captain Henderson and Gen. Pratt had to come here for an investigation and straighten things out.

Men like Captain Henderson with those kind of discriminatory tactics is not building up our loyalty but is attempting to tear it down. Whatever the outcome of my justified complaint I am expecting to be notified that I may know what to tell my people.

Respectfully,

/s/ Henry Williams
157 Lincoln Ave.
Carlisle, Pa.

Секретарь: Л.
1931 г. 15 июля 1931 г.
№ 1

Секретарь: Л.

Получено от Л. 15 июля 1931 г. по делу № 1.
Данная информация является конфиденциальной и не должна быть разглашена.
Копия информации направлена в соответствующие органы.

Информация о деятельности организации является конфиденциальной.
Секретарь: Л. 15 июля 1931 г. по делу № 1.
Данная информация является конфиденциальной и не должна быть разглашена.
Копия информации направлена в соответствующие органы.
Информация о деятельности организации является конфиденциальной.
Секретарь: Л. 15 июля 1931 г. по делу № 1.
Данная информация является конфиденциальной и не должна быть разглашена.
Копия информации направлена в соответствующие органы.

Секретарь: Л.

15/7/31
Секретарь: Л.

СОЛ

291.2
(12-11-41)

3rd Ind.

Hq Medical Field Service School, Carlisle Barracks, Pa. January 5, 1942. To:
The Surgeon General, U.S.Army, Washington, D.C.

1. The allegation that General Pratt came here to investigate the pay of colored workers is believed to be without any foundation of fact. I was with General Pratt during the entire time he was here and have no recollection that the subject of negro workers was even mentioned between us. The pay of such employees is a matter to which I have given much personal attention and the pay of the workers in question has been raised twice in the past four months.

2. Racial discrimination is not permitted or practiced here. Of some 220 civilian employees on duty at this station, 28 are colored. Positions are now available which we would gladly fill with qualified persons white or black. Recently a position as head gardener was filled by the employment of a colored man. A colored girl has just been hired as a clerk in the office of the Public Relations Officer, and a colored janitor was hired yesterday.

3. The writer of the complaint may tell his people that worthy and competent colored persons will be given due consideration in the filling of vacancies for civilian workers at Carlisle Barracks.

Addison D. Davis
Addison D. Davis,
Brig. General, Med. Dept.,
Commandant.

Incls.n/c

SGO 291.2-1(Carlisle Barracks)N

4th Ind.

ewl/dms

War Department, SGO, January 10, 1942. To: The Director of Personnel, War Department, Washington, D. C.

1. The report requested in connection with the complaint of Henry Williams regarding the practice of racial discrimination at Carlisle Barracks is contained in the preceding indorsement.

For The Surgeon General:



3.

R. J. Wilson
R. J. Wilson,
Major, Medical Corps,
Assistant.

WAR DEPT. - S. G. O.
IN

JAN 7 9 56 AM 1942

5th Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary

jsh/kt
January 14, 1942

Forwarded.
By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

December 11, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

May the attached complaint of Mr. Henry Williams charging racial discrimination in civilian employment at Carlisle Barracks, submitted to this Department by the President's Committee on Fair Employment Practice, be investigated and corrective action taken if the allegations are substantiated.

Civilian Aide to the Secretary
of War

COFFED
W

9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date December 5, 1941

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. Henry Williams of Carlisle, Pennsylvania, under date of December 1, 1941, 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
Executive Secretary

Enc.

9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date December 5, 1941


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. Henry Williams of Carlisle, Pennsylvania, under date of December 1, 1941, 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
Executive Secretary

Cramer/cs
Enc.

cc: Judge Hastie

COPY

Carlisle, Pa.
12/1/41

Dear Sirs:

Here in Carlisle is an army post and a medical school. A new medical building has been opened lately and the State Employment Office was sending workmen to the building and I went to the Employment Office and they told me that the medical school was hiring only white men and women. I went to a Captain Henderson that was in charge of the hiring and he told me that he was not hiring any Negroes. I asked him if that was an order from the War Dept. and he said no that it was his own. Some time ago there was some trouble about the pay of the colored workers under Captain Henderson and Gen. Pratt had to come here for an investigation and straighten things out.

Men like Captain Henderson with those kind of discriminatory tactics is not building up our loyalty but is attempting to tear it down. Whatever the outcome of my justified complaint I am expecting to be notified that I may know what to tell my people.

Respectfully,

/s/ Henry Williams
157 Lincoln Ave.
Carlisle, Pa.

February 4, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

The report of the investigation into the complaint of Mrs. Frankie C. Willis, 2333 Malpome Street, New Orleans, Louisiana, submitted to this office by you on November 19, 1941, shows that she was employed at the LaGarde General Hospital in that city on August 1, 1941, resigned on October 13, and was actually separated from the service at the termination of her annual leave on October 20.

The report states as follows:

On July 1st, or there about, we requested a Certificate for Laundry Operators from the Civil Service, and sent out Form 1922's, to determine the availability of the eligibles. All availables were interviewed and advised that they would be called for a physical examination when their services were required, as the laundry was not in operation at that time. The laundry began operations on July 11th, but not at its full capacity, therefore, all the operators were not employed on that date. On July 26th Mrs. Willis was requested to report to this hospital for a physical examination, which she passed, and began work on August 1, 1941. Obviously, Mrs. Willis' statement that she was not employed until after she had registered a complaint with the War Department is misleading, as this letter was not received at this office until August 25, 1941, * * * almost one month after her employment. After receiving the above mentioned letter, forwarded from the Surgeon General's Office, Mrs. Willis was interviewed by the undersigned and it was explained to her the reason for the lapse of time from the date she received Form 1922 and

Cramer
COFEPP
W.C.
Signature

Mr. Lawrence W. Cramer
February 4, 1942
Page 2

the date she was actually appointed. Also it was pointed out that during these busy times it is not a good policy to write letters to the President or higher authorities, and that my assistants or myself would adjust any difficulty arising, giving every consideration to all classes of employees, irrespective of whether they were white or colored. However, she was at no time reprimanded by this office.

After a fair trial of approximately six weeks, Captain Sanford J. Johnson, our Laundry Officer, informed the undersigned that Mrs. Willis was inefficient and asked that her services be terminated per provisions of probationary period. I again interviewed Mrs. Willis and she stated that Captain Johnson was unreasonable and never did like her, and had not given her a fair trial. The Laundry Superintendent and Foreman were then interviewed and they agreed that Mrs. Willis' work was unsatisfactory and that she was entirely too slow. However, they indicated that they thought possibly she did the best she could and would probably be satisfactory in a position that did not require as much activity as is desired in our laundry. It was believed that it would be to the best interest of the employee to resign, rather than being discharged, and then perhaps she could secure another position through the Civil Service, which she could be able to fill satisfactorily. This was explained to Mrs. Willis, and it was thought by this office that she understood and agreed.

In these circumstances, it is not believed that the charge of racial discrimination is substantiated.

Sincerely yours,

Civilian Aide to the Secretary
of War.

SGO 201 Willis, Frankie C.

4th Ind.

ewl/dms

War Department, SGO, January 31, 1942. To: The Director of Personnel,
War Department, Washington, D. C.

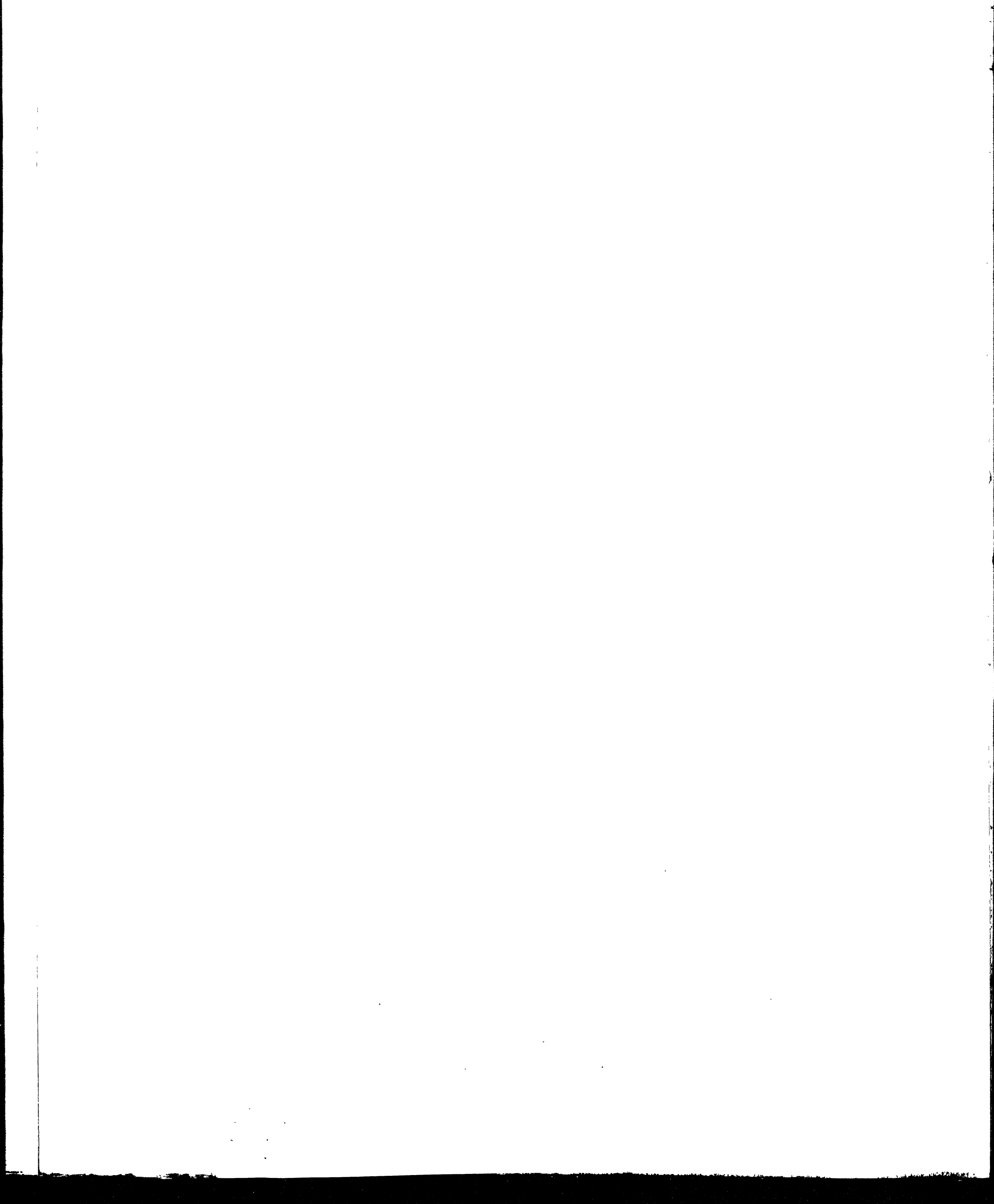
1. Forwarded inviting attention to the preceding indorsement.

For The Surgeon General:



R. J. Wilson,
Major, Medical Corps,
Assistant





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

December 22, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has forwarded to this office a complaint filed by Mrs. Frankie C. Willis of 2333 Melpomene Street, New Orleans, with reference to her experience at LaGarde General Hospital in that city.

Mrs. Willis complains first that after having written to the War Department concerning the difficulty she was experiencing in obtaining appointment after certification to the LaGarde General Hospital as laundry operative, and after appointment subsequent to her complaint, she was called in by Colonel W.H. Smith, the Commanding Officer and reprimanded for having made the complaint.

Thereafter, Mrs. Willis worked about two months and was separated from the service without prejudice. This action was taken on the ground that the employee was too slow a worker. Mrs. Willis represents, however, that the laundry operatives performed miscellaneous tasks, generally in groups, and that there had never been in fact any determination of her speed or competency.

May the facts be determined both with reference to the alleged reprimand of Mrs. Willis and to the circumstances of her separation from the service.

William H. Hastie

Civilian Aide to the Secretary
of War

W. H. Willis, Frankie C. Willis

1st Ind.

War Department, Office of the Secretary
To: The Surgeon General

jsh/kt
January 5, 1942

For investigation and report to this Office.

By authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

SGO 201 Willis, Frankie C.

2nd Ind.

ewl/dms

War Department, SGO, January 14, 1942. To: The Commanding Officer,
LaGarde General Hospital, New Orleans, Louisiana.

1. Forwarded for the information requested in the basic communication concerning the circumstances surrounding the appointment and separation of Mrs. Frankie C. Willis.

By order of The Surgeon General:



J. H. Bridges
J. H. Bridges,
Captain, Medical Corps,
Assistant.
RECEIVED
JAN 13 1942
LaGarde General
Hospital

RECEIVED
JUN 6 2 30 PM 1962

SGO 201 WILLIS, Frankie C.

3rd Ind.

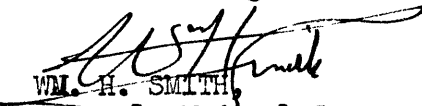
whs:mer

HEADQUARTERS, LaGarde General Hospital, New Orleans, Louisiana. 1-20-42.
TO: The Surgeon General, U. S. Army, Washington, D. C.

1. The records of this office disclose that Mrs. Frankie C. Willis was employed August 1, 1941, resigned October 13, 1941, and was actually separated from the service at the termination of her annual leave on Oct. 20, 1941.

2. Your attention is invited to third indorsement from this office to the Surgeon General (SGO 201 Willis, Frankie C., 8-29-41). On July 1st, or there about, we requested a Certificate for Laundry Operators from the Civil Service, and sent out Form 1992's, to determine the availability of the eligibles. All availables were interviewed and advised that they would be called for a physical examination when their services were required, as the laundry was not in operation at that time. The laundry began operations on July 11th, but not at its full capacity, therefore, all the operators were not employed on that date. On July 26th Mrs. Willis was requested to report to this hospital for a physical examination, which she passed, and began work on August 1, 1941. Obviously, Mrs. Willis' statement that she was not employed until after she had registered a complaint with the War Department is misleading, as this letter was not received at this office until August 25, 1941 (see 2nd Ind. SGO dated 8-23-41, SGO 201 Willis, Frankie C.), almost one month after her employment. After receiving the above mentioned letter, forwarded from the Surgeon General's Office, Mrs. Willis was interviewed by the undersigned and it was explained to her the reason for the elapse of time from the date she received Form 1992 and the date she was actually appointed. Also it was pointed out that during these busy times it is not a good policy to write letters to the President or higher authorities, and that my assistants or myself would adjust any difficulty arising, giving every consideration to all classes of employees, irresponsive of whether they were white or colored. However, she was at no time reprimanded by this office.

3. After a fair trial of approximately six weeks, Captain Sanford J. Johnson, our Laundry Officer, informed the undersigned that Mrs. Willis was inefficient and asked that her services be terminated per provisions of probationary period. I again interviewed Mrs. Willis and she stated that Captain Johnson was unreasonable and never did like her, and had not given her a fair trial. The Laundry Superintendent and Foreman were then interviewed and they agreed that Mrs. Willis work was unsatisfactory and that she was entirely too slow. However, they indicated that they thought possibly she did the best she could and would probably be satisfactory in a position that did not require as much activity as is desired in our laundry. It was believed that it would be to the best interest of the employee to resign, rather than being discharged, and then perhaps she could secure another position through the Civil Service, which she could be able to fill satisfactorily. This was explained to Mrs. Willis, and it was thought by this office that she understood and agreed.


W. H. SMITH,
Colonel, Medical Corps,
Commanding.

WARRETT-S.G.C.

JAN 22 11-45 AM 1942

5th Ind.

jsh/kt

War Department, Office of the Secretary
TO: The Civilian Aide to the Secretary of War

February 2, 1942

1. Forwarded

By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

December 22, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The President's Committee on Fair Employment Practice has forwarded to this office a complaint filed by Mrs. Frankie C. Willis of 2333 Helponame Street, New Orleans, with reference to her experience at LaGarde General Hospital in that city.

Mrs. Willis complains first that after having written to the War Department concerning the difficulty she was experiencing in obtaining appointment after certification to the LaGarde General Hospital as laundry operative, and after appointment subsequent to her complaint, she was called in by Colonel W.H. Smith, the Commanding Officer and reprimanded for having made the complaint.

Thereafter, Mrs. Willis worked about two months and was separated from the service without prejudice. This action was taken on the ground that the employee was too slow a worker. Mrs. Willis represents, however, that the laundry operatives performed miscellaneous tasks, generally in groups, and that there had never been in fact any determination of her speed or competency.

May the facts be determined both with reference to the alleged reprimand of Mrs. Willis and to the circumstances of her separation from the service.

Civilian Aide to the Secretary
of War

*Handled
C. O. F. E. P.
"W"*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

December 17, 1941

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

I have considered the points raised by you in your letter of November 26 relating to the case of Mrs. Frankie C. Willis of New Orleans, who complained that she had been discriminated against at the LaGarde General Hospital in New Orleans because of her race. Mr. Johnson and I have discussed this matter and both of us feel that there is sufficient basis in the statement submitted by Mrs. Willis to justify a request for an investigation.

There have been several other charges of discrimination made to the Committee or to the Civil Service Commission by individuals who sought employment or who were employed for a short time at the LaGarde General Hospital. In one case, the Civil Service Commission has initiated an investigation, but in the other case, there is insufficient evidence given to support a charge of discrimination and I have, therefore, not referred it to you.

Mr. Johnson and I agree that although the commanding officer's endorsement of Mrs. Willis' record, stating that she is unqualifiedly recommended for employment in the Federal service, indicates that there appears to be no desire to prevent her from securing employment in the Government service, this statement does not, however, exclude the possibility that she will be refused employment at the LaGarde General Hospital. This may be the only Federal institution in the vicinity which offers an opportunity for her employment in the Federal Civil Service in the capacity for which she has qualification and she might thus be effectively denied employment.

Judge William H. Hastie -2-

December 17, 1941

It seems to both Mr. Johnson and me that the fact that the commanding officer at the LaGarde General Hospital thought it necessary to reprimand Mrs. Willis for having written to Washington to complain that she was not being given equal treatment in her effort to secure employment at that agency raises definite doubt as to whether or not she was given equal and unprejudiced treatment so far as the conditions of her employment were concerned. I presume that my superior officer could, on many occasions, prove that I am slow in handling matters that come to my office, and if he were seeking a reason for dismissing me, he could rest his case on that fact.

The Committee feels that it must pay especial attention to cases that raise any question of reprisals against persons who complain to it or to other offices in Washington so that persons with justifiable complaints are not intimidated and kept from demanding a proper review of their cases.

In the circumstances, it is requested that you request an investigation into Mrs. Willis' complaint.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

November 26, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

Under date of November 19, you forwarded to this office the complaint of Mrs. Frankie C. Willis of New Orleans, concerning the circumstances of her resignation from a position as laundry operator at LaGarde General Hospital in New Orleans.

Two difficulties have impressed me in this case. First the question whether Mrs. Willis was too slow in her work to meet the needs of the particular job presents an issue in which it is practically impossible to impeach the judgment of her superiors. Second, the commanding officer's indorsement stating that Mrs. Willis "is unqualifiedly recommended for further employment in the Federal service" tends strongly to negative any imputation that malice or prejudice operated in this case.

Will you reconsider the matter in the light of these circumstances. If you still feel that we should insist upon a formal investigation, I will be guided by your judgment.

Sincerely yours,

Civilian Aide to the Secretary
of War

*enclosed
COTEP
"W"*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

November 19, 1941

The Honorable
William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

There is transmitted herewith a copy of a letter addressed to the President's Committee on Fair Employment Practice by Mrs. Frankie C. Willis, together with a copy of its attachment.

It will be noted that the commanding officer at the LaGarde General Hospital in New Orleans, Louisiana notified the Civil Service Commission that Mrs. Willis was dismissed for failure to qualify as laundry operator (flatwork ironer) and that her work was too slow for employment in a laundry the size of the LaGarde General Hospital's.

Mrs. Willis' letter, however, declares that she was summoned to Colonel Smith's office and reprimanded for writing a letter to the War Department in which she evidently complained that although she was No. 1 on the eligible list, she was nevertheless not appointed.

If Mrs. Willis' statement is correct, there is some basis for the belief that she was separated from the service, not because of her failure to perform satisfactory work, but rather because of her action in complaining directly to the War Department.

May I request that this matter be investigated and that the Committee be advised whether or not it is an infraction of any War Department regulation for a prospective employee to appeal to the War Department in Washington if he feels that he has been improperly denied employment by local representatives of the War Department.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Encs.-2

C
O
P
Y

New Orleans, La., Oct. 31 - 41

Fair Employment Practice
Social Security Bldg.
Washington, D. C.

Sir:

On March 1941 I filled an application at the Civil Service office of this city for machine operative at the LaGarde General Hospital Laundry, May 20, 41. I received a notice of my rating. The average percentage was 87.50, Veteran Widow Preference 10 points added made 97.50. June 22, 1941 I received a letter from the LaGarde Gen. Hospital stating I had been certified for appointment for Laundry Operative Flat Work Ironer Etc. and if willing to accept fill blank #1 if not #2 and that I would be necessary that I come and see them bringing the letter with me. I went and showed them the extent of my experience. They told me in a few days I would hear from them. That the Laundry was not in operation but would be about the tenth of July. Time passed and I never heard from them, so I phoned them, they told me they didn't know whether they could use me or not, or whether my name would be reached. (My name was No 1 on the eligible register) so I wrote the War Dept. explaining everything to them as I am to you.

The last of July I received a letter from LaGarde Hospital, telling me to come and take a physical examination, which I passed on the first of August I went to work. I was there only a few days when Colonel Wm H. Smith sent for me to come to his office and he reprimanded me for the letter I had wrote to the War Dept, from that date to the thirteenth of October I was treated with disapproval on the thirteenth day the foreman told me not to leave for home until I had seen Capt. Johnson.

That evening I went to his office. He told me he would have to let me go. I asked him why? He replied you don't do the work. I told him that was practically all the kind of work that I ever done, and have years of experience, then he said Well you can't keep up what would you rather we do, fire you, or you resign. I told him I'll resign. Why, because I did not want to be disfranchised in qualifying for another job in the Government service.

No one there was assigned to any job in particular, beside operating machine, I assorted clothes, folded mangle operative janitor or charwoman, hand ironer. I proved I could do more than I had put in my application as far as I was allowed. I was not treated fair and if my ability as a laundry operative was put to a test by people that stand for justice there would be a different story to tell. We all worked together in assorting clothes and everything else, I was never put to a test alone, and that is one way I'm sure you can prove a person's ability to work. I secured an application from the Civil Service for reemployment and I went to the LaGarde Hospital to see Colonel Smith as he is the one who would have to put his signature, he told me that they had nothing whatever against me that they had accepted my resignation, without prejudice.

I am enclosing the application so you can determine whether there isn't prejudice somewhere. Hoping to hear from you I remain

Mrs. Frankie C. Willis
2333 Melpomene St.
New Orleans, La.

UNITED STATES CIVIL SERVICE COMMISSION
Washington, D. C.

APPLICATION FOR ENTRY ON REEMPLOYMENT LIST

Civil Service Commission:

I request that my name be placed on the Reemployment List. I have been separated from the LaGarde G. Hospital.

Applicants should answer the following:

- (a) Of what State are you a legal or voting resident? Louisiana
- (b) In what localities are you willing to accept appointment? New Orleans
- (c) Name lowest acceptable salary \$12.00
- (d) Will you accept temporary appointment? Yes (e) Salary? \$12.00
- (f) Are you willing to accept a position of a lower grade than the one you now hold? Yes.
- (g) If so, state definitely type of position you will accept Maid, Janitress
- (h) Does your name appear on the reemployment list of any of the Commission's district offices? No. If so, give name of office

Keep the Commission informed
of any change of address.

Name - Frankie C. Willis
Address - 2333 Melpomene St.

Applicants Should Have the Part Below Filled out by the Personnel Officer of the
Department in Which Last Employed

WAR DEPARTMENT, Medical Dept. At Large - LaGarde Gen. Hospital, New Orleans, La.

TO THE CIVIL SERVICE COMMISSION:

This employee was separated because of failure to qualify for Laundry Operator during probational period. This employee would possibly qualify for positions which required less speed.

Effective October 20, 1941 Date Appointed August 1, 1941

Position Laundry Operative (Flatwork Ironer Place of Employment-La Garde Gen. Hosp.

Kind or kinds of work performed - General work in connection with laundry.

Degree of efficiency in work performed - Was too slow for work in Laundry This
the size of ours.
employee is unqualifiedly recommended for further employment in the Federal service.

Signature - W. H. Smith

Official title Colonel, M. C., Commanding

Date Oct. 25, 1941

January 8, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

On October 24, you submitted to this office the complaint of Miss Catherine B. Wright charging discrimination against her because of her race by the Boston Quartermaster Depot.

The matter has been investigated. A copy of the communication sent to Miss Wright shows that it was not an offer of appointment and that it contained, conspicuously placed, the words "This is a letter of inquiry and not an offer of appointment." It appears further that Miss Wright's name appeared on Certificate No. 31443 as a Junior Clerk-Typist, with a rating of \$1.25, as one of the two alternates to be considered if none of the three principal eligibles should be available. It is stated further that these facts were explained to Miss Wright.

In these circumstances, it is believed that the charge of discrimination is not substantiated.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Copies
COFEP
"W"
Smedley*

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

December 11, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The attached complaint of Miss Catherine B. Wright, charging racial discrimination in the matter of an appointment at the Quartermaster Depot, South Boston, Massachusetts, has been submitted to this office by the President's Committee on Fair Employment Practice. Also attached is a self-explanatory letter from the Committee in response to my inquiry as to the whereabouts of the letter tendering Miss Wright's appointment.

May this complaint be investigated and, if the facts are as represented, may corrective action be taken with a view to redressing the grievance of which Miss Wright complains.

William H. Hastie
Civilian Aide to the Secretary
of War

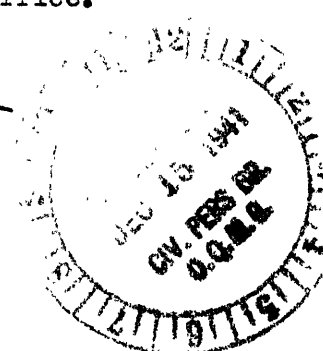
1st Ind.

mf

War Department, Office of the Secretary. December 12, 1941.
To: The Quartermaster General.

1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel



Miss Catherine B. Wright

RECEIVED
DEC 17 4 14 PM '41
U. S. ARMY
1ST CORPS AREA

QM 201 P-CL (Wright, Catherine B.) 2nd Ind.
War Department, OQMG, December 16, 1941. To: Quartermaster, First Corps
Area, Army Base, Boston, Mass. THRU: Commanding General.

For investigation and report to this office.

For The Quartermaster General:

E. G. Mathews

E. G. MATHEWS,
Lt. Col., Q. M. C.,
Assistant.

3 Incls.
Incl. 1 - Ltr. 12-4-41
Incl. 2 - c/Ltr. 10-24-41
Incl. 3 - c/Ltr. 10-8-41

QM 201 A - Wright, Catherine B 3d Ind
OQM, 1st CA, 18 Dec 1941. To: CO, Boston QM Depot

As a matter pertaining to his office. The QMG has not been advised
of this reference.

For the Quartermaster:

I. W. Littlell
I. W. LITTELL
Major, QMC
Assistant

3 Incls - n/c

RECEIVED
DEC 17 4 14 PM '41
O. Q. M.
1 ST CORPS AREA

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

December 4, 1941

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

In your letter of October 27 you request that I have Miss Catherine B. Wright of 49 Hollander Street, Roxbury, Massachusetts, furnish a copy of the letter from the Quartermaster Depot Army Base at South Boston, Massachusetts, addressed to her, advising her that she had been appointed to a position at \$1140 a year on an indefinite-probationary basis as a junior stenographer. Miss Wright now advises me that she was required to surrender this letter at the time of her interview and is, therefore, not able to furnish a copy.

I should like to request that you communicate with the Army Base at South Boston, Massachusetts, and request that they furnish you with a copy of this letter which apparently was sent some date between August 1 and October 8. There must be a copy of this letter in the files of the Quartermaster Depot at South Boston. If Miss Wright's statement is correct, that she was actually offered an appointment and then required to surrender the only evidence she had of that offer, and denied employment at the same time, it appears to me that there is a substantial basis for taking action in the matter.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

RECEIVED

DEC 17 4 14 PM '41

O. Q. M.
1 ST CORPS AREA

9282-

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date October 24, 1941

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 Miss Catherine B. Wright of Foxbury, Massachusetts, under date of October 8, 1941, 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
Executive Secretary

Enc.

RECEIVED
DEC 17 4 14 PM '41

O. Q. M.
1ST CORPS AREA

11 11 11

49 Hollander Street
Roxbury, Massachusetts
October 8, 1941

Mr. Lawrence W. Cramer , Executive Secretary
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

My dear Mr. Cramer:

I am a young Colored woman and I believe that my particular experience should come to your attention. Briefly, the situation is this:

On July 31, 1941, I was discharged from the state headquarters of the Works Projects Administration here, due to a forced reduction in personnel. I had no fear of being re-employed shortly because I had recently been informed that I had been placed on the Federal junior stenographers' list with a rating of 87.75. Also because I had been a member of the administrative staff of the above Federal agency, I was accorded the privilege of being placed on the re-employment list.

Everywhere that I applied for work on my own initiative, I was told that there were no openings. Finally I was sent a letter requesting that I report at the Quartermasters Depot Army Base, South Boston, Massachusetts. The letter explained that I had been appointed to a position at \$1440 a year on an indefinite-probationary basis as a junior stenographer. If I were not available I was to notify them immediately so that the next applicant might be reached.

When I reported, the interviewer, a Miss Donoghue, told me that I had wonderful references, a well-rounded experience, and a B. S. from Simmons College gave me an education which was far superior to that of most of the employees at the Base, and other non-relevant matter. In the same breath, she added that unfortunately, they had not reached my name on the register. This in spite of the fact that I had been requested by letter to report.

For personal reasons I must find work in or near Boston, and I certainly hope that something can be done in my case.

Very sincerely yours,

Catherine B. Wright

121 COMB2 ABEN
O'G'W. /s/
DEC 13 4 17 PM '41
RECEIVED

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DEC 17 4 14 PM '41
D. O. M. 1st
CORPS AREA

COMMUNICATIONS SECTION
NOV 19 11 10 11
1st CORPS AREA

I am writing you to advise that the work in the area of the 1st Corps Area is being handled in a different manner than in the past.

The work in the area of the 1st Corps Area is being handled in a different manner than in the past. The work in the area of the 1st Corps Area is being handled in a different manner than in the past.

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Very truly yours,
Mr. [Name]

Washington, D. C.
President, a Committee on Civil Employment Practices
Mr. [Name], Executive Secretary

October 8, 1941
Box 111, Washington, D. C.
1st Corps Area

(This is a letter of inquiry and NOT an offer of appointment.)

~~Office of the Commanding Officer~~
~~Boston Quartermaster Depot~~
~~Army Base, Boston, Mass.~~

Certificate No. 31443

Position: Junior Clerk-
Typist
Place: Boston Q.M. Depot

Kind of appointment:
Probational
Salary: \$1440. p/a
Probable duration:
Indefinite

Miss Catherine B. Wright
49 Hollander Street
Roxbury, Massachusetts

Dear Sir:

You have been certified by the Civil Service Commission as eligible for the employment described above. Fill out the "Availability Statement" below, indicating whether or not you would accept this position if offered, and return the entire letter to this office. Appointment would be subject to the Civil Service requirements described on the back of this letter. Whether you are available or not, please reply within 4 days in order that one of those who are available may be selected as promptly as possible to fill this vacancy. If selected, you will be notified and given further instructions.

Other information: If interested in this position please call at the above office on or before August 28, 1941, for interview with Miss Donoghue.

Are you now employed? _____
If so, in what position and
by whom employed? _____

Yours truly,

F. W. WEBBLEY,
Captain, Q.M. Corps,
Assistant.

NOTICE

If there has been a change in the conditions under which you have previously indicated that you were available, or in your address, fill out the form on the back of this sheet, giving the conditions under which you are willing to accept appointment in the future.

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within _____ days after notification. I am now employed by _____ as a _____

I am not available and do not wish to be considered for the position described above for the following reasons:

(Signature)

I request the Civil Service Commission to take the following action if I am not available or am not selected:

Consider me available for other appointments. (Subject to such new conditions as I may have indicated on the other side.)

Remove my name from the register until _____, 19____, when I will be available for appointment.

Remove my name from the register until I notify the Civil Service Commission that I am available.

*Copy
file*

INFORMATION FOR ELIGIBLES

KINDS OF APPOINTMENTS

Temporary appointment is for a limited time only, rarely extending beyond 6 months, and does not prevent consideration in regular order for probational or probational-indefinite appointment. Ordinarily temporary appointment will not be offered to persons who live far from the place of employment.

Probational-indefinite appointment is for an indefinite period of time. The appointee is included under the system of retirement and disability benefits provided by the Civil Service Retirement Act and he may be considered for both transfer and promotion. If his employment ends and he has done satisfactory work, he is eligible for reinstatement and may request that his name be placed on the Reemployment List, which has priority over other Civil Service lists. Positions connected with the National Defense program are usually filled by probational-indefinite appointments and frequently require entrance on duty after very short notice. The duration of such employment is dependent upon the course of defense activities in future years and cannot be predicted with accuracy.

Probational appointment confers all the privileges associated with probational-indefinite appointment. While this type of appointment is usually made to provide personnel for regular and continuing government work, the duration of such employment is also affected by the course of government policy and appropriations.

A probationary period or trial period of 6 months (sometimes 1 year) follows each probational or probational-indefinite appointment, during which the appointee's eligibility for transfer and promotion is restricted.

APPOINTMENTS ARE SUBJECT TO THESE REQUIREMENTS

1. A physical examination is required of every person selected for probational or probational-indefinite appointment. Eligibles are cautioned not to resign from any position now held until definite instructions to report for duty have actually been received, usually only after satisfactory completion of the physical examination.

2. All probational and probational-indefinite appointments, and certain temporary appointments, are subject to fingerprinting. For many positions, appointment is made subject to character investigation.

3. Proof of date of birth is required for all probational and probational-indefinite appointments in the departmental service at Washington, D. C., and for certain appointments outside of Washington. When this is required, an appointee should endeavor to bring birth or baptismal certificate with him when reporting for duty. If this is not possible, the appointee will

in most cases be granted an additional 6 months in which to obtain a certificate or to furnish proof in some other way.

4. Whenever there are already two or more members of a family in the classified service, no other members of that family are eligible for appointment in that service. Eligibles are warned not to accept appointment contrary to this provision of the law. The Civil Service Commission interprets the word "family" in fairly narrow terms, and eligibles are advised to submit all facts on the matter to the Commission, which will determine whether this restriction is applicable.

5. Subject to certain statutory exceptions, no person accepting appointment to a position in the classified civil service may remain on any other Federal pay roll. With some exceptions, including among others the appointees to certain positions directly related to the National Defense program, no person may hold any State, county, or municipal office while employed in the classified civil service. This prohibition does not apply to offices in certain municipalities adjacent to the District of Columbia.

OTHER INFORMATION

Suspension of eligibility. When a person is unable to accept an appointment he should notify the Civil Service Commission and request that his name be removed from the eligible list until he is again able to accept appointment. At any time while this list is still in use, his name may be replaced in its proper position upon request. If the conditions under which he will accept employment have changed, he should notify the Commission of these new conditions. The Commission may also remove a person's name from the eligible list if he fails to reply to official correspondence or indicates that he would be unwilling to accept a position.

Procedure in case of nonselection. When a person replies to an official inquiry and states that he is available for the position if offered, he is considered with others who are also available. The appointing officer may select any one of the three highest available eligibles to fill the vacancy. Ordinarily the person selected will be the only one notified. The names of those eligibles who were not selected will be returned to the Civil Service Commission for restoration to the register. The fact that they were not selected will not affect their eligibility for other positions.

Cost of transportation. The person selected for a position must pay all transportation costs connected with reporting for duty. If he should subsequently fail to meet the requirements to which appointment is subject, or if his employment is terminated for any reason, he must pay for his return also.

AVAILABILITY INFORMATION CARD

Average rating _____	(Last name) _____	(First name) _____	
_____	(Street address) _____		
_____	(City) _____	(State) _____	
(Place of examination)	(Telephone) _____		

IMPORTANT.—Fill in all information and answer all questions.

1. For each locality listed below, indicate separately whether you would accept probational or probational-indefinite appointment and in each case checked "Yes" indicate the lowest acceptable yearly salary.

Probational		Probational-Indefinite	
Yes	No	Yes	No
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....
State of present address?			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....
Adjoining States?			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....
Washington, D. C.?			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....
Anywhere in the United States?			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....
Outside continental United States?			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....	\$.....	\$.....	\$.....

If you will accept appointment only in certain cities, name these cities:

2. Indicate your availability for temporary appointment within commuting distance of present address and lowest acceptable yearly salary.

	Yes	No	Salary
1 month?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
2 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
3 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
6 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....

3. Do you belong to any military or naval organization?

Yes No
If so, specify service and branch _____

Are you now on active duty?
Yes No

QM 201 (Wright, Catherine B.)

4th Ind.

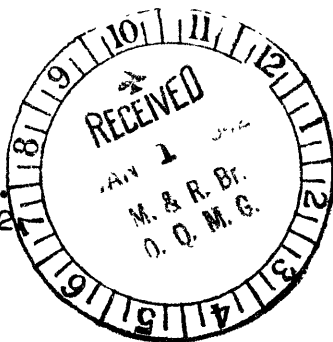
Boston QM Depot, Army Base, Boston, Mass., December 27, 1941. To: The Quartermaster General, Washington, D.C.

1. On August 23, 1941, Catherine B. Wright of 52 Munroe Street, Roxbury, Massachusetts, was certified to this Depot by the Civil Service Commission on Certificate #31443 as a Junior Clerk-Typist with a rating of 81.25. Miss Wright's name, along with others, was marked by the Civil Service office with an "x", indicating that her name was certified for the purpose of providing for declination.

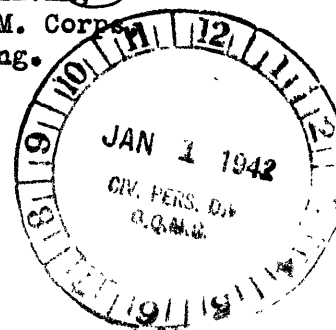
2. In response to this Depot's letter of inquiry (not an offer of appointment, as printed thereon, per copy enclosed), Miss Wright appeared for interview. Her position on this certificate was explained to Miss Wright, and she was informed that if she was selected for appointment at a later date in the usual procedure, she would be notified.

3. No promise of appointment was ever made to Miss Wright.

4 Incls., 1 added.
Added: Form 1992



B. E. McKEEVER
B. E. McKEEVER,
Lt. Col., Q.M. Corps
Commanding.



QM 201 (Wright, Catherine B.)

5th Ind.

War Department, OQMG, January 1, 1942 - To: Administrative Assistant, War Department.

1. Attention is invited to report rendered in preceding 4th indorsement.

For The Quartermaster General:

E. G. Mathews
E. G. MATHEWS,
Lt. Col., Q.M.C.,
Assistant.

4 Incls. n/c.

JAN 1 1942

RECEIVED
FEB 17 1944

1942 JAN 3 11 8 44

6th Ind.

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

aho/mf

January 3, 1942.

AHO

December 11, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

The attached complaint of Miss Catherine B. Wright, charging racial discrimination in the matter of an appointment at the Quartermaster Depot, South Boston, Massachusetts, has been submitted to this office by the President's Committee on Fair Employment Practice. Also attached is a self-explanatory letter from the Committee in response to my inquiry as to the whereabouts of the letter tendering Miss Wright's appointment.

May this complaint be investigated and, if the facts are as represented, may corrective action be taken with a view to redressing the grievance of which Miss Wright complains.

Civilian Aide to the Secretary
of War

COFEA

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

SOCIAL SECURITY BUILDING

December 4, 1941

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

In your letter of October 27 you request that I have Miss Catherine B. Wright of 49 Hollander Street, Roxbury, Massachusetts, furnish a copy of the letter from the Quartermaster Depot Army Base at South Boston, Massachusetts, addressed to her, advising her that she had been appointed to a position at \$1140 a year on an indefinite-probationary basis as a junior stenographer. Miss Wright now advises me that she was required to surrender this letter at the time of her interview and is, therefore, not able to furnish a copy.

I should like to request that you communicate with the Army Base at South Boston, Massachusetts, and request that they furnish you with a copy of this letter which apparently was sent some date between August 1 and October 8. There must be a copy of this letter in the files of the Quartermaster Depot at South Boston. If Miss Wright's statement is correct, that she was actually offered an appointment and then required to surrender the only evidence she had of that offer, and denied employment at the same time, it appears to me that there is a substantial basis for taking action in the matter.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

October 27, 1941

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

This office has received your letter of October 24, transmitting the complaint of Miss Catherine B. Wright, alleging racial discrimination in employment at the Army Quartermaster Depot, South Boston, Massachusetts.

Miss Wright's letter refers to a letter from the Quartermaster Depot explaining that she "had been appointed to a position at \$1440 a year on an indefinite-probationary basis as a junior stenographer".

This is another case in which the actual letter is the basic document upon which any remedial action must be predicated. If you will obtain a copy of that letter from Miss Wright and forward it to us, we will be glad to go into the matter promptly.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFER
W

9282

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

Date October 24, 1941

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 Miss Catherine B. Wright of Roxbury, Massachusetts, under date of October 8, 1941, 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
Executive Secretary

Enc.

49 Hollander Street
Roxbury, Massachusetts
October 8, 1941

Mr. Lawrence W. Cramer , Executive Secretary
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

My dear Mr. Cramer:

I am a young Colored woman and I believe that my particular experience should come to your attention. Briefly, the situation is this:

On July 31, 1941, I was discharged from the state headquarters of the Works Projects Administration here, due to a forced reduction in personnel. I had no fear of being re-employed shortly because I had recently been informed that I had been placed on the Federal junior stenographers' list with a rating of 87.75. Also because I had been a member of the administrative staff of the above Federal agency, I was accorded the privilege of being placed on the re-employment list.

Everywhere that I applied for work on my own initiative, I was told that there were no openings. Finally I was sent a letter requesting that I report at the Quartermasters Depot Army Base, South Boston, Massachusetts. The letter explained that I had been appointed to a position at \$1440 a year on an indefinite-probationary basis as a junior stenographer. If I were not available I was to notify them immediately so that the next applicant might be reached.

When I reported, the interviewer, a Miss Donoghue, told me that I had wonderful references, a well-rounded experience, and a B. S. from Simmons College gave me an education which was far superior to that of most of the employees at the Base, and other non-relevant matter. In the same breath, she added that unfortunately, they had not reached my name on the register. This in spite of the fact that I had been requested by letter to report.

For personal reasons I must find work in or near Boston, and I certainly hope that something can be done in my case.

Very sincerely yours,

/s/ Catherine B. Wright

X

Y

March 14, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On January 13, 1942, you forwarded to this office copies of correspondence between you and Representative Vito Marcantonio concerning the complaint of Mr. Karl G. Yoneda, a native-born American citizen of Japanese origin, alleging that he had been denied the right to work as a longshoreman on Army Transport Docks, Fort Mason, San Francisco, California.

This office requested an investigation and report upon the facts and to be advised of the general policy of the War Department in such cases. Mr. Yoneda's complaint, addressed to the President of the United States, was also forwarded to the Director of Personnel of this Department for consideration and reply. The reply of the Acting Director of Personnel to Mr. Yoneda's complaint states as follows:

It is the policy of the War Department to require its officials to take every precaution to execute effectively the Department's responsibilities. Under these circumstances, considerations of both safety and equity must be left to a large extent in the hands of the local commanding officers or their representatives. I feel sure that the commanding officer at Fort Mason will give every possible consideration to any definite facts which you may lay before him.

This office is advised that the foregoing reply to Mr. Yoneda was based upon Executive Order No. 9066, of February 16, 1942, which authorizes the Secretary of War to prescribe military areas and places in the hands of the appropriate military commanders authority to take such steps as such commanders might deem advisable for protection against espionage and sabotage.

100
4/1/42

Mr. Lawrence W. Cramer
March 14, 1942
Page 2

Your Committee may wish to take some definite position
with respect to the problem of employment of American citizens of
Japanese descent in the Federal service.

Sincerely yours,

Civilian Aide to the Secretary
of War

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

March 12, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

Transmitted herewith is a copy of the reply of this office to Mr. Karl G. Yoneda, a native born American citizen of Japanese origin.

Mr. Yoneda's complaint, charging racial discrimination addressed to the President of the United States, was forwarded to this office for consideration and reply. Our reply to Mr. Yoneda is based upon Executive Order 9066, of February 16, 1942, which authorizes the Secretary of War to prescribe military areas and places in the hands of the appropriate military commanders authority to take such steps as such commanders might deem advisable for protection against espionage and sabotage.

It is believed that the action taken in this case was in the best interest of the National Defense and the personal welfare of Mr. Yoneda.

By authority of the Secretary of War:



F. H. Powell
Acting Director of Personnel

Enc.-1

March 12, 1942

Mr. Karl G. Yoneda
86A Endicott Park
San Francisco, California

Dear Mr. Yoneda:

Your letter of January 29, addressed to the President of the United States has been referred to this Office for consideration and reply. It is noted that your former employment as longshoreman in the Quartermaster Corps, Fort Mason, San Francisco, California, has been terminated and that you allege it is because of your Japanese descent.

It is the policy of the War Department to require its officials to take every precaution to execute effectively the Department's responsibilities. Under these circumstances, considerations of both safety and equity must be left to a large extent in the hands of the local commanding officers or their representatives. I feel sure that the commanding officer at Fort Mason will give every possible consideration to any definite facts which you may lay before him.

Very truly yours,

F. H. POWELL

F. H. Powell
Acting Director of Personnel

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

January 19, 1942

MEMORANDUM

TO: The Director of Personnel

The President's Committee on Fair Employment Practice has submitted to this Department for investigation and report the attached correspondence concerning a complaint of Mr. Karl G. Yoneda, a native born American citizen of Japanese origin, claiming racial discrimination in employment under the jurisdiction of the Quartermaster Corps. May this office be advised of the facts in this case and the general policy of the Department in similar cases.

William H. Hastie
Civilian Aide to the Secretary
of War

PERSONNEL DIV
DEPARTMENT

1942 JAN 20 11 10 02

TO: THE SECRETARY OF THE DEPARTMENT

FROM: THE ASSISTANT SECRETARY OF THE DEPARTMENT

RE: [Illegible]

DATE: [Illegible]

[Illegible]

[Illegible]

WASHINGTON, D. C.
OFFICE OF THE ASSISTANT SECRETARY
PERSONNEL DIVISION

COPY

Vito Marcantonio
20th Dist. New York

CONGRESS OF THE UNITED STATES
House of Representatives
Washington, D. C.

December 31, 1941

Mr. Lawrence W. Cramer, Executive Secretary
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

I know that the problem of fair practice toward the American-Japanese on the West Coast is a peculiarly difficult one. However, I enclose a self-explanatory letter from Mr. Yoneda in the hope that some action can properly be taken in cases of this sort.

Since I am receiving letters from American-Japanese continually, I shall appreciate having any information you can properly give me concerning Federal policy toward their employment.

Sincerely yours,

/s/ Vito Marcantonio

Encl #1

COPY

January 12, 1942

Honorable Vito Marcantonio
House of Representatives
Congress of the United States
Washington, D. C.

My dear Mr. Marcantonio:

I acknowledge receipt of your letter of December 31 with which you send copies of communications relating to the case of Karl G. Yoneda who alleges that he has been discriminated against because of his racial origin in connection with his work as a longshoreman on Army Transport Docks in San Francisco.

To the best of my knowledge, the government's policy with respect to the employment of persons of Japanese origin is similar to that with respect to persons of any other national origin. They are not to be discriminated against because of their race or national origin but are to be considered individually on the basis of their loyalty. Persons of Japanese origin present a peculiarly difficult problem, as you state, because many persons seem to feel that even American citizens of Japanese descent are, as a class, less trustworthy than German-born or Italian-born naturalized citizens.

The Committee on Fair Employment Practice must necessarily take the view that Executive Order 8802 applies equally to persons of Japanese descent as it does to persons of German or Italian descent.

I shall undertake an investigation into Mr. Yoneda's complaint, and I shall be glad to advise you of the outcome of that investigation.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Encl #1

COPY

Original Sent to Major George F. Foss, U.M.C., Ft. Mason
San Francisco, Calif.

CHINESE WORKERS MUTUAL-AID ASSOCIATION
947 Stockton Street
San Francisco, Calif.
Telephone: CHina 2073

December 22, 1941

TO WHOM IT MAY CONCERN:

The undersigned have known Mr. Karl Yoneda for the past five years. As a personal friend and known him very active in all trade unionism, who also participated in all progressive movement against Fascism and Japanese aggression.

During the past years, as I was a former Secretary of the Alaska Cannery Workers' Union, Mr. Yoneda was then as vice-president, and he's still today. He is one of the founders of the said union, and is also a member of the International Longshoremen & Warehousemen's Union #1-10.

Mr. Yoneda not only is a member of good standing, but also have contributed to many good causes, who did some excellent work towards the welfare of the members. This proved that he is a good American citizen.

As president of the Chinese Mutual-Aid Association, I can assure you that he has done much to help our causes, such as participating in our picket line against Japanese ships carrying scrap iron, and speaking many times in our Association to encourage our members to fight against Fascism, etc. I'll translate briefly in parts which appeared in our quarterly pamphlets as follows:

(1). That on Jan. 1938, the 1st Anniversary of our founding, the Chinese Mutual-Aid Ass'n., the members gave a big party during the evening. More than 300 members and guests were present. Among our guests were: Mr. Lee Pai-Cheo of the Chinatown's Theatrical Director; Mr. Chan from the International Labor Defense; Mr. Chong representing Labor's Non-Partisan League; Rev. NgGee-Ching of the Chinese Catholic Social Centres, and Mr. Karl Yoneda, vice-president of the Alaska Cannery Workers Union. Each of the guests made a brief speech. In conclusion Mr. Harry Wong, representing the Chinese Mutual Aid thanked all the guests.

(2) That on April 2nd, 1939 - the Chinese Mutual Aid Association held a quarterly meeting for all the members. The following were present besides our members: Chinese Council General, Mr. Liang Sheu Mon; Rev. Tom Jow Fien; Mr. Lee Chanjen; Mr. Y.Y. Cheu, Editor of the New York Chinese Daily; Mr. Karl Yoneda of the Alaska Cannery Workers Union (Mr. Yoneda is the vice-president of that Union); Mrs. Yoneda and Mr. George Dea of the International Labor Defense.

(3) That on April 1938, Mr. Karl Yoneda, representing the Alaska Cannery Workers' Union was here to speak to our members, his topic of the evening was "Chinese-Japanese workers must unite to resist Japanese Aggression".

Yours sincerely,

(Signed) Sam Young

Sam Young
President of the C.M.A.A.
(Seal of the C.M.A.A. is imposed
over signature)

Incl. #1

COPY

(ORIGINAL ON ALASKA CANNERY WORKERS UNION LOCAL #5 LETTERHEAD)

Dec. 27, 1941

Major George F. Foss, Q.M.C.
Asst. to the Superintendent
Army Transport Docks
Ft. Mason, San Francisco, Calif.

Dear Sir:

I have been denied the right to work as a longshoreman on Army Transport Docks, since December 8th and have been unable to ascertain the reason for the denial.

On Monday, Dec. 22nd, Koji Ariyoshi (Hawaiian-born) and I - Karl G. Yoneda (California-born) tried to get an interview with you, however we were stopped at the gate and a Lt. Foley, from your office, I believe, told us that "Washington ordered" that all American citizens of Japanese, Italian and German parentage be barred from government employment". We told him that "we know that all American citizens of Italian and German extraction are still working and are good loyal citizens, in our opinion as we to the U.S." Lt. Foley then said "it's easier to pick out the Japanese; and it's just one of those unfortunate things, however to have the union secretary write to us so that the question can be taken up with Washington".

I have been working in the Bay Area, as a longshoreman since February 1936, am a member in good standing in the ILMU 1-10 as well as a member and vice-president of the Alaska Cannery Workers Union Local #5. My past record is clear as an outspoken opponent of the present Japanese militarist regime. The enclosed letter from the Chinese Mutual Aid Association, as well as the "Doho" of which I have been the Bay Area Correspondent for some years, clearly indicate my position in the present war.

Altho I am the sole support of my family (wife and two children) and 35½ years of age, I am ready and willing to serve this Nation to my fullest ability. At the present I am cooperating with the F.B.I. and local police in helping to round up fifth-columnist among the Japanese population here. Please contact Mr. Griffen or Henderson of the F.B.I. and Inspector Shelley of the S. F. Police for confirmation.

I believe it is unfair to single out American citizens of Japanese descent and deny them the right to work (Ariyoshi and I are the only two longshoremen of Japanese extraction here in the Bay Area); therefore I appeal to you in the interest of fair play and democratic procedure to investigate me, so that I can continue with my regular trade of longshoreing which is important to our country's defense.

Yours truly,

Karl G. Yoneda

Copies to:
Commanding Officer, Q.M.C. Washington D.C.
Secretary of War Henry Stimson " "
I.L.W.U.
2 enclosures

Home Address:
86A Endicott Park
San Francisco
Phone: WALnut 0569

Encl # 1

January 19, 1942

MEMORANDUM

TO: The Director of Personnel

The President's Committee on Fair Employment Practice has submitted to this Department for investigation and report the attached correspondence concerning a complaint of Mr. Karl G. Yoneda, a native born American citizen of Japanese origin, claiming racial discrimination in employment under the jurisdiction of the Quartermaster Corps. May this office be advised of the facts in this case and the general policy of the Department in similar cases.

Civilian Aide to the Secretary
of War

COFFER
"Y"

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

January 13, 1942

Honorable William H. Hastie
Civilian Aide to the Secretary of War
War Department
Washington, D. C.

Dear Judge Hastie:

Congressman Vito Marcantonio has forwarded to me a copy of a letter addressed to Major George F. Foss, Ft. Mason, San Francisco, California, by Mr. Karl G. Yoneda, together with a copy of its enclosure, for the consideration and action of the Committee on Fair Employment Practice. I transmit herewith copies of these exchanges as well as copies of Congressman Marcantonio's letter to me and of my reply.

It is requested that your office initiate an investigation into Mr. Yoneda's complaint and that the Committee be furnished a report after the investigation has been completed.

Sincerely yours,

Lawrence W. Cramer

Lawrence W. Cramer
Executive Secretary

Enclosures

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Civilian Aide to the Secretary of War
War Department
Washington, D. C.

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Lawrence W. Cramer
Executive Secretary

Cramer/wl

Enclosures

COPY

January 12, 1942

Honorable Vito Marcantonio
House of Representatives
Congress of the United States
Washington, D. C.

My dear Mr. Marcantonio:

I acknowledge receipt of your letter of December 31 with which you send copies of communications relating to the case of Karl G. Yoneda who alleges that he has been discriminated against because of his racial origin in connection with his work as a longshoreman on Army Transport Docks in San Francisco.

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Sincerely yours,

Lawrence W. Cramer
Executive Secretary

COPY

Vito Marcantonio
20th Dist. New York

CONGRESS OF THE UNITED STATES
House of Representatives
Washington, D. C.

December 31, 1941

Mr. Lawrence W. Cramer, Executive Secretary
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

I know that the problem of fair practice toward the American-Japanese on the West Coast is a peculiarly difficult one. However, I enclose a self-explanatory letter from Mr. Yoneda in the hope that some action can properly be taken in cases of this sort.

Since I am receiving letters from American-Japanese continually, I shall appreciate having any information you can properly give me concerning Federal policy toward their employment.

Sincerely yours,

/s/ Vito Marcantonio

COPY

(ORIGINAL ON ALASKA CANERY WORKERS UNION LOCAL #5 LETTERHEAD)

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Asst. to the Superintendent
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Copies to:
Commanding Officer, Q.M.C. Washington D.C.
Secretary of War Henry Stimson " " "
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2 enclosures

Home Address:
86A Endicott Park
San Francisco
Phone: WALnut 0569

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Original Sent to Major George F. Foss, Q.M.C., Ft. Mason
San Francisco, Calif.

CHINESE WORKERS MUTUAL-AID ASSOCIATION

947 Stockton Street
San Francisco, Calif.
Telephone: CHina 2073

December 22, 1941

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(3) That on April 1938, Mr. Karl Yoneda, representing the Alaska Cannery Workers' Union was here to speak to our members, his topic of the evening was "Chinese-Japanese workers must unite to resist Japanese Aggression".

Yours sincerely,

(Signed) Sam Young

Sam Young

President of the C.M.A.A.

(Seal of the C.M.A.A. is imposed
over signature)

ESA
JWB: pk

AG 391.21
(1-17-42) MB ,

February 9, 1942

Mr. Charles Hanely, Commander,
A. H. Wall Post No. 435,
The American Legion,
Department of California,
128 Veterans Building,
San Francisco, California.

Dear Sir:

Receipt is acknowledged in the War Department of a letter dated January 12, 1942, inclosing a communication signed by Messrs. Robert Young and C. Praxton relating difficulties experienced by them in attempting to obtain employment at the Port of Embarkation, San Francisco. *See*

The complaint made by these two men has been investigated and instructions have been issued to the Port Quartermaster and to the Port Security Officer that colored applicants for duty as Civilian Patrolman, who present Civil Service ratings, will be considered for this duty on the same basis as white applicants.

It is trusted that there will be no further trouble experienced with respect to this problem.

Very truly yours,

~~TH. ADAMS~~
Major General,
The Adjutant General.

Copies for: Civilian Aide to the Secretary
of War.
The Quartermaster General
(Col. Kells)
Commanding General, Port of
Embarkation, San Francisco,
California.

COFE
[Handwritten signatures and initials]

January 23, 1942.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on
Fair Employment Practice,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On January 22, 1942, you referred to this office the complaint of Messrs. Robert Young and Charles S. Braxton, of San Francisco, alleging racial discrimination against them in their efforts to secure employment as guards. The name of the particular bureau, arm or service in which they sought employment is not given. Before this office can request an investigation it will be necessary to have this additional information.

Sincerely yours,

Civilian Aide to the Secretary
of War.

COFEP
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x "B"

January 22, 1942

Honorable William H. Hastie
Civilian Aide to the Secretary
of War
War Department
Washington, D. C.

Dear Judge Hastie:

We are in receipt of a communication from Messrs. Robert Young and Charles S. Braxton of San Francisco, California, in which they state that they have been unable to secure positions as guards on the grounds that no orders had been issued from Washington to permit employment of Negroes. I quote from their letter:

"On January 5, 1942, we the undersigned stood in line for almost four hours finally succeeded in placing our application for Guard in the hands of the proper authorities.

"The night of January 7th, a call went out for one hundred men to report for Guard duty examination. The morning of January 8th, we reported, stood in line for three hours, seeing the person in charge accepting nearly every nationality on earth for this service, but when we were interviewed, we were told that we could not be accepted because we were Negroes.

"We went to see a Mr. Edward L. Jones, Chief clerk of Administrative Division. Upon questioning, he admitted that they were not hiring Negro men for this position. His orders, he claimed were from Col. Abbott Boone, Welfare Officer at Ft. Mason.

"We then talked with Col. Boone and he said, 'He had orders from Washington to that effect, but when and if ever he decided to organize a Negro Guard Company, he would let us know.' "

Honorable William H. Hastie

-2-

January 22, 1942

We have requested more information from these gentlemen, but there may be sufficient evidence here for you to initiate an investigation.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Henderson/cs

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, D. C.

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER
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EXECUTIVE SECRETARY

DAVID SARNOFF
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Executive Secretary

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