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

Date January 18, 1945

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

Dear Judge Hastie:

I transmit herewith two copies of an alle-  
gation made by ~~Messrs. Watson, Dickerson & Leavell~~  
of ~~Champaign, Illinois~~, under date  
of ~~December 22, 1944~~, charging discrimi-  
nation against the War Department.

It is requested that this matter be investi-  
gated and that the Committee on Fair Employment Prac-  
tice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary *by George L. Johnson*

Enc.



December 29, 1942  
410 East Park  
Champaign, Illinois

Dear Mr. President:-

Recently an order was issued transferring the following branches of study to Yale University: they are Aircraft structures and Maintenance fundamentals, Power Plant and Inspection. In these fields of study the majority of Negro Instructor personnel at Chanute Field is employed.

Consistent with the discriminatory practices here at this Field we are not allowed to teach as a group. The Negro is being excluded from any participation in the proposed Yale school.

As a result of this occasion and many other flagrant violations of Executive Order 9802, we therefore place our case in your hands, knowing that you are in a position to order the complete integration of Negro personnel in all A.A.F.T.T.S's.

We as a part of the war effort, are doing our best to win the war; to preserve the four freedoms, and establish a more sound democratic form of government.

Knowing your duties as Commander in Chief of the Army, Navy and Air Corp are gigantic, we hesitate in presenting our problem to you. Many governmental and Air Corp officials have been contacted, but no results have been obtained.

We desire an opportunity to put into practice the knowledge that the Army Air Corp has spent thousands of dollars importing to us.

No doubt you are acquainted with the fact that there had been an effort on the part of the Army Air to establish a technical school for Negro soldiers and the program for training Negro instructors was started in March, 1942 at Chanute Field, but apparently it has been abandoned. Evidently we are to be left here with absolutely no assignments while the balance of the personnel in the above mentioned departments is being transferred to Yale University.

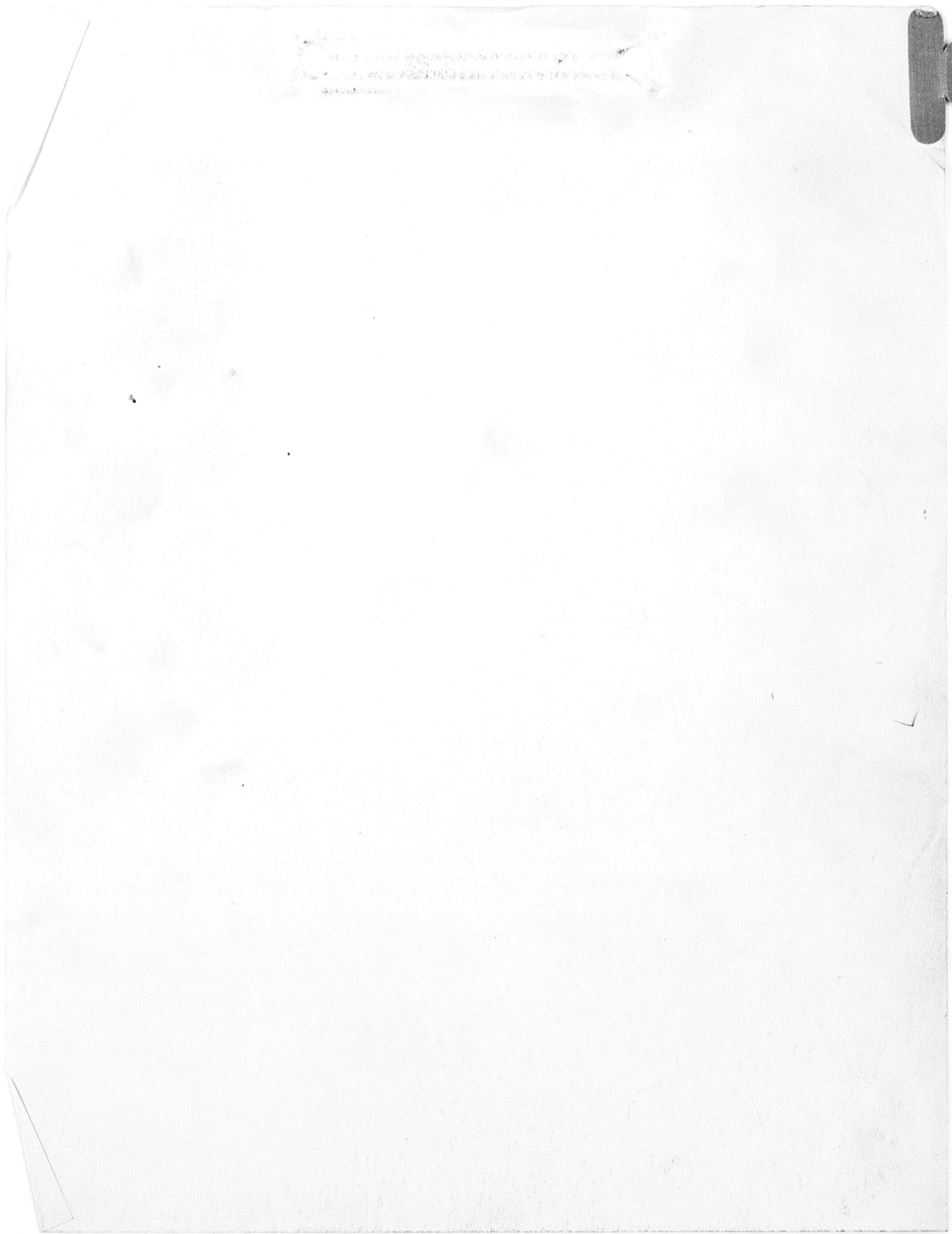
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It is imperative that you act immediately because our position here at Chanute Field is deplorable and as citizens of a democracy we invite your attention.

Thanking you in advance for your previously demonstrated fair and just consideration, we remain

Respectfully,

/s/ Thomas E. Watson  
Otto V. Dickerson  
Balm L. Leavell, #Committee, Chr, A.I.A.





September 24, 1942.

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

Dear Mr. Johnson:

On August 11, 1942, you forwarded to this office the complaint of Mr. T. W. Allmond, of Atlantic City, New Jersey, alleging that racial discrimination was practiced against his son, Joseph T. Allmond, in his effort to secure employment as a Junior Inspector in the Philadelphia Ordnance District.

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

2. A report from the Philadelphia Ordnance District indicates that Mr. Allmond was certified to the the Office of the Philadelphia Ordnance District on July 3, 1942, to fill an existing vacancy in the position of Junior Inspector, Ordnance Material (Trainee), at \$1440 per annum. Mr. Allmond's name appeared as number 52 on a list of 64 names. Investigation further reveals that no appointments were made after the first 34 names were considered.

3. In reference to the statement that the interviewer was "a gentleman of the deep South", it is reported that the interviewer was born in Trenton, New Jersey, and lived most of his life in and near Trenton.

4. In reference to the statement that the interviewer informed Mr. Allmond that he might be sent to Georgia to work, "as if the mention of that locality would deter him", such statement must be in error, because employment in the state of Georgia does not fall within the jurisdiction of the Philadelphia Ordnance District.

5. As to the matter of draft classification, the Ordnance District Office has discouraged the employment of males within the draft age, and interviewers

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Mr. George M. Johnson  
September 24, 1942,  
Page 2

have been instructed not to consider for training purposes applicants who are over 21 years of age, and in all likelihood would be called by the Army. The Ordnance District Office claims that it is justified in imposing such specification upon applicants, inasmuch as it has been informed by the Civil Service Commission that objection to eligibles on the basis of Selective Service classification is a legitimate objection.

6. It is felt by this office (Civilian Personnel Division, Services of Supply) that the above facts indicate that the charges of discrimination in this instance are probably without real foundation.

The Committee may wish to check this report with the complainant. If so, I shall be pleased to have any additional information it may receive, which may be at variance with the report.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L 201  
Allmond, Joseph

September 15, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Complaint of alleged discrimination against  
Joseph T. Allmond

1. Reference is made to a memorandum from your office, dated August 21, 1942, in which it was stated that racial discrimination had been practiced against Mr. Joseph T. Allmond, an applicant for employment as a Junior Inspector in the Philadelphia Ordnance District.

2. A report from the Philadelphia Ordnance District indicates that Mr. Allmond was certified to the Office of the Philadelphia Ordnance District on July 3, 1942, to fill an existing vacancy in the position of Junior Inspector, Ordnance Material (Trainee), at \$1440 per annum. Mr. Allmond's name appeared as number 52 on a list of 64 names. Investigation further reveals that no appointments were made after the first 34 names were considered.

3. In reference to the statement that the interviewer was "a gentleman of the deep South", it is reported that the interviewer was born in Trenton, New Jersey, and lived most of his life in and near Trenton.

4. In reference to the statement that the interviewer informed Mr. Allmond that he might be sent to Georgia to work, "as if the mention of that locality would deter him", such statement must be in error, because employment in the state of Georgia does not fall within the jurisdiction of the Philadelphia Ordnance District.

5. As to the matter of draft classification, the Ordnance District Office has discouraged the employment of males within the draft age, and interviewers have been instructed not to consider for training purposes applicants who are over 21 years of age, and in all likelihood would be called by the Army. The Ordnance District Office claims that it is justified in imposing such specification upon applicants, inasmuch as it has been informed by the Civil Service Commission that objection to eligibles on the basis of Selective Service classification is a legitimate objection.

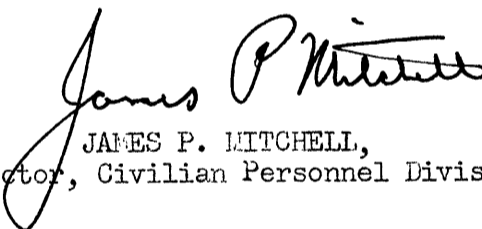




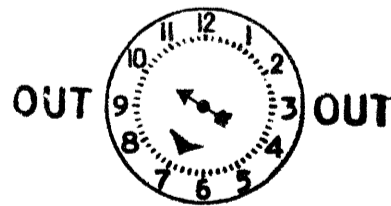
SPRO-L 201 Allmond, Joseph (9-15-42) Continued.

6. It is felt by this office that the above facts indicate that the charges of discrimination in this instance are probably without real foundation. Should additional information be desired on this case, however, this office will be glad to direct a further investigation of this matter.

For the Commanding General:

  
JAMES P. MITCHELL,  
Director, Civilian Personnel Division.

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WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

SPGC-L 201  
Allmond, Joseph

September 15, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Complaint of alleged discrimination against  
Joseph T. Allmond

1. Reference is made to a memorandum from your office, dated August 21, 1942, in which it was stated that racial discrimination had been practiced against Mr. Joseph T. Allmond, an applicant for employment as a Junior Inspector in the Philadelphia Ordnance District.

2. A report from the Philadelphia Ordnance District indicates that Mr. Allmond was certified to the Office of the Philadelphia Ordnance District on July 3, 1942, to fill an existing vacancy in the position of Junior Inspector, Ordnance Material (Trainee), at \$1140 per annum. Mr. Allmond's name appeared as number 52 on a list of 64 names. Investigation further reveals that no appointments were made after the first 34 names were considered.

3. In reference to the statement that the interviewer was "a gentleman of the deep South", it is reported that the interviewer was born in Trenton, New Jersey, and lived most of his life in and near Trenton.

4. In reference to the statement that the interviewer informed Mr. Allmond that he might be sent to Georgia to work, "as if the mention of that locality would deter him", such statement must be in error, because employment in the state of Georgia does not fall within the jurisdiction of the Philadelphia Ordnance District.

5. As to the matter of draft classification, the Ordnance District Office has discouraged the employment of males within the draft age, and interviewers have been instructed not to consider for training purposes applicants who are over 21 years of age, and in all likelihood would be called by the Army. The Ordnance District Office claims that it is justified in imposing such specifications upon applicants, inasmuch as it has been informed by the Civil Service Commission that objection to eligibles on the basis of Selective Service classification is a legitimate objection.

SP10-L 201 Allmond, Joseph (9-15-42) Continued.

6. It is felt by this office that the above facts indicate that the charges of discrimination in this instance are probably without real foundation. Should additional information be desired on this case, however, this office will be glad to direct a further investigation of this matter.

For the Commanding General:

JAMES P. MITCHELL,  
Director, Civilian Personnel Division.



August 21, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. T. W. Allmond, of Atlantic City, New Jersey, alleging that racial discrimination was practiced against his son, Joseph Allmond, in his effort to secure employment as a Junior Inspector in the Philadelphia Ordnance District.

A copy of the complaint is attached hereto.

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

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

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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

August 11, 1942

MEMORANDUM

TO: Honorable William H. Hastie  
Civilian Aide to the Secretary of War

FROM: George M. Johnson

*George M. Johnson*

ATTENTION: Mr. Lewis Lautier

Transmitted herewith is a complaint from Mr. T. W. Allmond, Local No. 19, Superior Police Officers Assn., Atlantic City, New Jersey. Will you kindly inquire as to whether or not the Philadelphia Ordnance Department demands its prospective employees to have a draft classification of 1-B?

If there are sufficient grounds for an investigation of Mr. Allmond's complaint of discrimination, will you kindly do so and furnish this office with a report upon completion of your investigation?



August 10, 1942

Mr. T. W. Allmond  
Local No. 19  
Superior Police Officers Assn.  
Atlantic City, New Jersey

Dear Mr. Allmond:

This is to acknowledge receipt of your letter of July 16 addressed to Dr. Malcolm S. MacLean. You state that you feel your son has been discriminated against because of his race in his efforts to secure employment in the Philadelphia Ordnance Department as a Junior Inspector.

The President's Committee on Fair Employment Practice was established to investigate complaints of discrimination in defense industries and in Government because of race, creed, color or national origin. You do not give, however, sufficient information for this Committee to initiate an investigation.

It is a rule of the Civil Service Commission that appointments may be made from one of three persons certified to an appointing officer by the Civil Service Commission. This rule was recently suspended giving even wider discretion to the appointing officer in the selection of personnel. The appointing officer at the Philadelphia Ordnance Department was apparently within his right when your son was not selected unless you can give specific evidence that he was discriminated against because of his race.

An inquiry is being made, however, into the request which you allege was made of your son that he be qualified 1-B before he could be accepted for that position. Any further information which you may have on this matter to substantiate your contention should be transmitted to this office.

Sincerely yours,

George H. Johnson  
Assistant Executive Secretary

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SUPERIOR POLICE OFFICERS ASSOCIATION  
of Atlantic City, N. J.

Local No. 19

July 16, 1942

Hon. Malcolm S. MacLean  
Hampton Institute  
Hampton, Va.

Dear Sir:

Mr. C. M. Cain of this city has advised that I write you regarding my complaint, which I feel is just and worthy of consideration.

Recently, my son, Joseph, who is twenty-one years of age, passed a Civil Service examination in this city for a position as Junior Inspector, Ordnance Department, Philadelphia.

With an average of 89%, he was notified as to his certification and on the 13th of this month was interviewed in Philadelphia, Pa. The interviewer was no doubt, a gentleman of deep South, as he spoke of Georgia quite often.

From the beginning, every effort was made to discourage the boy, going so far as to tell him that he may be sent to Georgia to work, as if the mention of that locality would deter him.

Several times he was asked as to his draft classification, and he stated that he had registered, but had not been classified as yet. He was then told that only men classified 1-B were being accepted for the position, and if he would secure such a classification from his local board, he could return and be appointed.

Of course, we are all aware that no man can secure such a classification simply for the asking.

I have made a check at the local Civil Service office and have been informed that as far as known, no such stipulation as draft enters into the matter. It has come to my attention several times, that the Ordnance Department has shown rank discrimination in their appointments, and it appears to me that they are keeping up their record.

I feel that this boy has proven that he qualified to hold this position, having met all the requirements in his application and passing the examination with a good average. I can only see that discrimination, due to his being a Negro, has caused his rejection.

It is with a hope that you will bring this matter to the front, and if the rejection was not for proper reasons that you will act. Of this, I have been assured by my friend, Mr. Cain. If further information in this

- 2 -

matter is needed, I will be please to send same to you.

Thanking you for any assistance you may be able to render, I am,

Very truly yours,

T. W. Allmond

July 16, 1942

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

Dear Mr. Cramer:

It is believed that the attached complaint of Mr. A.E. Anderson of Detroit, Michigan, charging discrimination by a civilian agency in the recruitment of plant guards which was directed to this office, should have been directed to the Committee on Fair Employment Practice.

Sincerely yours,

Civilian Aide to the Secretary  
of War

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September 7, 1942.

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

Dear Mr. Johnson:

Receipt is acknowledged of your communication of August 27, forwarding to this office the letter of Mr. Burton R. Bate, 1102 Ninth Avenue, Seattle, Washington, inquiring as to what steps he may take to secure payment for services he voluntarily performed from May 7, 1942, the date his services were terminated as foreman in charge of electrical work under the Area Engineer at Anchorage, Alaska, because he was a citizen of Canada, to June 22, 1942, when he stopped work.

If Mr. Bate voluntarily worked for 43 days after his services were terminated and had no written statement from the engineer in charge of the job that he would be granted back pay for this work if his naturalization papers were obtained, I fear there is nothing he can do to get paid therefor. He may wish, however, to take the matter up directly with the Chief of Engineers, War Department, Washington, D. C.

Sincerely yours,

Civilian Aide to the Secretary  
of War

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

Date August 27, 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. Burton R. Bate of 1102 9th Avenue, Seattle, Washington, under date of August 11, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*

Lawrence W. Cramer  
Executive Secretary

*by George W. Johnson*

Enc.

C O P Y

Seattle, Washington  
August 11, 1942

President's Committee on Fair Labor Practice  
Washington, D. C.

Dear Sir:

I am enclosing herein a copy of a letter I received from the resident engineer at Seward upon leaving the service of the U.S.E.D. last June.

As explained in the letter, I was released because of being a Canadian citizen, not yet fully naturalized, the reason being that none but fully naturalized or born citizens could be retained on a payroll, the funds for which were supplied by the appropriation act carrying this stipulation.

I accepted this as a fact, but due to the position I was holding, namely, general foreman in charge of electrical work, I did not feel justified in leaving a job I had built up at a time when this supervision and knowledge were vitally needed. Also, I was of the opinion that my final citizenship papers could be obtained within a matter of a month or six weeks. With these thoughts in mind I contacted the area engineer in Anchorage, Lt. Col. Talley, and after assuring myself I could no longer remain on the payroll, I then volunteered my services to the government without compensation.

At the expiration of six weeks I returned to Anchorage and discovered my naturalization hearing could not be held until the early part of August. It was necessary, of course, to then leave the job since I could not stand the financial loss.

While talking to the War Manpower Commission here I learned that it was not necessary that I be discharged from this position at Seward. I also learned that it was not the intention of this act to discriminate against friendly aliens, and particularly Canadians. Information also was shown me where the President had expressly requested this situation be clarified.

Although I originally offered my services to the Government expecting no compensation, it has occurred to me, since learning of this new situation, that I am rightfully entitled to these wages since there is no law against the payment of such.

You will note the date on the letter to be June 22nd and the contents of the letter state my services ended May 7th. I can furnish affidavits to the effect that I worked on this project for the 43 days intervening. My salary was \$15.00 a day for 7 days a week, with time and one-half for over-time. Also, I was entitled to 2½ days a month leave time, making a total of 50 days compensation or an even \$750.00.

I submit this to you for consideration and advice on the necessary action to be taken to secure this salary. I am attaching hereto the addresses and facts useful in confirming these statements.

Yours very truly  
s/ Burton R. Bate--1102 9th Ave.

August 27, 1942

Mr. Burton R. Bate  
1100 9th Avenue  
Seattle, Washington

Dear Mr. Bate:

This is to acknowledge receipt of your letter of August 11 in which you request advice on appropriate action to be taken to obtain back salary which you allege is due you by the United States Engineers Office.

This matter will be referred to the War Department and you will be informed further concerning it.

Sincerely yours,

George M. Johnson  
Assistant Executive Secretary

Henderson/eb  
rfd. Hattie

July 20, 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 July 15, 1942, concerning the complaint of Mrs. Florence E. Bates, 225 Amherst Street, East Orange, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist in the New York Ordnance District, 80 Broadway, New York City.

Your letter does not contain sufficient information upon which to base a request for an investigation. If additional information can be obtained from Mrs. Bates to make out a prima facie case of racial discrimination, I shall be pleased to have it. It may be that the correspondence referred to in your letter contains evidence of racial discrimination.

Sincerely yours,

Civilian Aide to the Secretary  
of War

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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

July 15, 1942.

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

My dear Judge Hastie:

The President's Committee on Fair Employment Practice has had several letters from Mrs. Florence M. Bates, 225 Amherst Street, East Orange, New Jersey, who alleges that she has been discriminated against because of her racial origin in her efforts to secure appointment as a Clerk-Typist in the War Department, New York Ordnance District, 80 Broadway, New York City.

With her complaint Mrs. Bates sent a copy of a letter addressed to Miss Hout of the New York Ordnance District by her husband, Mr. George E. Bates, and a copy of a reply addressed to him by Major R. R. Wentz of the New York Ordnance District.

Senator W. Warren Barbour, of New Jersey, has expressed his interest in Mrs. Bates' case and states that she is "a woman of fine character and unusually splendid initiative". He requests an investigation into her case and a report on the investigation.

Can you ascertain whether or not there are in the New York Ordnance District Office, at Bloomfield, N. J., any appreciable number of Negroes serving as Clerk-Typists? Also, can you ascertain if, at the time of, and since June 16 when Mrs. Bates reported for an interview, there have been Clerk-Typists accepted for employment in this office? If there have been, are any of them of the Negro race?

I shall appreciate your giving me a report on this matter so that I may advise Senator Barbour of the results of the investigation.



Sincerely,

*Lawrence W. Cramer*  
Lawrence W. Cramer,  
Executive Secretary.



August 25, 1942

Mr. George M. Johnson  
Assistant Executive Secretary  
President's Committee on  
Fair Employment Practice  
10th & You Streets, N. W.  
Washington, D. C.

Dear Mr. Johnson:

Receipt is acknowledged of your letter of August 20, 1942, with reference to the complaint of Mr. Wellington Beal, 79 Dickerson Street, New Haven, Connecticut, alleging that he was refused appointment as Junior Inspector Trainee because he is employed in an industry engaged in work vital to the war program.

The policy of the Department is not to engage in transferring employees from private industry which is engaged in war activities, unless such transfer is in the interest of the total war effort.

I enclose herewith a copy of Civilian Personnel Division Memorandum No. 69, dated June 15, 1942, covering this subject.

Yours very truly,

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

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

Malcolm S. MacLean - Chairman

MARK F. ETHRIDGE  
~~XXXXXXXX~~

WILLIAM GREEN  
MILTON P. WEBSTER

LAWRENCE W. CRAMER  
EXECUTIVE SECRETARY

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY

August 20, 1942

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

Dear Sir:

The President's Committee on Fair Employment Practice has received a complaint that Mr. Wellington Beal, 79 Dickerson Street, New Haven, Connecticut has been refused a position of Junior Inspector-Trainee for the reason that "he is employed in an industry engaged in work vital to the War Program."

Mr. Beal passed the examination for this position and was refused admittance to the training class on August 5, 1942. You are requested to advise the President's Committee whether a War Department policy might be the basis for the non-selection of Mr. Beal.

Sincerely,

George M. Johnson  
Assistant Executive Secretary

July 7, 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 29, 1942, you transmitted to this office the complaint of Miss Lucile Blow, 2808 Boulevard Place, Indianapolis, Indiana, alleging that racial discrimination was practiced against her in the termination of her training as a Minor Inspector at the Ordnance Training School, Forty-sixth and Keystone Streets, Indianapolis.

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

A thorough investigation was made throughout the Cincinnati Ordnance District and it is the opinion of this office that no racial, color or creed discrimination exists in any part of the organization. Colored employees are used as messengers, chauffeurs, inspectors, trainees and for clerical work.

Inasmuch as the charged discrimination pointed toward that part of the organization which functions during the training procedure, the following is offered: Mr. Edward E. Greene, Director of National Defense Training in the Indianapolis Public School System and his assistant, Mr. Baxter, who is directly in charge of the training have been personally interviewed by the Cincinnati Ordnance District. The training is under the jurisdiction of the E.S.M.D.T. which allots the funds for teaching. For his information, it was ascertained that due to incompetency, approximately 115 white trainees were terminated while only twelve colored people were terminated for the same cause. This fact indicates no racial discrimination.

Paragraph 4 of the attached memorandum of May 11 from the Office of the Assistant Secretary of the War Department states "that he segregated white and colored trainees by setting them on opposite sides of the room

*Cincinnati  
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Mr. Lawrence W. Cramer  
July 7, 1942  
Page 2

until officials asked him to change arrangements." At the beginning of the class, all trainees were permitted to sit where they desired. The colored people apparently preferred to sit on one side of the room, separated from the white trainees. One of the trainees suggested that consideration be given to the alphabetic seating of trainees. This was done immediately in order that no difficulty might be experienced.

The Chief of the Civilian Personnel Division of the Cincinnati Ordnance District made an unannounced call at the school in question June 17, 1942, and found everything in proper order. There were no complaints and apparently no misunderstanding with the group that are still in the class. \* \* \*

A very thorough analysis has been made by the Chief of the Civilian Personnel Division of the Cincinnati Ordnance District of all the colored people of this district and can find no evidence of charges of discrimination other than the Indianapolis area.

In view of the statement in the report that the training of both white and colored trainees was terminated because of incompetency, which is in harmony with the statement of Miss Elow that she was told that she and four other colored girls were asked to resign because one of the instructors did not think they would make inspectors, it appears that the investigation has failed to substantiate the charge of racial discrimination. You may wish, however, to check the report with Miss Elow.

Sincerely yours,

Civilian Aide to the Secretary  
of War

COPY

COPY

War Department, Cincinnati Ordnance District, Big Four Building  
June 19, 1942. TO: Office, Chief of Ordnance, Pentagon Building,  
Washington, D. C.

1. The following is the result of an investigation made by this office relative to the charge of racial discrimination against Miss Lucille E. Blow, Minor Inspector (colored) at the Ordnance Training School, 46th & Keystone, Indianapolis, Indiana.

2. A thorough investigation was made throughout the Cincinnati Ordnance District and it is the opinion of this office that no racial, color or creed discrimination exists in any part of the organization. Colored employees are used as messengers, chauffeurs, inspectors, trainees and for clerical work.

3. Inasmuch as the charged discrimination pointed toward that part of the organization which functions during the training procedure, the following is offered: Mr. Edward E. Greene, Director of National Defense Training in the Indianapolis Public School System and his assistant, Mr. Baxter, who is directly in charge of the training have been personally interviewed by the Cincinnati Ordnance District. The training is under the jurisdiction of the E.S.M.D.T. which allots the funds for teaching. For his information, it was ascertained that due to incompetency, approximately 115 white trainees were terminated while only twelve colored people were terminated for the same cause. This fact indicates no racial discrimination.

4. Paragraph 4 of the attached memorandum of May 11 from the Office of the Assistant Secretary of the War Department states "that he segregated white and colored trainees by setting them on opposite sides of the room until officials asked him to change arrangements." At the beginning of the class, all trainees were permitted to sit where they desired. The colored people apparently preferred to sit on one side of the room, separated from the white trainees. One of the trainees suggested that consideration be given to the alphabetic seating of trainees. This was done immediately in order that no difficulty might be experienced.

5. The Chief of the Civilian Personnel Division of the Cincinnati Ordnance District made an unannounced call at the school in question June 17, 1942, and found everything in proper order. There were no complaints and apparently no misunderstanding with the group that are still in the class. He was advised, however, by Mr. Greene (as indicated above) that a Mr. Chester Hibbett, editor and publisher of the Indianapolis colored newspaper (Indianapolis Recorder) who is in no way connected with the Ordnance Department, is continually haranging the colored people with the thought in mind of "Championing of the rights of the downtrodden." According to Mr. Greene, Director of National Defense training, Mr. Hibbett is the constant source of annoyance and continually makes every effort

*Engineering, Ordnance, Training, Maintenance, etc.*

COPY

COPY

to foment discrimination among the colored race. It is the opinion of this office that the case of Mr. Hibbett is a matter for investigation other than from the Cincinnati Ordnance District.

6. A very thorough analysis has been made by the Chief of the Civilian Personnel Division of the Cincinnati Ordnance District of all the colored people of this district and can find no evidence of charges of discrimination other than the Indianapolis area.

For the Deputy District Chief:

/s/ W. C. Bertsche  
W. C. BERTSCHE  
Major, Ord-Dept.  
Assistant.



SECTION FOUR

JUN 20 AM 9 29

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201 — Blow, Lucile  
77101 1st Ind.

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

mfb/vh  
May 13, 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

O.O. 201/77461  
Blow, Lucile  
Attn: SPOGC - Exec. Sec.

129  
2nd Ind.

Barber/mef

War Department, Ordnance Office, Washington, June 27, 1942  
To: Office, Secretary of War

1. With reference to the case of Miss Lucile Blow, there is attached hereto a copy of a report made by the Cincinnati Ordnance District relative to this case.

For the Chief of Ordnance:

*R. H. Harnum*  
R. H. Harnum,  
Colonel, Ord. Dept.,  
Assistant.

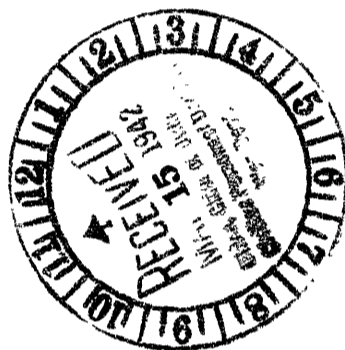
129  
1 Inc.  
Copy of Report from  
Cincinnati Ord. Dist.



*Blow 201/6 Harnum, E. Lucille June 1*

1942 JUN 15

JUN 15 AM 9 29



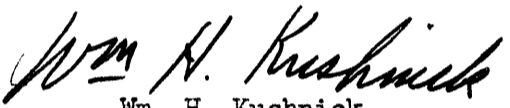
3rd Ind.

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

mfb/vh  
July 1, 1942

Forwarded.

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

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

100

May 11, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Lucile Blow, 2808 Boulevard Place, Indianapolis, Indiana, which was referred to it by Mrs. Eleanor Roosevelt. Miss Blow alleges that racial discrimination was practiced against her in the termination of her training as a Minor Inspector at the Ordnance Training School, Forty-sixth and Keystone Streets, Indianapolis, Indiana.

In her complaint she states that she qualified for selection in a Civil Service examination with a rating of 76.50 percent; that she was informed that she would be given three months of training and would become an inspector, if chosen; that she had been in training only two weeks when she was asked to resign on April 6, 1942.

She further states that the reason she was told that she and four other colored girls were asked to resign was that one of the instructors, Mr. Burrel Morgan, a foreman at the Allison Division of General Motors, did not think that they would make inspectors.

She also states that during the first week of their training it was difficult to grasp Mr. Morgan's explanation of the different instruments because he did not make himself clear, but that with the aid of their other instructor, Mr. Roy Austin, she had begun to understand and improve; that at the beginning the majority of the class, most of whom were colored, found that Mr. Morgan was prejudiced; that he segregated white and colored trainees by seating them on opposite sides of the room until an official asked him to change that arrangement.

May this office have a report on the facts in this case in order that it may be ascertained whether there has been

18

20177461  
Blow  
Lucile  
Eleanor Roosevelt  
20177461  
Blow  
Lucile

MAY 2 1969  
JUN 4 1969

RECEIVED  
U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION



O.O. <sup>201</sup> 77, 31 Blow, Lucille

Director of Civilian Personnel and Training  
May 11, 1942  
Page 2

any violation of the directives prohibiting racial discrimination in the Federal service? May this office also be advised of the number of Negroes in the training class from which Miss Blow was dropped?

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

O.O. 201/77461  
CDOO-201/6  
Blow, Lucille E.

1st Ind.

/NORTON/sea

CIVILIAN PERSONNEL OFFICE  
FOR DEPARTMENT

1942 JUN 30 AM 9:29

May 11, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Lucille Elow, 2808 Boulevard Place, Indianapolis, Indiana, which was referred to it by Mrs. Eleanor Roosevelt. Miss Elow alleges that racial discrimination was practiced against her in the termination of her training as a Minor Inspector at the Ordnance Training School, Forty-sixth and Keystone Streets, Indianapolis, Indiana.

In her complaint she states that she qualified for selection in a Civil Service examination with a rating of 76.50 percent; that she was informed that she would be given three months of training and would become an inspector, if chosen; that she had been in training only two weeks when she was asked to resign on April 6, 1942.

She further states that the reason she was told that she and four other colored girls were asked to resign was that one of the instructors, Mr. Burrell Morgan, a foreman at the Allison Division of General Motors, did not think that they would make inspectors.

She also states that during the first week of their training it was difficult to grasp Mr. Morgan's explanation of the different instruments because he did not make himself clear, but that with the aid of their other instructor, Mr. Roy Austin, she had begun to understand and improve; that at the beginning the majority of the class, most of whom were colored, found that Mr. Morgan was prejudiced; that he segregated white and colored trainees by seating them on opposite sides of the room until an official asked him to change that arrangement.

May this office have a report on the facts in this case in order that it may be ascertained whether there has been

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Director of Civilian Personnel and Training  
May 11, 1942  
Page 2

any violation of the directives prohibiting racial discrimination in the Federal service? May this office also be advised of the number of Negroes in the training class from which Miss Elow was dropped?

Civilian Aide to the Secretary  
of War

9282

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

Date April 29, 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 Miss Lucile Blow of 2808 Boulevard Pl., Indianapolis, Ind., under date of April 10, 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

Enc.

9282

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

Date April 29, 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 Miss Lucile Blow of 2808 Boulevard Pl., Indianapolis, Ind., under date of April 10, 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

Enc.



(COPY)

2808 Boulevard Place  
Indianapolis, Indiana  
April 10, 1942

Mrs. Eleanor Roosevelt  
White House  
Washington, D. C.

Dear Madam:

In February of this year, I took a Civil Service examination at the Federal Building in Indianapolis and passed it with 76.50. I was chosen to attend the Minor Inspector of Ordnance Training School at 46th and Keystone, Indianapolis, Ind.

In the letter sent to us it was stated that each person was to train for three months and then become an inspector if chosen.

I had been in training for two weeks when Tuesday, April 6, five of the colored girls were asked to resign. Some of us were told that it was because one of the instructors, Burrel Morgan, a foreman at Allison's Division of General Motors, didn't think that we would make inspectors.

During the first week, it was difficult to grasp Mr. Morgan's explanation of the different instruments because he didn't make himself clear; but with the aid of our other instructor, Mr. Roy Austin, I began understanding and improving.

In the beginning, the majority of the class, most of them colored, found that Mr. Morgan was both prejudice and partial. In one way--he segregated the white from the colored by seating them on opposite sides of the room until one of the officials asked him to change them I'm sure.

I know that I can become an inspector if given as fair a chance as the white trainees, and thought that perhaps you could help me.

Not only am I pleading for myself but for the other colored trainees who believe in our government as I do and who, I know, will be the next asked to resign.

Please help us Mrs. Roosevelt for there is no one else we can turn to.

Sincerely,

/s/Lucile Blow

P.S. Please answer

January 18, 1943

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

Dear Mr. Cramer:

On December 10, 1942, you forwarded to this office the complaint of Misses Della M. Braxton, Alma L. Gentry and Ella Kavanaugh, Richmond, Kentucky, alleging that racial discrimination had been practiced against them in their effort to secure employment as Box Makers at the Blue Grass Ordnance Depot, Richmond, Kentucky.

The report of the investigation into this complaint states that none of the three complainants has been certified to the Blue Grass Ordnance Depot by the local Civil Service Board and that there are now approximately seventy-five eligibles ahead of the complainants on the box makers' register.

The report further states as follows:

The complainant, Ella Kavanaugh, has been found ineligible for work, due to physical disqualification.

At this time more than two hundred colored persons are employed at this depot, and there is no discrimination shown with regard to race or color.

At the present proper sanitary facilities are not available to enable us to employ both male and female, white and colored labor in all operations, and it has been found necessary to restrict the employment to a large extent to male labor only for that reason. At such time as more facilities are provided this depot will employ a greater percentage of female labor, both white and colored, without regard to race.

*Causley*  
*1/18/43*

Mr. Lawrence W. Cramer  
January 18, 1943  
Page 2

The Committee may wish to check this report with the complaints. If so, I shall be pleased to have any additional information, at variance with the report, which you may obtain.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-C 291.2

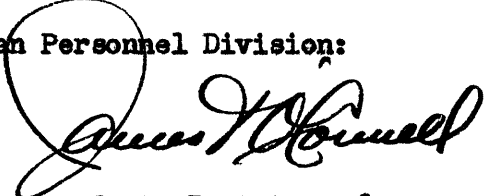
January 9, 1943.

MEMORANDUM FOR THE SECRETARY OF WAR  
Attention: Judge William H. Hastie

Subject: Discrimination against Misses Della M. Braxton,  
Alma L. Gentry and Ella Kavanaugh, Blue Grass  
Depot, Richmond, Kentucky.

1. Reference is made to memorandum dated December 12, 1942, which requested an inquiry into the complaints of Misses Braxton, Gentry and Kavanaugh, alleging that racial discrimination was practiced against them in their effort to secure employment as box makers at the Blue Grass Depot, Richmond, Ky.
2. This request was transmitted to the Office of the Chief of Ordnance and investigation of this allegation was made as directed. The report of the investigation is attached for your information.
3. Should your office feel that this report is unsatisfactory or incomplete we shall be glad to direct a further investigation.

For the Director, Civilian Personnel Division:

  
JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Executive Officer  
Civilian Personnel Division



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

December 12, 1942

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DEC 16 1942

MEMORANDUM:

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Misses Della M. Braxton, Alma L. Gentry, and Ella Kavanaugh of Richmond, Kentucky, alleging that racial discrimination was practiced against them in their effort to secure employment as box makers at the Blue Grass Depot in Richmond, Kentucky.

Their complaint states that they telephoned the Blue Grass Ordnance Depot and were told that colored girls were being employed to make boxes; that they should get applications, fill them out and send them in; that they did as instructed but heard nothing from their applications; that on November 28, 1942 they visited the Ordnance Depot and were told there was no place open for colored girls except as maids and chore girls.

The complaint also states that only white girls are being employed as box makers; that the jobs which the complainants were offered paid \$2.80 a day while the jobs making boxes paid from \$4.00 to \$4.50 a day.

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

DEC 15 42 PM

*William H. Hastie*  
Civilian Aide to the Secretary  
of War



WAR DEPARTMENT,  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION



O.O. 230.74/5000

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- 8-1342

SPGC-C 291.2

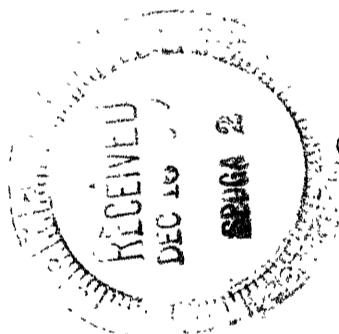
180  
1st Ind.

DOM/mm

Civilian Personnel Division, Headquarters, Services of Supply, Washington, D. C.  
December 15, 1942. TO: Chief of Ordnance. ATTN: Civilian Personnel Branch.

Forwarded for investigation and immediate report to this office.

For the Director, Civilian Personnel Division:



*Alexander R. Heron*

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

167

✓ O.O. 230.74/5000

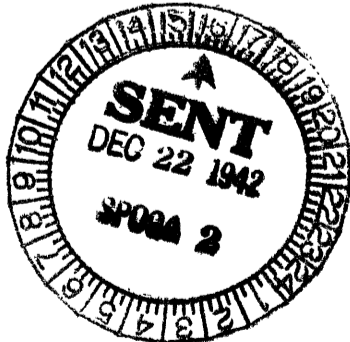
2nd Ind.

Copperthite/en

War Department, Ordnance Office, Washington, D. C., December 21, 1942.  
To: The Commanding Officer, Blue Grass Depot, Richmond, Kentucky.

1. Forwarded for investigation and report to this office in compliance with 1st Indorsement.

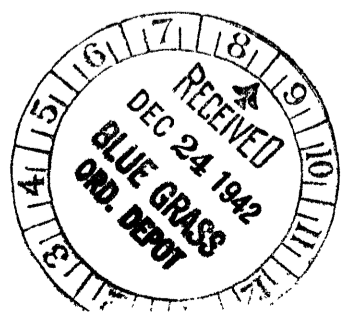
By order of the Chief of Ordnance:



EVERETT M. GOULARD  
Captain, Ord. Dept.  
Assistant.







00 230.74  
3000  
O.O. 230.74/5000

COI 3rd Ind DEC 29 1942

White/dce

Headquarters, Blue Grass Ordnance Depot, Richmond, Kentucky, December 26, 1942.  
To: War Department, Office of Chief of Ordnance, Washington, D. C.

1. With reference to the complaint stated in the basic letter, please be advised that neither of the three complainants have been certified to this office by the local Civil Service Board, as there are now approximately 75 names ahead of the complainants on the box makers register.

2. The complainant, Ella Kavanaugh, has been found ineligible for work, due to physical disqualification.

3. At this time more than two-hundred colored persons are employed at this depot, and there is no discrimination shown with regard to race or color.

4. At the present proper sanitary facilities are not available to enable us to employ both male and female, white and colored labor in all operations, and it has been found necessary to restrict the employment to a large extent to male labor only for that reason. At such time as more facilities are provided this depot will employ a greater percentage of female labor, both white and colored, without regard to race.

For the Commanding Officer:



*Beverly P. White*  
BEVERLY P. WHITE  
1st. Lt., Ord. Dept.  
Adjutant.

cc Zone Chief



CLC. 230.74/5000  
ATTN: SPOGC  
SPGC-C 291.2

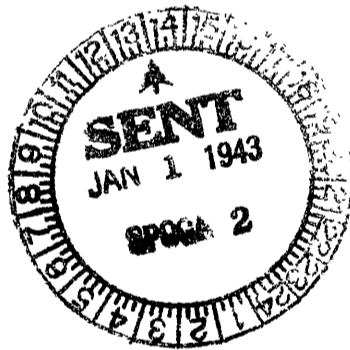
189  
4th Ind.

Coppertnite/ab

War Department, Ordnance Office, Washington, D. C., December 31, 1942  
TO: Chief, Civilian Personnel Branch, Civilian Personnel Division, Hqs.  
Services of Supply

1. In compliance with first indorsement, attention is invited  
to information contained in third indorsement.

For the Chief of Ordnance:



*Everett M. Goulard*

EVERETT M. GOULARD  
Captain, Ord. Dept.  
Assistant

JAN 2 - 43 AM



WAR DEPARTMENT  
SERVICES OF SUPPLY  
NEW YORK, NEW YORK

December 12, 1942

MEMORANDUM:

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Misses Della M. Braxton, Alma L. Gentry, and Ella Kavanaugh of Richmond, Kentucky, alleging that racial discrimination was practiced against them in their effort to secure employment as box makers at the Blue Grass Depot in Richmond, Kentucky.

Their complaint states that they telephoned the Blue Grass Ordnance Depot and were told that colored girls were being employed to make boxes; that they should get applications, fill them out and send them in; that they did as instructed but heard nothing from their applications; that on November 28, 1942 they visited the Ordnance Depot and were told there was no place open for colored girls except as maids and chore girls.

The complaint also states that only white girls are being employed as box makers; that the jobs which the complainants were offered paid \$2.80 a day while the jobs making boxes paid from \$4.00 to \$4.50 a day.

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

Civilian Aide to the Secretary  
of War

*Cancelled  
12/16/42*

35276

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

Date December 10, 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 Misses Braxton, Gentry & Kavanaugh of Richmond, Kentucky, under date of November 29, 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*  
by *George H. Johnson*  
Lawrence W. Cramer  
Executive Secretary

Enc.

35276

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

Date December 10, 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 Misses Braxton, Gentry & Kavanaugh of Richmond, Kentucky, under date of November 29, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*

Lawrence W. Cramer  
Executive Secretary

*by George W. Johnson*

Enc.



C  
O  
P  
Y

120 Holly Street,  
Richmond, Kentucky,  
November 29, 1942.

Fair Practice Employment, Committee No 8802  
Washington, D.C.

Dear Sir,

We are Negro girls of Madison County who wish to be employed at the Blue Grass Ordnance Depot here in Richmond, Kentucky.

We called out there, and they said they were taking on negro girls to make boxes from 18-35. They told us to get an application and fill it out and send it in. So we did, but we didn't get an answer from them. Yesterday we went out there to see why we hadn't got an answer.

When we got out there, they said there wasn't a place open for negro women, and didn't know when there were going to be a place open except maid and chore girls.

The position which we applied for is making boxes. They have box-making there at the Blue Grass Ordnance, but they are only taking on white women.

The jobs which they wanted us take were those not paying more than \$2.80 a day, while white women are making boxes the same job we applied for at \$4.00-4.50 a day, and are going to get a raise in Dec.

It looks like they could give us the same position and price if they have to put us to ourselves.

So we are writing to see if they are supposed to have a place open for Negro women by it being a part of the war department. We didn't know, but we thought it didn't make any difference if we were Negroes by this work being governmental.

We are between the ages of 18-22 years.

At the Blue Grass Ordnance Depot here, it seem as if the white people doesn't want the Negro women to have the good paying jobs, when we want to do our share to help out the shortage of manpower just as they do.

We feel like we can do our share out there to help out our boys with the arm forces.

Hoping you will take this matter under consideration. We Negro women would like to have a job here in Richmond, Kentucky to do our share as American citizens on the home front to help bring Victory To America the land of the free and home of the brave.

Yours truly,

/s/ Della M. Braxton  
Alma L. Gentry  
Ella Kavanaugh

December 4, 1942.

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

Dear Mr. Cramer:

On October 1, 1942, you forwarded to this office the complaint of Mrs. Edna D. Brooks, 54 James Street, Attleboro, Massachusetts, alleging that racial discrimination had been practiced against her in her effort to secure employment as a Clerk-Typist in the Boston Ordnance Office.

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

Information furnished by the First Civil Service District reveals that Mrs. Brooks is not presently employed and that in the period from September 11, 1941 to September 4, 1942 she was certified to various Government agencies thirteen times.

Insofar as the Boston Ordnance District was concerned, it was not a case of Mrs. Brooks not being qualified as a Junior Typist, but that other eligibles certified by the Civil Service Commission to that office and interviewed at the same time as Mrs. Brooks were better qualified.

Twenty Negroes are employed in the Boston Ordnance District in the capacities as Inspectors of Ordnance material and Under Clerk-Typists.

In a sworn statement Miss Land denied the accusation that she had told Mrs. Brooks that she would lose her job were she to hire a colored person for the Boston Ordnance District.

*Carroll  
C. [unclear]*

Mr. Lawrence W. Cramer  
December 4, 1942  
Page 2

You may wish to check this report with Mrs. Brooks. If so,  
I shall be pleased to have any additional information at variance with  
the report which you may receive.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L  
201 Brooks, Mrs. Edna D  
(10-7-42)

November 18, 1942

MEMORANDUM FOR THE SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

1. Reference is made to your memorandum of October 7, 1942, concerning a complaint of alleged discrimination against Mrs. Edna D. Brooks in her attempt to secure employment as a Clerk-Typist in the Boston Ordnance Office.

2. This office requested the Ordnance Department to conduct an investigation of this complaint, the results of which are as follows:

a. Information furnished by the First Civil Service District reveals that Mrs. Brooks is not presently employed and that in the period from September 11, 1941 to September 4, 1942 she was certified to various Government agencies thirteen times. A list showing the names, dates, and actions on her certificates to these agencies is attached.

b. Insofar as the Boston Ordnance District was concerned, it was not a case of Mrs. Brooks not being qualified as a Junior-Typist, but that other eligibles certified by the Civil Service Commission to that office and interviewed at the same time as Mrs. Brooks, were better qualified.

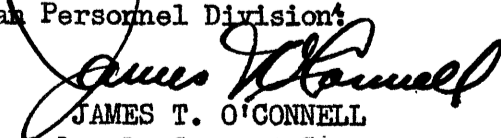
c. Twenty Negroes are employed in the Boston Ordnance District in the capacities as Inspectors of Ordnance material and Under Clerk-Typists.

d. In a sworn statement Miss Land denied the accusation that she had told Mrs. Brooks that she would lose her job were she to hire a colored person for the Boston Ordnance District.

e. Copies of the Civil Service lists on which Mrs. Brooks' name appeared, which were requested in your basic memorandum, were not furnished by the Boston Ordnance District Office, but such can be obtained if they are still desired by your office in view of the report of investigation submitted herewith.

3. Should your office feel that this reply is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

For the Director, Civilian Personnel Division

  
JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Acting Chief  
Labor Relations Branch



1 Incl.  
List Civil Service  
Eligibles & Actions.

NOV 19 42 PM



WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

COPY

INFORMATION FURNISHED BY FIRST CIVIL SERVICE REGION  
IN CASE OF MRS. EDNA D. BROOKS

Certification as Junior Typist has been made to the following agencies:

Boston Ordnance District	9-11-41	Considered
Boston Navy Yard	10-13-41	Declined because of transportation problem.
Collector of Internal Revenue	11-3-41	Considered.
Boston Quartermaster Depot	11-4-41	Considered.
Boston Ordnance District	12-1-41	Considered.
Watertown Arsenal	1-29-42	Declined because of transportation problem.
Treasury Department	2-23-42	Considered
U. S. Engineers, Park Sq. Bldg.	3-12-42	Certificate not used.
Selective Service	3-23-42	Declined.
Port Quartermaster	6-25-42	Certificate not used.
Boston Ordnance District	7-28-42	Considered
Boston Navy Yard	9-3-42	Considered
Taun on Staging Area	9-4-42	Register still out.

October 7, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Edna D. Brooks, 54 James Street, Attleboro, Massachusetts, alleging that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist in the Ordnance offices at 150 Federal Street, Boston, Massachusetts.

Mrs. Brooks states that the Civil Service Commission notified her by telegram on July 28, 1942, that if she were available for appointment, to report to Lieutenant Sargent at the Ordnance offices in Boston the next day; that she reported as directed and was interviewed by Miss Lang; that this was the third time she was interviewed at these offices, being interviewed the first time on May 26 by Miss Lang and seeing only a receptionist on her second visit a week later; that Miss Lang had all the necessary information about her (Mrs. Brooks) on July 29 and, after asking her if there was any additional information, repeated what she had told her on the occasion of her previous interview, that if she were selected she would be notified in about a week.

Mrs. Brooks states further that she asked Miss Lang whether her non-selection was due to the fact that she is colored; that Miss Lang replied that there were some offices in Boston which did not employ colored, but "I only work here and if I were to hire colored I would lose my job."

Attached hereto is a copy of Mrs. Brooks's complaint.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? Inasmuch as there is a Civilian Personnel Field Office in Boston, it appears that this case is appropriate for independent investigation by the Manager of that office.

May this office be furnished a copy of the Civil Service lists on which Mrs. Brooks's name appeared, showing the notations

*Unusual*  
COFER



Director of Civilian Personnel and Training  
October 7, 1942  
Page 2

and endorsements with which they were returned to the Civil Service Commission. May this office also be advised how many Negroes are employed in the Ordnance offices in Boston and in what capacities?

Civilian Aide to the Secretary  
of War

35276

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

Date October 1, 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 Mrs. Edna D. Brooks of 54 James St., Attleboro, Mass., under date of Post Marked Sept. 17, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cremer*  
Lawrence W. Cremer  
Executive Secretary *by George W. Johnson*

Enc.

C O P Y

54 James Street  
Attleboro, Mass.

Office for Emergency Management  
War Manpower Commission  
Washington, D. C.

Attention: Mr. George M. Johnson  
Assistant Executive Secretary

Dear Sir:

I am in receipt of your letter of September 8th, requesting me to give details of the interview on July 29th of which I wrote Mrs. Roosevelt. Since the release on "How To Submit Complaints" was not enclosed in your letter, I shall give an account of the interview in full.

On July 28th, I received a telegram from the Civil Service Commission in Boston, Mass. stating that if I were available for a position as clerk-typist, to report to Lt. Sargent, Army Ordnance, 150 Federal St., Boston, on July 29th between 9 A. M. and 4 P. M.

I went in to Boston on the morning of the 29th. I was interviewed by a Miss Lang. This was the third time I had been to that particular agency, being interviewed the first time on May 26th, by the same Miss Lang, and the second time, a week later, seeing only one of the receptionists at the desk on the street floor and being told by her that the second telegram was a mistake. On July 29th, Miss Lang had all the data in her files, such as, my education, experience, names of employers, dates of employment, typing speed, shorthand speed, number of days notice that I required if selected for the position, etc. as she had interviewed me in May. She glanced at the papers and asked if there was any further information that I would like to give her. There was none. She then said, as she had the first time, that if I were selected I would hear in about a week.

I then asked her if, since she was the interviewer, she didn't have some say about who would be selected, and asked if it was because I am colored that I was not given the position as it was evident that typists were needed, since that was the third telegram I had received to report to that agency. She replied that there are some offices in Boston who do employ colored, but "I only work here and if I were to hire colored I would lose my job." I said, "Do you mean to tell me that especially now, when colored men have to fight and lose their

lives to help save these girls here in this room, a colored person who is capable, can't get a job in a part of the Army?" Miss Lang replied that if it were up to her it wouldn't be that way, but that it wasn't up to her, and that she hoped it would not always be so.

I left that building and went to see Mr. Dutton of the Civil Service Commission, Post Office Building, and told him of the incident. He asked me to write him on the matter, which I did, that evening.

I have since been informed that the Commission interrogated that agency and had been sent a list of the colored employees in the agency. I don't know in what capacity these people are employed, or in what section of the agency. I do know, however, that the foregoing account of the interview with Miss Lang, and her statements to me, is correct.

Respectfully,

/s/ (Mrs.) Edna D. Brooks

June 17, 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 24, 1942, you transmitted to this office the complaint of Mrs. Eunice I. Brown, 729 East 168th Street, Bronx, New York, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Clerk-Typist with the New York Ordnance District.

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

Mrs. Brown was certified to the New York Ordnance District as Under Clerk Typist, CAF-1, on March 24, 1942, and her name appeared No. 26 on a list, which contained 35 eligibles. Of the 35 eligibles requested to call at the District Office for interview, 11 declined, 8 failed to respond, 9 were not selected and 7 were appointed. According to the records of the New York Ordnance District and the Civil Service Application Form for Mrs. Brown, she has not been employed as a typist since December 1940. She was, therefore, not given an appointment in view of the fact that she had no recent experience. Appointments at the New York Ordnance District are made with sole reference to merit and fitness in accordance with Civil Service rules and regulations.

A photostatic copy of the certificate from which the selections were made was attached to the report.

In these circumstances, it is believed that the appointments were made from the certificate in question in accordance with

*Carried  
COFEP*

Mr. Lawrence W. Cramer  
June 17, 1942  
Page 2

Civil Service rules and regulations and that the investigation has failed to substantiate the charge of racial discrimination.

Sincerely yours,

Civilian Aide to the Secretary  
of War

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

87

May 5, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Eunice I. Brown, 729 East 168th Street, Bronx, New York, alleging racial discrimination was practiced against her in her effort to secure employment as an Under Clerk-Typist with the Ordnance Offices, 80 Broadway, New York City.

Mrs. Brown's complaint states that she reported for appointment on April 1, 1942; that five white girls were appointed; that her interviewer told her that she would be notified the next day; that while seated at the interviewer's desk she noticed a paper with her name heading the list of names to be considered for appointment, and that this paper stated that there were sixteen vacancies to be filled but only ten names were listed.

Mrs. Brown also states that she returned to the Ordnance Offices on April 3 and asked the interviewer, Miss Harrington, why she had not been notified as promised; that Miss Harrington replied that she had not been selected; that she charged race discrimination on the basis of the appointment of the five white girls on April 1; that Miss Harrington referred her to Mr. Lana, Chief of the Personnel Division; that Mr. Lana denied that there had been any such discrimination; that he told her that the list on which her name appeared had been returned to the Civil Service Commission but if she were certified again she would be given every consideration.

May this office have a report on the facts in this case with a copy of the certificate on which the name of Mrs. Brown appeared and from which the vacancies in question were filled, showing the notations with which it was returned to the Civil Service Commission?

*William H. Hastie*  
Civilian Aide to the Secretary  
of War

U. S. WAR DEPT.  
201  
MAY 11 1942  
Brown, Eunice I.

142 MAY 6 PM 1 47 38

MAY 17 10 41 AM '38

OFFICE  
CHIEF OF POLICE

MAY 15 3 04 PM '38

OUT

RECEIVED  
OFFICE OF THE ASSISTANT ATTORNEY GENERAL  
MAY 15 1938



*0.0 201/25024 Brown, Eunice I*

1st Ind.

mfb/jh

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

May 6, 1942

1. For investigation and report to this Office.

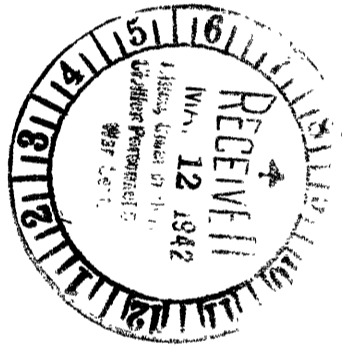
By order of the Secretary of War:

*Wm. H. Kushnick*

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

*Eunice I*

MAY 17 1942  
JUN 13 1942



Faint, illegible text at the bottom of the page, possibly a header or footer, with two circular marks below it.

✓ O.O. 201/75024

Brown, Eunice I.

Attn: SPOGC - Exec. Sec.

<sup>66</sup>  
2nd Ind.

Barber/mef

War Department, Ordnance Office, Washington, May 29, 1942

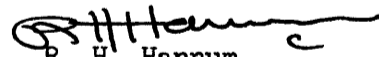
To: Office, Secretary of War

1. The following information is furnished relative to the case of Mrs. Eunice I. Brown:

Mrs. Brown was certified to the New York Ordnance District as Under Clerk Typist, CAF-1, on March 24, 1942, and her name appeared No. 26 on a list, which contained 35 eligibles. Of the 35 eligibles requested to call at the District Office for interview, 11 declined, 8 failed to respond, 9 were not selected and 7 were appointed. According to the records of the New York Ordnance District and the Civil Service Application Form for Mrs. Brown, she has not been employed as a typist since December 1940. She was, therefore, not given an appointment in view of the fact that she had no recent experience. Appointments at the New York Ordnance District are made with sole reference to merit and fitness in accordance with Civil Service rules and regulations.

2. There is attached hereto photostatic copy of certificate.

For the Chief of Ordnance:

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

<sup>66</sup>  
1 Inc. 178128 accfy.  
Photostatic Copy of Certificate

**S.P.I.**

**HL:AD**

**NYCD 230.11/1572**

**April 10, 1942**

**District Manager  
Second U.S. Civil Service District  
611 Washington Street  
New York, N.Y.**

**Dear Sir:**

Reference is made to List 253, Under Clerk Typist, CAF-1, returned to your office on April 2, 1942.

It is advised that Miss Gladys McCabe was reported as appointed and then later declined. It is also advised that Miss McCabe has since been appointed and is to report for duty April 27, 1942.

It is requested that your records be amended accordingly.

**For the Deputy District Chief:**

**Very truly yours,**

**(Signed)**

**E. H. Vance  
Major, Col. Regt.  
Assistant**

*230.11/78128 - Primary Service D. Huff*

APR 11 1942

JUN 3 PM 4 38

(272000)

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EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

SECRET

FOR THE DEPARTMENT OF DEFENSE

UNCLASSIFIED

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

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EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION  
EXCEPT WHERE SHOWN OTHERWISE

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REPORT CLASS: SCB  
**DISTRICT MANAGER ON CERTIFICATE**  
 United States Civil Service Commission

This information is Confidential

District Manager: **SECOND** U. S. Civil Service District

LIST No. **283**

DEPUTY DISTRICT CHIEF  
 N. Y. GUARDIAN DISTRICT  
 80 BROADWAY  
 NEW YORK, N. Y.

NEW YORK, NEW YORK

Date **3-24-42**

SEE CIRCULAR LETTER #720

Request No.

Request Date **3-23-42**

TELEPHONE

SIXTEEN VACANCIES UNDER CLERK TYPIST, \$1260 PER ANNUM WAR SERVICE INDEFINITE (NATURE OF APPOINTMENT)

DUTY: NEW YORK CITY

REGISTER JR. TYPIST A 2-273 4-30-41 A 2-161 10-3-38

POSITION	SALARY OFFERED	NAME	RATING	ADDRESS
D		RUTH BERGSTEIN		675 EAST 233 ST., BRONX, N. Y.
D		LEE BATTLE		265 ANSON AVE., NEW YORK, N. Y.
FR		KATHERINE TRIER		142-20 61ST RD., FLUSHING, N. Y.
A	\$1260	BEATRICE KANTOR		1766 HUX AVE., BRONX, N. Y.
A	\$1260	MARILEY CONEN		2693 MORRIS AVE., BRONX, N. Y.
D		KATHERINE LIFTOFF		1671 NELSON AVE., NEW YORK, N. Y.
A	\$1260	ELVAE H. DECAR		2676 DECATUR AVE., BRONX, N. Y.
NS		LUBY C. QUINTILIAN		343 EAST 100 ST., NEW YORK, N. Y.
D		BELLA G. BRUCH		1015 HUX AVE., BRONX, N. Y.
FR		MIRIAM STRAUSS		108-28 38TH AVE., CORONA, N. Y.
D		RUTH M. FOKSHY		315 EAST 157 ST., NEW YORK, N. Y.
D		MOLLIE MAXLER		2077 CLINTON AVE., BRONX, N. Y.
FR		GLORIA OLSON		2108 BRONX PARK EAST, NEW YORK, N. Y.
A	\$1260	FANNIE BERENBERG		1329 MORRISON AVE., BRONX, N. Y.
D		MARIE SHANNON		50 WEST 85 ST., NEW YORK, N. Y.
NS		JENNIE BIRNBAUM		1528 WINFORD PL., NEW YORK, N. Y.
D		SOEMIE PERKER		2066 CRESTON AVE., BRONX, N. Y.

NOTE: Appointed in accordance with letter from this office to District Manager dated 4/10/42.

NOTE: The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager.

THE DISTRICT MANAGER: Certificate returned with examination papers and pre-scribed forms. **4/2/42** (DATE)

Note: Accepted and then later declined.

Note 2: Confirmation of telephone conversation with your office on 4/1/42 requesting a list for 10 additional vacancies for the above mentioned position

KEY TERMS: A—Selected  
 D—Dismissed  
 FR—Failed to reply  
 NS—Considered but not selected  
 CRU—Certificate returned unfiled

R. H. Wents

MAJOR, Ord. Dept.  
 Assistant

NYOD 250.11/1503 R O 74034

Form No. 1604-B  
GPO: 1941

REPORT

**CLASS: SCB**  
**MANAGER ON CERTIFICATE**  
United States Civil Service Commission

This information  
is Confidential

District Manager, **SECOND** U. S. Civil Service District

**481**  
No. **283**

DEPUTY DISTRICT CHIEF  
N. Y. GUARDIAN DISTRICT  
80 BROADWAY  
NEW YORK, N. Y.

NEW YORK, NEW YORK

Date **3-24-42**

PAGE TWO

Request No.

Request Date

VACANCY	POSITION AND SALARY	(NATURE OF APPOINTMENT)	NAME	RATING	ADDRESS
FR			GERTRUDE R. SEWALD		144 COLUMBIA ST., NEW YORK, N. Y.
NS			RUBY HARRDEN		105 WEST 113 ST., NEW YORK, N. Y.
CRU			MARY A. WALTON		127 WEST 113 ST., NEW YORK, N. Y.
A	\$1260		JEAN SARNA		902 BROOK AVE., NEW YORK, N. Y.
NS			LILLIE M. TONKS		202 WEST 137 ST., NEW YORK, N. Y.
A	\$1260		SYDELLE LEVENBACH		274 WEST 19 ST., NEW YORK, N. Y.
FR			ELIZABETH A. McDONALD		161 HONORE ST., NEW YORK, N. Y.
NS			CLAIRE KEROES		1603 EAST 172ND ST., BRONX, N. Y.
NS			EMILIE J. SHORN		814 EAST 167 ST., NEW YORK, N. Y.
FR			ELSIE SHARFEN		1051 FREEMAN ST., BRONX, N. Y.
NS			HELEN C. STRUDLER		1740 CLAY AVE., BRONX, N. Y.
D			ROSE C. PROZZO		1736 WALLACE AVE., BRONX, N. Y.
NS			AUGUSTA PERCHOFFSKY		2140 CLINTON AVE., NEW YORK, N. Y.
A	\$1260		SELMA M. SHENOFER		610 WEST 174 ST., NEW YORK, N. Y.
A			ANNE M. HANLEY		4535 45TH ST., WOODSIDE, N. Y.
FR			LOTTIE E. CLANDENIN		1313 NEEDHAM AVE., NEW YORK, N. Y.
FR			FLORENCE M. JENNINS		10 SCHOOL ST., YONKERS, N. Y.

NOTE:—The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager.

THE DISTRICT MANAGER: **481** returned with examination papers and prescribed forms. \_\_\_\_\_ (DATE)

\*KEY TERMS: A—Selected.  
D—Declined.  
FR—Failed to reply.  
NS—Considered but not selected.  
CRU—Communication returned undelivered.

SIGNATURE

OFFICIAL TITLE

NYOS 280.11/2808

**REPORT**  
**MANAGER ON CERTIFICATION**  
United States Civil Service Commission

*This information is Confidential*

District Manager, **SECOND** U. S. Civil Service District

**LIST 203**

**DEPUTY DISTRICT CHIEF  
N. Y. ORANGE DISTRICT  
60 BROADWAY  
NEW YORK, N. Y.**

**NEW YORK, NEW YORK**

Date **3-24-42**

**PAGE THREE**

(NAME) (POSITION AND SALARY) (NATURE OF APPOINTMENT)  
(PLACE OF EMPLOYMENT)

REGISTER	SALARY OFFERED	NAME	RATING	ADDRESS
NS		<b>SELMA JAFFE</b>		<b>233 MADISON ST., NEW YORK, N. Y.</b>
<p><b>A-SUBJECT TO CITIZENSHIP.</b>  <b>REPORT ON THE LIST AS SOON AS PRACTICABLE, BUT WITHIN THE NEXT EIGHT DAYS, AS THESE PERSONS ARE NEEDED FOR CONSIDERATION FOR EMPLOYMENT ELSEWHERE.</b>  <b>ON THE BASIS OF MERIT AND FITNESS CONTACT IMMEDIATELY ALL PERSONS TO WHOM YOU WILL GIVE FAVORABLE CONSIDERATION.</b>  <b>THIS LIST MAY CONTAIN THE NAMES OF PERSONS EMPLOYED IN THE FEDERAL SERVICE. ANY PERSON SO EMPLOYED MAY NOT UNDER EXECUTIVE ORDER 9063 BE OFFERED APPOINTMENT WITHOUT THE WRITTEN CONSENT OF THE ACTIVITY WHEREIN EMPLOYED UNLESS THE ACTIVITY IN WHICH HE WAS FORMERLY EMPLOYED IS IN A LOWER PRIORITY CLASSIFICATION OR IF HE WAS SERVING UNDER APPOINTMENT LIMITED TO APPOINTMENT OF SIX MONTHS OR LESS.</b>  <b>PLEASE USE THE ENCLOSED FORM 2077a IN DIRECTING PERSONS TO REPORT FOR THE PHYSICAL EXAMINATION IN ORDER THAT YOU MAY DETERMINE THAT THE PERSON APPOINTED IS PHYSICALLY QUALIFIED.</b>  <b>PAPERS ACCOMPANYING EXCEPT FOR MISS SHARFIN.</b></p>				

NOTE: The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager.

THE DISTRICT MANAGER: Certified returned with examination papers and prescribed forms. \_\_\_\_\_ (DATE)

\*KEY TERMS: A-Selected.  
D-Declined.  
FR-Failed to reply.  
NS-Considered but not selected.  
CRU-Communication returned undelivered.

REC'D 11/11/503 R 9 70304



3rd Ind.

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

mfb/vh  
June 4, 1942

1. Forwarded.

By authority of the Secretary of War:

*Wm H. Kushnick*

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

May 5, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Eunice I. Brown, 729 East 168th Street, Bronx, New York, alleging racial discrimination was practiced against her in her effort to secure employment as an Under Clerk-Typist with the Ordnance Offices, 80 Broadway, New York City.

Mrs. Brown's complaint states that she reported for appointment on April 1, 1942; that five white girls were appointed; that her interviewer told her that she would be notified the next day; that while seated at the interviewer's desk she noticed a paper with her name heading the list of names to be considered for appointment, and that this paper stated that there were sixteen vacancies to be filled but only ten names were listed.

Mrs. Brown also states that she returned to the Ordnance Offices on April 3 and asked the interviewer, Miss Harrington, why she had not been notified as promised; that Miss Harrington replied that she had not been selected; that she charged race discrimination on the basis of the appointment of the five white girls on April 1; that Miss Harrington referred her to Mr. Lana, Chief of the Personnel Division; that Mr. Lana denied that there had been any such discrimination; that he told her that the list on which her name appeared had been returned to the Civil Service Commission but if she were certified again she would be given every consideration.

May this office have a report on the facts in this case with a copy of the certificate on which the name of Mrs. Brown appeared and from which the vacancies in question were filled, showing the notations with which it was returned to the Civil Service Commission?

Civilian Aide to the Secretary  
of War

PA-165  
CONFIDENTIAL

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 24, 1942

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 an affidavit of Mrs. Eunice I. Brown, 729 East 168th Street, Bronx, New York, in which she alleges that she has been discriminated against in her effort to secure an appointment as Under Clerk Typist with the War Department, solely because of her race. Mrs. Brown's statement is as follows:

"On April 1, 1942, I reported to War Department to be appointed. Five other girls were appointed. When the interviewer came to me, she stated I would be notified the next day. While seated at her desk I saw a paper with my name Eunice I. Brown heading the list of names of those to be appointed. This paper stated there were 16 vacancies, but only 10 names were listed.

"On April 3, 1942, I returned to the War Department, 80 Broadway, New York and asked the interviewer, Miss Harrington, why I had not been notified as promised. She stated that I had not been selected. I charged discrimination, citing the fact of the appointment of the other five white girls as of April 1, 1942. She immediately stated such was not the case. I demanded to see Major R. R. Wentz, Assistant of Ordnance Department, the person who had signed the letter of March 31, 1942 asking me to report April 1, 1942. Miss Harrington, the interviewer, referred me to Mr. Lana Chief of Personnel Division.

"I told Mr. Lana why I felt there had been discrimination in my case, namely: the list of names whereon my name headed all the others, the 16 vacancies with only 10 names to fill these vacancies. Mr. Lana stated that such was not the case. He said the list had been sent back to the Civil Service Commission. When I asked him why it had been sent back without even giving me a chance he couldn't answer, merely replying that there had been no dis-



Honorable William H. Hastie

-2-


April 24, 1942

crimination in my case. Mr. Lana said, 'but Mrs. Brown if that list should return to this office you may rest assured that you will be given every consideration.' I pointed out the fact that it seemed strange that I could not have been considered the first time. (April 1, 1942)

"I should also point out that the interviewer, Miss Harrington asked many unnecessary questions when I first appeared at her office, namely: Parents birthplace, Education, Date of Marriage. These questions were all asked, answered, and sworn to when application was made to take test on June 18, 1941."

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

Sincerely yours,

  
George M. Johnson  
Assistant Executive Secretary

April 24, 1942

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 an affidavit of Mrs. Eunice I. Brown, 729 East 168th Street, Bronx, New York, in which she alleges that she has been discriminated against in her effort to secure an appointment as Under Clerk Typist with the War Department, solely because of her race. Mrs. Brown's statement is as follows:

"On April 1, 1942, I reported to War Department to be appointed. Five other girls were appointed. When the interviewer came to me, she stated I would be notified the next day. While seated at her desk I saw a paper with my name Eunice I. Brown heading the list of names of those to be appointed. This paper stated there were 16 vacancies, but only 10 names were listed.

"On April 3, 1942, I returned to the War Department, 80 Broadway, New York and asked the interviewer, Miss Harrington, why I had not been notified as promised. She stated that I had not been selected. I charged discrimination, citing the fact of the appointment of the other five white girls as of April 1, 1942. She immediately stated such was not the case. I demanded to see Major R. R. Wentz, Assistant of Ordnance Department, the person who had signed the letter of March 31, 1942 asking me to report April 1, 1942. Miss Harrington, the interviewer, referred me to Mr. Lasa Chief of Personnel Division.

"I told Mr. Lasa why I felt there had been discrimination in my case namely: the list of names whereon my name headed all the others, the 16 vacancies with only 10 names to fill these vacancies. Mr. Lasa stated that such was not the case. He said the list had been sent back to the Civil Service Commission. When I asked him why it had been sent back without even giving me a chance he couldn't answer, merely replying that there had been no dis-

Honorable William H. Hastie

-2-

April 24, 1942

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"I should also point out that the interviewer, Miss Harrington asked many unnecessary questions when I first appeared at her office, namely: Parents birthplace, Education, Date of Marriage. These questions were all asked, answered, and sworn to when application was made to take test on June 18, 1941."

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

Sincerely yours,

George M. Johnson  
Assistant Executive Secretary

July 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:

On June 1, 1942, you transmitted to this office the complaint of Mr. Charles Bryan, 429 East 154th Street, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as Procurement Inspector with the Army Air Forces, Material Center, Eastern Procurement District.

The report of the investigation into his complaint indicates that on the basis of Mr. Bryan's employment record as contained in his Civil Service Commission Application Form 8 he was rated eligible for Procurement Inspector (Aircraft, Miscellaneous Materials). This application was submitted to the Inspection Section for the attention of Lieut. Col. McDonnell.

The report states as follows:

The application coupled with certain supporting information indicating that Mr. Bryan had worked as an Inspector of radies and various types of textiles was examined by Lt. Col. McDonnell among a number of other applications. Lt. Col. McDonnell did not select Mr. Bryan for appointment and later when his application was re-certified to the Inspection Section, Major Murphy examined it and likewise found him unsuited for the particular requirements of the Army Air Forces.

Since Mr. Bryan was at no time personally interviewed by any one in the Inspection Section and the Civil Service Commission Application Form 8 makes no provision for indicating the race or color of a person, the Inspection Section, of course, did not know that he was of the colored race. There is absolutely no correspondence or information included in this application which would point to the fact that he is colored, so that this charge of discrimination because of race is definitely without foundation.

*Charles J.  
COFER  
B*

Mr. Lawrence W. Cramer  
July 16, 1942  
Page 2

The statement of Mr. Bryan that, while he was in the office of the Eastern Procurement District for interview, several white men were interviewed and selected is not true inasmuch as all of these men, including Mr. Bryan, were interviewed by the Civil Service Commission Board of Examiners which does not select appointees. The Board, which maintains an office in the Eastern Procurement District Office, interviews applicants with a view to selecting persons who might be eligible for civilian positions in the Army Air Forces. The papers of such persons selected are then referred to the proper section of the Eastern Procurement District for appointment, just as Mr. Bryan's papers were referred to the Inspection Section.

Attention is invited to the fact that the appointing officer has a choice in making selection of appointees. Previously the choice was limited to the first three persons on a list of eligible applicants willing to accept employment. Since March 16, 1942, the rule of three has been waived so that the appointing officer now has wider latitude in making selection of the person best qualified to fill the position in question. The fact that an eligible applicant is certified to an appointing officer does not therefore necessarily mean he must be selected for appointment.

In view of the statements in the report that the Eastern Procurement District never knew Mr. Bryan's racial identity and that the interviews, to which he referred in his complaint, were conducted by the Civil Service Board of Examiners, you may wish to check this report with the Civil Service Commission and Mr. Bryan.

Sincerely yours,

Civilian Aide to the Secretary  
of War



3rd Ind.

Charles Bryan (Charge of Racial Discrimination)

HWS:ld

War Department, Army Air Forces, Materiel Center, Eastern Procurement District, Personnel Section, 90 Church Street, New York, N. Y. June 24, 1942. TO: Commanding General, Headquarters of the Army Air Forces, Washington, D. C.

1. Reference is made to basic communication dated June 10, 1942, concerning the complaint of Mr. Charles Bryan, 429 West 154th Street, New York City, alleging that racial discrimination was practiced against him in his effort to secure an appointment as Procurement Inspector with this office.


2. A transcript of Mr. Bryan's employment record as contained in his Civil Service Commission Application Form 8 is enclosed. It was this application which was rated eligible for Procurement Inspector (Aircraft, Miscellaneous Materials) which was submitted to the Inspection Section to the attention of Lt. Col. McDonnell. The application coupled with certain supporting information indicating that Mr. Bryan had worked as an Inspector of radios and various types of textiles, was examined by Lt. Col. McDonnell among a number of other applications. Lt. Col. McDonnell did not select Mr. Bryan for appointment and later when his application was recertified to the Inspection Section, Major Murphy examined it and likewise found him unsuited for the particular requirements of the Army Air Forces.

3. Since Mr. Bryan was at no time personally interviewed by any one in the Inspection Section and the Civil Service Commission Application Form 8 makes no provision for indicating the race or color of a person, the Inspection Section, of course, did not know that he was of the colored race. There is absolutely no correspondence or information included in this application which would point to the fact that he is colored, so that this charge of discrimination because of race is definitely without foundation.

4. The statement of Mr. Bryan that, while he was in the office of the Eastern Procurement District for interview, several white men were interviewed and selected, is not true inasmuch as all of these men, including Mr. Bryan, were interviewed by the Civil Service Commission Board of Examiners which does not select appointees. The Board, which maintains an office in the Eastern Procurement District Office, interviews applicants with a view to selecting persons who might be eligible for civilian positions in the Army Air Forces. The papers of such persons selected are then referred to the proper section of the Eastern Procurement District for appointment, just as Mr. Bryan's papers were referred to the Inspection Section.

5. Attention is invited to the fact that the appointing officer has a choice in making selection of appointees. Previously the choice was limited to the first three persons on a list of eligible applicants willing to accept employment. Since March 16, 1942, the rule of three has been waived so that the appointing officer now has wider latitude in making selection of the person best qualified to fill the position in question. The fact that an eligible applicant is certified to an appointing officer does not therefore necessarily mean he must be selected for appointment.

For the District Supervisor:

  
GEORGE E. HODGE  
Lt. Col., Army Air Forces  
District Civilian Personnel Officer

797630 JUN 25 42

Encl. CENTRAL MAIL SECTION AAF  
transcripts above-mentioned

PCP



39

[Faint, mostly illegible typed text covering the majority of the page]

TRANSCRIPT OF EMPLOYMENT RECORD FROM CIVIL SERVICE APPLICATION FORM 8

SUBMITTED BY CHARLES BRYAN

<u>PLACE OF EMPLOYMENT</u>	<u>DATES OF EMPLOYMENT</u>	<u>NAME, STREET ADDRESS, ETC. OF EMPLOYER</u>	<u>NAME, ADDRESS ETC OF IMM. SUPERVISOR</u>	<u>SALARY</u>	<u>DUTIES</u>
N.Y.C. NY	app. 1903 " 1904	28 W 120 St Mr. McGill	same	week 3.00	Hall boy
NYC NY	" 1904 " 1905	349 C P West Mr. Brown	building now replaced - same	week 4.00	" " and switchboard operator
NYC NY	" 1905 " 1909	26 W 33 St Mr. M. Block	same	week 12.00	sampler & Inspector etc Shipping Clerk
NYC NY	" 1909 " 1910	Bet 106-7 St 3rd Ave Mr. Davis	same	week 15.00	assistant Pressman (Printing)
NYC NY	" 1910 " 1912	503 W 121 St T. J. O'Riley	Mr. Boulovar Super	15.00	Elevator opr.
NYC NY	" 1912 " 1918	Ligholair Co. Mr. B. Blitze	569 B'way Mr. B. Blitze	week 35.00	Mechanic Chauffeur
NYC NY	" 1918 " 1923	103 W 55 St. Mr. J. S. Woody	Gen mgr Seltznic Mr. Woody	week 40.00	Chauffeur Mechanic
NYC NY	" 1923 " 1927	206 Center St. Geo Hale	Engineer self 75 E 17 St	wk 20.00	Engineer
NYC NY	" 1927 " 1930	96 Pine St E. S. Willard	49 W 57 St Engineer	20.00	Engineer
NYC NY	" 1930 " 1932	35 Duane St Mr. Herman	Mr. Herman	25.00	Inspecting testing ser- vicing Radio Mfg.
	24-6	Sterling Furniture Co. 35.00 week 16 St 6th Ave Radio Service man, Inspecting, Testing, and repairing Radio's wiring, tube testing etc. Parts Daily Reports			
	26-7	American Piano Co. 451 W 51 St (Warehouse) Radio Service man, Inspecting Testing etc. same as above 45.00 week. Daily Reports use of Weston test meters etc.			
	35-38	Dept of Welfare 902 B'way Principal Clerk charge of Pay Dept 5 clerks keeping records, files, Typing, Reports etc.			

Incl 1'

TRANSCRIPT OF EMPLOYMENT RECORD FROM CIVIL SERVICE APPLICATION FORM 8

SUBMITTED BY CHARLES BRYAN

1938-42 Federal Works Administration 70 Col Ave  
(now) Inspector of Material records & Report

28-32 Mrs. M. S. Young 501 W 121 St  
Chauffeur Mechanic 45.00 wk

32-35 N.Y. N. Haven RR Co. stock clerk  
checking abstracting ordering  
equipment & Supplies 7 men in  
charge & other side work etc 35.00 week  
(Carlos Bryant)

P.S. Some of these places they have been replaced by  
new buildings old ones torn down also firms are  
out of business

EXACT COPY

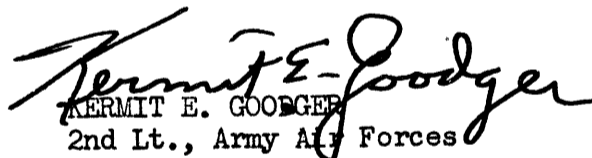
4th Ind.

War Department. Headquarters of the Army Air Forces, Washington, D. C.  
July 8, 1942. To: Wm. H. Kushnick, Director of Civilian Personnel  
and Training. Secretary of War

1. In connection with your inquiry about Charles Bryan, your  
attention is referred to the 3rd. Indorsement.

By Command of Lieutenant General Arnold:


GORDON E. CLARK  
Lieutenant-Colonel, Army Air Forces  
Chief, Civilian Personnel Division

  
HERMIT E. GOODGER  
2nd Lt., Army Air Forces

(Bryan, Charles) 5th Ind. mfb/vh  
War Department, Office of the Secretary, July 13, 1942.  
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

(Ryan, Charles) 5th Ind. mfb/vh  
War Department, Office of the Secretary, July 13, 1942.  
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:

Wm. H. Kuchajek  
Director of Civilian Personnel  
and Training

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

June 10, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Charles Bryan, 429 West 154th Street, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as a Procurement Inspector with the Air Corps Eastern Procurement District, 90 Church Street, New York City.

Mr. Bryan alleges that on March 21, 1942, Miss Stern in Mr. Krell's office told him that his application had been approved and that he would be called in about a week; that he waited about two weeks and then again visited the Eastern Aircraft Procurement Division offices; that Miss Schisisigall and Miss Stern told him that his name had been certified and his papers sent to the Inspector Division on March 31 and that he should be called in about ten days; that on May 23, in answer to a letter of inquiry, Mr. Krell wrote him that his name had been approved and sent to the Personnel Division, but he had not been selected.

Mr. Bryan further states that while he was in the offices of the Eastern Aircraft Procurement Division for an interview, several white men were interviewed and selected, but at the conclusion of his interview he was told that he would hear from that agency.

He states that he made a rating of 70 percent in a Civil Service examination and that his experience consists of machine shop practice, radio technical engineering, and three and one-half years as Inspector of Materials, Assembler.

In view of the shortage of personnel in this category, 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

1950

1951





1st Ind.

War Department, Office of the Secretary  
To: Chief of Army Air Forces

mfb/vh  
June 12, 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

780567 JUN 13 42  
CENTRAL MAIL SECTION AAF

(Bryan, Charles)

2nd Ind.

(13-C) JUN 18 1942

War Department, Headquarters of the Army Air Forces, Washington, D. C.  
June 18, 1942 To: Supervisor, Eastern Army Air Forces Procurement  
District, Room 1216 A, 90 Church Street, New York, N. Y.

1. For investigation and report.

By command of Lieutenant General ARNOLD:

GORDON E. CLARK,  
Lt. Colonel, Army Air Forces,  
Chief, Civilian Personnel Division.

*Edward H. Adriance*  
EDWARD H. ADRIANCE,  
Captain, Army Air Forces.

*PMP*

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June 10, 1942.

**MEMORANDUM**

**TO: The Director of Civilian Personnel and Training**

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Charles Bryan, 429 West 154th Street, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as a Procurement Inspector with the Air Corps Eastern Procurement District, 90 Church Street, New York City.

Mr. Bryan alleges that on March 21, 1942, Miss Stern in Mr. Krell's office told him that his application had been approved and that he would be called in about a week; that he waited about two weeks and then again visited the Eastern Aircraft Procurement Division offices; that Miss Schiszigall and Miss Stern told him that his name had been certified and his papers sent to the Inspector Division on March 31 and that he should be called in about ten days; that on May 23, in answer to a letter of inquiry, Mr. Krell wrote him that his name had been approved and sent to the Personnel Division, but he had not been selected.

Mr. Bryan further states that while he was in the offices of the Eastern Aircraft Procurement Division for an interview, several white men were interviewed and selected, but at the conclusion of his interview he was told that he would hear from that agency.

He states that he made a rating of 70 percent in a Civil Service examination and that his experience consists of machine shop practice, radio technical engineering, and three and one-half years as Inspector of Materials, Assembler.

In view of the shortage of personnel in this category, 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

*checked  
COFER  
B*

35276

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

Date June 1, 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. Charles Bryan of 429 West 154 Street, N.Y.C., under date of May 26, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cromer*  
Lawrence W. Cromer  
Executive Secretary

Enc.

10520

UNITED STATES OF AMERICA  
BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE  
OF  
THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

In the Matter of
and
Complainant
Case No.....

C O P Y

Date..... 4-4-42

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed)(national origin) by cross out words not applicable

Air Corps Eastern Procurement Dist.  
Name of Firm, Agency, School, Union

90 Church St.  
Address

N.Y.C.  
City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

in

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro
2. Job, position or classification for which application was made Procurement Inspector (Aircraft Misl. Materials)
3. Qualifications for such job, position or classification:
  - A. Education \_\_\_\_\_
  - B. Experience and Work history Machine shop practice, Radio Tech. Engineering, 3½ years Inspector of Materials, Assembler.
  - C. Civil Service List \_\_\_\_\_ Date of Examination 2-20-42 Rating 70.00
4. Date of application (in person) (by ~~letter~~) for position letter certification \_\_\_\_\_
5. Date of refusal to employ or admit \_\_\_\_\_
6. Name and official position of person refusing or transmitting refusal

Name

Position

N.Y. City  
4-4-42

On 3-21-42 Miss Stern in Mr. Kerrl's office at 90 Church St. 11th floor, Eastern Aircraft Proc. Div. said my application was approved my name was certified and I would be called in about a week. I waited 2 weeks then I returned. I saw Miss Schisisigall made inquiries about the same, against Miss Stern and Miss Schisisigall said my name was certified and papers were sent over to the Inspector division on 3-31-42 and I should be called in about 10 days, also that Mr. Krell and Mr. Collummi were out of town and would be unable to see me.

Due to the fact that there is a shortage of Inspectors I am at a loss as to why I have not received my notice from the Procurement Division and been called to work. I feel that the delay is unnecessary and due to racial prejudice.

s/ Charles Bryan

7. Reason given for such refusal \_\_\_\_\_

8. Statement of additional facts and/or circumstances indicating discrimination on account of race, religion or national origin:

\_\_\_\_\_  
see back of Page 1  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names	Addresses
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to  
before me this    day  
of                    19  
At.....  
.....

\_\_\_\_\_  
Notary Public.

Name and Address of Person Claiming  
Discrimination.

Charles Bryan  
Name  
c/o Dennis Apr. 6-B 974 St. Nicholas Ave.  
Address  
N Y C  
City and State

10520

UNITED STATES OF AMERICA  
BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE  
OF  
THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

C O P Y

In the Matter of \_\_\_\_\_

and \_\_\_\_\_

Complainant \_\_\_\_\_

Case No. ....

Date... 4-4-42 .....

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed)(national origin) by cross out words not applicable

Air Corps Eastern Procurement Dist.  
Name of Firm, Agency, School, Union

90 Church St.  
Address

N. Y.C.  
City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro
2. Job, position or classification for which application was made Procurement Insp.
3. Qualifications for such job, position or classification: (Aircraft Misl. Materials)
  - A. Education \_\_\_\_\_
  - B. Experience and Work history Machine shop practice, Radio Tech, Engineering, 3 1/2 years Inspector of Materials, Assembler.
  - C. Civil Service List \_\_\_\_\_ Date of Examination 2-20-42 Rating 70.00
4. Date of application certification (in person) (by  Letter) for position Letter
5. Date of refusal to employ or admit \_\_\_\_\_
6. Name and official position of person refusing or transmitting refusal

Name

Position



N.Y. City  
4-4-42

On 3-21-42 Miss Stern in Mr. Kerrl's office at 90 Church St 11th Floor, Eastern Aircraft Proc. Div. said my application was approved my name was certified and I would be called in about a week. I waited 2 weeks then I returned. I saw Miss Schisisigall made inquiries about the same, again Miss Stern and Miss Schisisigall said my name was certified and papers were sent over to the Inspector division on 3-31-42 and I should be called in about 10 days, also that Mr. Krell and Mr. Collumni were out of town and would be unable to see me.

Due to the fact that there is a shortage of Inspectors I am at a loss as to why I have not received my notice from the Procurement Division and been called to work. I feel that the delay is unnecessary and due to racial prejudice.

s/ Charles Bryan

10520

7. Reason given for such refusal \_\_\_\_\_

8. Statement of additional facts and/or circumstances indicating discrimination on account of race, religion or national origin:

see back of page 1.

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names	Addresses
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to before me this day of 19 At.....

Notary Public.

Name and Address of Person Claiming Discrimination.

Charles Bryan Name c/o Dennis Apt. 6-B 974 St. Nicholas Ave Address N. Y. C. City and State

C O P Y

May 26, 1942  
429 West 154 St.  
N.Y. City

Mr. George M. Johnson  
Executive Secretary

RE: Procurement Inspector  
Air Corps Eastern District

Dear Sir:

Your letter of May 1st I have just received due to my having changed my address, I trust you will pardon this unforeseen delay. In reference to subject matter (further facts etc.) On May 23 last in answer to a letter of inquiry sent that office, I received a letter signed by Mr. Krell again my name was approved, certified, and sent to the personnel Dept. etc., but I was not selected. No reason was given, while I was in that office several white men were interviewed and sent right out to work, when my turn came seeing I was a Negro, I was told they would let me hear from them etc. Mr. Patterson under Secretary of war stated over the radio, there is a shortage of Inspectors, I am sure its because I am a Negro I was discriminated against. Mrs. Stern action was definitely prejudice.

Yours truly,

s/ Charles Bryan  
429 W. 154 St. N.Y.C.

June 1, 1942

Mr. Charles Bryan  
429 West 15th Street  
New York City

Dear Mr. Bryan:

Acknowledgment is made of your letter of May 26, 1942 in which you give additional facts concerning your allegation that you have been discriminated against on account of your race by the Air Corps Eastern Procurement Department, 90 Church Street, New York City, in your efforts to secure employment as an Inspector.

An investigation will be made of your complaint and you will be advised of any results connected therewith.

Sincerely yours,

George M. Johnson  
Assistant Executive Secretary

Davidson/vb

Referred to Hastie

August 3, 1942

Mr. Harry I. Barron  
Administrative Assistant  
President's Committee on Fair  
Employment Practice  
1406 G Street, Northwest  
Washington, D. C.

Dear Mr. Barron:

On June 5, 1942, you transmitted to this office the complaint of Mr. Julius Buckman, 406 E. Paris Street, Tampa, Florida, alleging that his services as a civilian employee at Drew Field, Tampa, were terminated because of his Jewish faith.

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

The records of this office (United States Engineer Office, Jacksonville, Florida) indicate that a Mr. Jack M. Buckman was employed by the Drew Field Area Office as Truckdriver, \$0.50 per hour, during the period April 27-May 15, 1942. It is assumed that Mr. Jack M. Buckman and Mr. Julius Buckman are the identical person.

Investigation reveals that in the performance of his assigned duties Mr. Buckman did not measure up to the required standards and, accordingly, his services were terminated for inefficiency. There is no evidence or other reason for belief that he was discriminated against because of his Jewish religion.

You may wish to check this report with Mr. Buckman. If he has any additional information to substantiate his charge, I shall be pleased to have it.

Sincerely yours,

Civilian Aide to the Secretary  
of War

COFEP

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

June 18, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

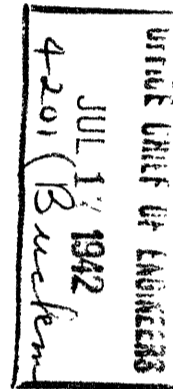
This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Julius Buckman, 406 E. Paris Street, Tampa, Florida, alleging that discrimination on account of his religion was practiced against him as a civilian employee of the United States Engineer Office at Drew Field, Tampa.

The complaint states that Mr. Buckman got along satisfactorily in his employment until the civilian foreman on the job on which he was working asked him his nationality and he replied that he was a native-born American of Jewish descent. The complaint further states that Mr. Buckman's services were terminated on May 14, 1942, without his being given any reason for this action. A copy of the letter from the President's Committee setting forth Mr. Buckman's allegations is attached hereto.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting discrimination on account of race or religion in the Federal service?

*William H. Hastie*  
Civilian Aide to the Secretary  
of War

REC'D. U. S. Engineer Office,  
JACKSONVILLE, FLA. JUN 27 1942



*(Buckman, Julius)*

021 11 11 11

U. S. ENGINEER OFFICE  
JACKSONVILLE, FLA.



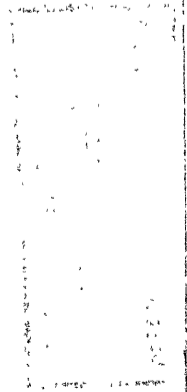
CIVILIAN PERSONNEL DIV.  
WAR DEPARTMENT

JUL 1942 JUN 10 PM 2 51



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




1st Ind.

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

mfb/vh  
June 20, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

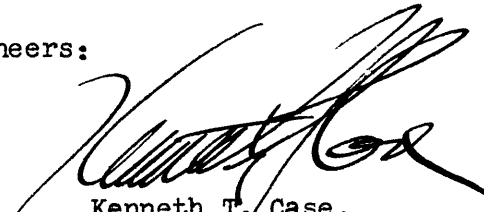
  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

4201 (Buchman, Julius) SPEAP 2nd Ind.

Office, C. of E., June 23, 1942 - To: The District Engineer,  
U. S. Engineer Office, JACKSONVILLE, FLORIDA.

For investigation and prompt report.

By order of the Chief of Engineers:

  
Kenneth T. Case,  
Major, Corps of Engineers,  
Acting Chief, Civilian Personnel Branch,  
Administrative Division.

1 Inclosure:  
Copy of ltr dated 6/5/42

RECD. U. S. Engineer Office, JUN 27 1942  
JACKSONVILLE, FLA.

DISPATCHED  
O.C.E.

1942 JUN 25 PM 2:30



125 125 125 125  
125 125 125 125

JUL 23 11 2 19

1902

SPEAP

Subject: Memorandum from Office of  
the Assistant Secretary,  
Washington, D. C., dated June  
18, 1942.

Buckman, Julius  
JA

3rd Ind.

U. S. Engineer Office, Jacksonville, Fla., July 15, 1942.

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

Copy to: The Division Engineer, South Atlantic Div., Atlanta, Ga. (w/cy. Incl.)

1. The records of this office indicate that a Mr. Jack M. Buckman was employed by the Drew Field Area Office as Truckdriver, \$0.50 per hour, during the period April 27-May 15, 1942. It is assumed that Mr. Jack M. Buckman and Mr. Julius Buckman are the identical person.

2. Investigation reveals that in the performance of his assigned duties Mr. Buckman did not measure up to the required standards and, accordingly, his services were terminated for inefficiency. There is no evidence or other reason for belief that he was discriminated against because of his Jewish religion.

In the absence of the District Engineer:



H. T. Bock,  
Chief Administrative Assistant.

Incl--  
Withdrawn.

RECEIVED  
CHIEF OF ENGINEERS  
OFFICE  
JUN 17 9 29 AM '42

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RECEIVED  
CHIEF OF BUREAU

JUL 17 9 54 AM '13

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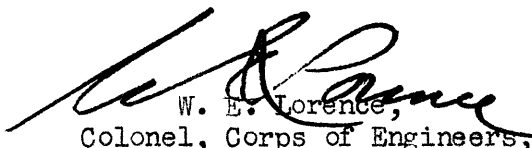
[Faint, illegible text block]

4201(Buckman, Julius) SPEAP 4th Ind.

Office, C. of E., July 21, 1942 - To: The Director of Personnel and Training, (Office of the Secretary of War.)

In accordance with the first indorsement, the basic communication was referred to Mr. Buckman's employing officer, the District Engineer, Jacksonville, Florida. The report is contained in the third indorsement. It is the opinion of this office that the charge of religious discrimination is not supported by evidence.

For the Chief of Engineers:


  
W. E. Lorence,  
Colonel, Corps of Engineers,  
Chief, Civilian Personnel Branch,  
Administrative Division.

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

mfb/vh  
July 25, 1942

Forwarded.

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

JUL 22 42 PM

  
DISPATCHED  
O. C. E.

JUL 13 1943

AND DISTRICT  
DIRECTOR OF STATISTICAL SERVICE  
U. S. DEPARTMENT OF COMMERCE

BY AIRMAIL of the Bureau of Census:

Washington

TO: STATISTICAL SERVICE of the Bureau of Census  
U. S. DEPARTMENT OF COMMERCE  
WASHINGTON

JUL 13 1943  
10:45 AM

RECEIVED  
STATISTICAL SERVICE  
U. S. DEPARTMENT OF COMMERCE  
JUL 13 1943

Enclosed for the Bureau of Census are 10 copies of the report of the Statistical Service on the subject of the Census of the United States, 1940, as shown on the accompanying list.

Very truly yours,  
Director

4201(Buckman, Julius) SFAP 4th Ind.

Office, C. of E., July 21, 1942 - To: The Director of Personnel and Training, (Office of the Secretary of War.)

In accordance with the first indorsement, the basic communication was referred to Mr. Buckman's employing officer, the District Engineer, Jacksonville, Florida. The report is contained in the third indorsement. It is the opinion of this office that the charge of religious discrimination is not supported by evidence.

For the Chief of Engineers:

W. E. Lorense,  
Colonel, Corps of Engineers,  
Chief, Civilian Personnel Branch,  
Administrative Division.

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

mfb/vh  
July 25, 1942

Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

SEP 10 11 5 18

JUL 23 11 2 19

THE SECRETARY OF STATE  
DEPARTMENT OF STATE  
WASHINGTON, D. C.

IN WASHINGTON, D. C. THIS 23rd DAY OF JULY 1919

DEPARTMENT OF STATE

THE SECRETARY OF STATE  
DEPARTMENT OF STATE  
WASHINGTON, D. C.

JUL 23 1919

FOR THE SECRETARY OF STATE  
DEPARTMENT OF STATE  
WASHINGTON, D. C.

FOR THE SECRETARY OF STATE

IT IS HEREBY CERTIFIED THAT THE ABOVE IS A TRUE AND CORRECT COPY OF THE ORIGINAL AS KEPT IN THE OFFICE OF THE SECRETARY OF STATE, DEPARTMENT OF STATE, WASHINGTON, D. C.

IN WITNESS WHEREOF, I have hereunto set my hand and the seal of the Department of State at Washington, D. C. this 23rd day of July 1919.

SECRETARY OF STATE

O

Q

June 18, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Julius Buckman, 406 E. Paris Street, Tampa, Florida, alleging that discrimination on account of his religion was practiced against him as a civilian employee of the United States Engineer Office at Drew Field, Tampa.

The complaint states that Mr. Buckman got along satisfactorily in his employment until the civilian foreman on the job on which he was working asked him his nationality and he replied that he was a native-born American of Jewish descent. The complaint further states that Mr. Buckman's services were terminated on May 14, 1942, without his being given any reason for this action. A copy of the letter from the President's Committee setting forth Mr. Buckman's allegations is attached hereto.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting discrimination on account of race or religion in the Federal service?

Civilian Aide to the Secretary  
of War

*Received  
CCFLP*



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

June 5, 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:

The President has referred to the Committee on Fair Employment Practice a complaint from Mr. Julius Buckman, 406 E. Paris St., Tampa, Florida, in which he alleges that he was discriminated against because of his Jewish religion at the U. S. Engineer Department, Tampa, Florida.

Mr. Buckman states that on April 25, 1942, he applied for a civilian job at Drew Field and after passing various examinations he was put to work on April 27 servicing trucks. He was on a night shift and was paid at the rate of fifty cents per hour. He asserts that throughout the period of his employment he applied himself diligently and carried through all assignments rapidly and effectively. According to his statement everything was satisfactory until one evening when Mr. Ward, civilian foreman on the job, inquired of him regarding his nationality. He replied that he was a native-born American of Jewish extraction. According to Mr. Buckman, from that point on Mr. Ward began treating him differently and sought various pretexts for criticizing him.

Mr. Buckman states further that at quitting time on May 14, Mr. Ward informed him not to report for work any longer and refused to give Mr. Buckman any reason for this action. He alleges that on the following day he secured an interview with Captain Salley, Commanding Officer of the U. S. Engineer Department at Drew Field, and placed the situation before him. Mr. Buckman states that he was informed by Captain Salley that the matter would be investigated. In his letter to the President Mr. Buckman asserts that he has had no further word from Captain Salley.

It is requested that this case be investigated and that the Committee be notified of the outcome of this investigation.



Sincerely yours,

*Harry I. Barron*  
Harry I. Barron  
Administrative Assistant

November 25, 1942

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

Dear Mr. Cramer:

On September 23, 1942, you forwarded to this office the complaint of Miss Mary S. Bush, 1452 East Long Street, Columbus, Ohio, alleging that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Columbus General Depot.

A photostatic copy of the Civil Service certificate on which the name of Miss Bush appeared was furnished this office with the report of the investigation into her complaint. Her name was thirty-fifth in the list of forty names certified by the Commission for twenty vacancies. From this certificate four persons were selected, eleven declined appointments, sixteen failed to reply, seven were considered but not selected, one letter of inquiry was returned undelivered, and the action taken was not indicated in one case. Miss Bush was one of those considered but not selected.

The report of the investigation states that Miss Bush's statement that white girls were given preference in interview was unwarranted; that applicants were interviewed in the order of their arrival, and the fact that one white girl was already waiting would give her preference over the three later arrivals; that the Administrative Assistant, after talking with the first girl and directing her to another office for further consideration, inquired "Who is next?"

The report further states that the two colored girls insisted that the white girl precede them; that inasmuch as the white girl was being considered for a similar position as the previous one, she was escorted to the other office for further interview; that some delay may have resulted before further interviews, due to the large volume of work performed by the office in question, such as long distance telephone calls, interruptions due to questions on procedure by persons under supervision or by superiors; that the colored girl who accompanied Miss Bush was interviewed; that she

*Carroll  
Cramer*

Mr. Lawrence W. Cramer  
November 25, 1942  
Page 2

had had no experience and was informed that persons with experience were desired, but that if qualified experienced persons could not be found, she would be given further consideration.

The report states further that Miss Bush was interviewed next; that upon entering the office she stated that she did not think she would be interested in actually working, but she had had several inquiries regarding her availability and thought she would see what the Depot had to offer; that Miss Bush stated that she was working for the State in a position she had occupied for nineteen years and that she had a Civil Service status and was making the same salary which the vacancy at the Depot paid; that Miss Bush was asked whether she would be willing to take a typing test similar to the one given to all applicants for typing positions; that she became indignant and stated that this requirement was being made only because she was a Negro; that her interviewer informed her this was not the case; that after several minutes of discussion she finally consented, and arrangements were made for her to take the test; that after Miss Bush finished the test, the interviewer placed Miss Bush's name on the test and informed her that there were several other persons to be interviewed, that her work would be checked and compared with others, and if she were satisfactory, she would be called.

The report also states that Miss Bush was found to have made eighteen errors; that the test was not more than five minutes in duration, and that eighteen errors in five minutes was regarded as very unsatisfactory for a person with nineteen years of experience.

In view of the conflict between the report and statements made by Miss Bush in her affidavit, the Committee may wish to make its own further independent inquiry. If so, I shall be pleased to have any additional information which you may obtain.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
COLUMBUS ENGINEER DEPOT, U.S. ARMY  
OFFICE ENGINEER SUPPLY OFFICER  
COLUMBUS, OHIO  
DS/rr

REFER TO FILE NO — 230 —

CEIAA

October 23, 1942

SUBJECT: Charge of Racial Discrimination

TO: Commanding Officer  
Columbus Quartermaster Depot  
Columbus, Ohio

THRU: Engineer Supply Officer  
Columbus Quartermaster Depot  
Columbus, Ohio

1. With reference to charge of racial discrimination in Affidavit, dated September 14, 1942, sworn to by Mary Bush, the following facts are stated:

Under date of September 7, 1942, a list of eligibles was received from the Civil Service Commission containing forty names of persons certified for the position of Jr. Clerk-Typist, CAF-2, \$1440.00 per annum. (Photostatic copy attached)

Among the list of forty names, there appeared the name of Mary S. Bush, 1452 E. Long Street, Apartment A, Columbus, Ohio. Miss Bush's name was the thirty-fifth name on the list.

Due to the fact that this office desired to contact persons eligible immediately, telephone calls were made for appointments. In calling the individuals, statement was made in each instance to the effect that the call was for interview purposes only.

During the course of the day several persons came in for interview, one of whom was Miss Bush. As is usual, persons are taken in the order in which they arrive. Miss Bush's reference to the fact that white girls were given preference in interview is unwarranted. Miss Bush states in the third Paragraph of her Affidavit that there was already one white girl waiting, and that she was accompanied by another white girl and one negro girl. As has been stated before, persons are interviewed according to arrival. Therefore, the fact that one white girl was already waiting would give her preference above the three later arrivals.

After talking with the first girl and directing her to another office for further consideration, the writer appeared before the

Encl #1

Encl #1

Encl #1

Page 2

October 23, 1942

Subject: Charge of Racial Discrimination

To: Commanding Officer, Columbus Quartermaster Depot, Columbus, Ohio

three waiting girls and inquired as to "Who was next?" The negro girls of their own accord insisted that the white girl precede them, which she did. Inasmuch as this girl was being considered for a similar job to the one the first white girl was directed, she was escorted to the other office for further interview.

Some delay, due to the large volume of work performed by this office, may have resulted before further interviews, such as long distance telephone calls, interruptions due to questions on procedure, by persons under supervision or superiors.

The negro girl who accompanied Miss Bush was interviewed, and the usual questions concerning her experience and qualification were asked. The young lady had had no experience at all, and was informed that if at all possible, persons with some experience was desired, and that if we could not find qualified persons, we would be pleased to give her further consideration.

After talking with this girl, Miss Bush was summoned. Upon entering the office, Miss Bush stated she did not think she would be interested in actually working, but she had had several inquiries regarding her availability, and thought she would come out to see what we had to offer. An inquiry regarding her experience was made, and the writer was informed that she was working for the State in a position she had occupied for nineteen years. When asked if she were under State Civil Service and what her salary was, the writer was informed that she had a Civil Service status and was making the same salary which the position opened at this Depot offered. In all fairness to Miss Bush, and in consideration of her State Civil Service status, the writer inquired if she would be willing to even consider a position, the duration of which could only be guaranteed for the length of the war and six months thereafter. Again she stated that she didn't think she would want the position if offered, but was just inquiring about it. The writer then asked her if she was interested enough to take a little typing test so we could see a sample of the type of work she could perform. A similar test is given every one who is considered for a position. Miss Bush became very indignant and did not want to cooperate. She made a statement to the effect that this requirement was being made only because she was a negro. The writer informed her this was not the case, and showed her papers submitted by white girls. After several minutes of discussion as to whether or not she would cooperate, she finally consented much against her will, and arrangements were made for her to take the test. The typewriter used for this test had been borrowed for some other work, and was not available at the moment, so a little time was spent in preparation.

Page 3

October 25, 1942

Subject: Charge of Racial Discrimination

To: Commanding Officer, Columbus Quartermaster Depot, Columbus, Ohio

While Miss Bush was taking her test, other interviews were made. As soon as Miss Bush was finished and in order not to delay her any longer, the writer pardoned herself from one interview and after placing Miss Bush's name on the test, informed her that there were several other persons to be interviewed, and that her work would be checked and compared with others and if she were satisfactory, she would be called.

In checking the work performed by Miss Bush, it was found that she had made eighteen errors. The test was of no longer than five minutes in duration. Civil Service requirements call for no more than sixteen errors in a ten minute test. It was the opinion of this office that eighteen errors in five minutes was very unsatisfactory for a person with nineteen years of experience. Photostatic copy of work performed by Miss Bush is enclosed.

The statement made in Paragraph four of Miss Bush's affidavit is unsound, due to the fact that the white girl would have no way of knowing whether or not she was to be employed, since all arrangements for actual employment are made by the writer, and no arrangements had been made at the time she returned from the other office. No passes are issued by this office.

In Paragraph five of Miss Bush's affidavit, she mentions that she had already declined three certifications due to her not being interested, which bears out her statements made to the writer. According to Civil Service Rules, her name should not have appeared the fourth time, since three refusals is basis for removing name from register.

In addition to the fact that Miss Bush's typing was very poor, her indignant attitude was such that this office would consider detrimental to the welfare of the office. The fact that she had already shown no interest in three previous inquiries, and very little interest, if any, in the fourth and was merely checking, is evidence that she did not really want to change positions.

The statement made by Miss Bush in the last paragraph of her affidavit does not have any basis. Certainly if no record of her name and address were available, no contact could have been made with her. *JKP*

Supporting the reason for seeing a sample of work an individual can perform, it has been the experience of this office, that frequently lists of Eligibles are sent by the Commission, with no application papers, due to such papers accompanying other lists located in other agencies. In other instances, persons have been declared eligible who are not qualified to perform the work required of them by this office.

Page 4

October 25, 1948

Subject: Charge of Racial Discrimination

To: Commanding Officer, Columbus Quartermaster Depot, Columbus, Ohio

2. It is the opinion of this office that any charge of racial discrimination is unwarranted and unfair, when consideration is given to the fact that the Engineer Supply Section has employed at the present time approximately two hundred fifteen (215) negro men and women, both in warehouse work and in clerical positions. Negro people are always given the same consideration as any other race.

DOLores I. SINCLAIR  
Associate Administrative Assistant



Form No. 1844 A  
October 1941

CERTIFICATE OF ELIGIBLES

United States Civil Service Commission

This information  
is Confidential

District Manager, Sixth U. S. Civil Service District

Cert. No. WS-4759-M-5

War Department  
Columbus General Depot  
Office Engineer Supply Office  
Columbus, Ohio

435 Cleveland Avenue  
Columbus, Ohio

Date Sept. 5, 1942

Request  
No.

Request  
Date Sept. 3, 1942

(20) Jr. Clerk Typists DAR-2 \$1440 p/a War Service Indefinite

(VACANCIES)

(POSITION AND SALARY)

(NATURE OF APPOINTMENT)

Columbus General Depot

(PLACE OF EMPLOYMENT)

REGISTER Junior Typists

*ACTION	SALARY OFFERED	NAME	RATING	ADDRESS
FR		Florence E. Dresser ✓		137 Henderson Road Columbus, Ohio
D		Roberta I. McNeil ✓		1212 East Long St. Columbus, Ohio
D		Magnolia L. Echols		Columbus, Ohio 1483 Atcheson St.
NS		Ella M. Carter		1471 Mt. Vernon Ave. Columbus, Ohio
FR		Hester Hern		60 E. Norwich Ave. Columbus, Ohio
FR	*	Theresa C. Bartok ✓		476 Woodrow Ave. Columbus, Ohio
D		Ardath A. Kiefer		125 E. Seventh Ave. Columbus, Ohio
A.		Clara E. Glassburn ✓		232 N. Powell Ave. Columbus, Ohio
D		Marion F. Williams		564 W. Third Ave. Columbus, Ohio
FR		Florence M. Foster		468 S. Fourth St. Columbus, Ohio
NS		Edna B. Oyer		1032 Franklin Ave. Columbus, Ohio
FR		Velma L. Stearns ✓		1286 N. 4th St. Columbus, Ohio
FR	*	Nancy J. Tubbs		1015 Wilson Ave. Columbus, Ohio
D		Margaret R. Scholes		60 W. Woodruff Ave. Columbus, Ohio
FR		Doris V. Cunningham		620 Racine Ave. Columbus, Ohio
D		Muriel H. Thompson		1224 Franklin Ave. Columbus, Ohio
FR		Jayne Detlefsen		140 E. Norwich Ave. Columbus, Ohio



Form No. 1844 A  
October 1941

**CERTIFICATE OF ELIGIBLES**  
United States Civil Service Commission

*This information  
is Confidential*

District Manager, \_\_\_\_\_ U. S. Civil Service District \_\_\_\_\_

Cert. No. **WS-4759-M-5**

Date \_\_\_\_\_

Request No. \_\_\_\_\_

Request Date \_\_\_\_\_

(VACANCIES)

(POSITION AND SALARY)

(NATURE OF APPOINTMENT)

(PLACE OF EMPLOYMENT)

REGISTER

*ACTION	SALARY OFFERED	NAME	RATING	ADDRESS
FR	*	Juanita M. Caldwell		525 Milford Ave. Columbus, Ohio
FR		Catherine M. Thompson		1498 Summit St. Columbus, Ohio
FR		Geneva Owens ✓		220 Lexington Ave. Columbus, Ohio
NS		Adaline Minner ✓		484 Berkeley Ave. Columbus, Ohio
FR	*	Helen A. Curran		36 S. Oakley Ave. Columbus, Ohio
A		Marian Virginia Abram ✓		2198 N. Fourth St. Columbus, Ohio
D.		Hazel L. Miller ✓		749 Oak St. Columbus, Ohio
*		Joanne Eunice O'Connor		745 New York Ave. Columbus, Ohio
NS		Estelle E. Richardson ✓		466 Johnson St. Columbus, Ohio
FR		Helen E. Napper ✓		251 N. 17th St. Columbus, Ohio
A		Pauline G. Rothrock ✓		40 W. Tompkins St. Columbus, Ohio
CRU.		Mary L. Gerhardt ✓		318 S. Eureka Ave. Columbus, Ohio
FR		Ida L. Cline ✓		874 Elaine Road Columbus, Ohio
NS		Miss Elizabeth Robinson ✓		168 North Miami Ave. Columbus, Ohio
FR		Ruth I. Edwards ✓		149 N. Burgess Ave. Columbus, Ohio
D.		Lucy J. Dye		1388 E. Mound St. Columbus, Ohio
NS		Martha J. Downs		Derby, Ohio

**CERTIFICATE OF ELIGIBLES**  
United States Civil Service Commission

*This information  
is Confidential*

District Manager, \_\_\_\_\_ U. S. Civil Service District

Cert. No. **WS-4859-M-5**

Date \_\_\_\_\_

Request No. \_\_\_\_\_

Request Date \_\_\_\_\_

(VACANCIES)

(POSITION AND SALARY)

(NATURE OF APPOINTMENT)

(PLACE OF EMPLOYMENT)

**REGISTER**

*ACTION	SALARY OFFERED	NAME	RATING	ADDRESS
NS		Mary S. Bush ✓		1452 E. Long St., Apt. A Columbus, Ohio
D		M. Kathleen O'Ryan		791 Bedford Place Columbus, Ohio
FR		Nellie B. Bean ✓		1075 Virginia Ave. Columbus, Ohio
D		Anne T. Payton		1299 Franklin Ave. Columbus, Ohio
A		Esther F. Dufner ✓		26 Sellscourt Columbus, Ohio
D		Mildred Toben		687 S. Wayne Ave. Columbus, Ohio
		*Papers unavailable at this time.		
		Appointments to be made under War Service Regulations.		
		Report on this certificate to be made within (7) days.		

NOTE:—These eligibles are certified under Civil Service rules and regulations to fill the position indicated above. In accordance with the civil service Rule VII, selection must be made from among the three highest eligibles expressing willingness to accept appointment. If there is more than one vacancy to be filled, selection for the second vacancy must be made from the group of three names consisting of the two considered but not selected for the first vacancy and the next highest eligible. The same procedure must be followed in filling additional vacancies until each eligible who has expressed willingness to accept appointment has been considered in connection with three actual appointments.

*(Instructions continued on reverse side)*

\*KEY TERMS: { A—Selected.  
D—Declined.  
FR—Failed to reply.  
NS—Considered but not selected.  
CRU—Communication returned undelivered.

DISTRICT MANAGER

- Mary Bush*
1. Vacancy
  7. Supply Division
  8. Maintenance Section, Technical Directives Sub-Section
  9. Technical Editor, CAF-1210-9

Under general supervision of the Officer in charge of the Technical Directives Sub-Section, serves as principal assistant to this individual with wide latitude for the exercise of independent judgment in the performance of the following duties:

Consults with engineers of the Section concerning a wide variety of maintenance and operation problems selected by them for treatment in the form of technical maintenance manuals, training manuals, maintenance directives, field service bulletins, and consults with appropriate persons in other Government agencies concerning specialized aspects of these problems; edits and compiles information for technical manuals and "The Maintenance Engineer", the monthly publication issued by the Maintenance Section, which includes the specific duties involved in preparing original articles based upon technical material submitted in the form of rough drafts, verbal comments, complications of source material, etc., revising material submitted by engineers with a view of assuring that the material in publications is presented clearly and concisely for use and ready reference of field personnel engaged in maintenance and operation activities, selecting illustrations, preparing material for the printer, including dummy make-up, proofreading and checking of page proof for final printing, etc.; reviews and studies proposed changes in procedure for consistency with other related and approved procedures described in existing directives; maintains liaison with field organizations, manufacturers and other governmental agencies in obtaining pertinent and timely material for publications; serves as Chief of the Technical Directives Sub-Section during the absence of the Officer in charge (who spends approximately 50% of his time on field assignments).

Supervises one P-2 or CAF-7 and one Sp or CAF-5 who assist in the performance of the above duties.

The performance of the above duties requires a <sup>1</sup>knowledge of Government Printing Office style, publicity methods and writing ability, a working knowledge of the technical subject matter dealt with and the activities of the Maintenance Section; ability to supervise others; thoroughness, good judgment and resourcefulness.

Read and approved:

Roy F. Warner  
Major, Corps of Engineers Supervisor

SPGC-C 291.2

October 6, 1942

MEMORANDUM FOR OFFICE OF SECRETARY OF WAR  
Civilian Aide to Secretary  
(Attention: Judge William H. Hastie)

Subject: Complaints of racial discrimination

1. The complaints by Mr. Milton T. Martin and Miss Mary S. Bush of Columbus, Ohio of racial discrimination, mentioned in your letter of September 23 are now being investigated.

2. Just as soon as adequate information is received, you will be advised.

For the Commanding General.

JAMES P. MITCHELL  
Director  
Civilian Personnel Division

*copy*

September 25, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Milton T. Martin, 352 North Twentieth Street, Columbus, Ohio, who alleges that racial discrimination is being practiced against him in his employment at the Columbus General Depot.

The complaint states that on March 27, 1942, Mr. Martin completed 521 hours of training in electric welding under the National Youth Administration, and a letter of recommendation from Mr. Andrew G. Freeman, Youth Counselor, NYA, Franklin County, Ohio, states that he is qualified as an electric welder. Mr. Martin states that he made application to the Columbus General Depot for employment as a welder, but when he reported for an interview and his racial identity became known, he was given a laborer's job.

He further states that he was laid off in June while an inventory was being taken, and during the period of his layoff he completed an advanced course in electric welding; that he later requested Mr. I. C. Davis, superintendent of the maintenance department at the Depot, to transfer him to an apprenticeship; that Mr. Davis told him there were no openings; that he later appealed to Captain Burk and also gave his training record to Mr. Russ Hythe, a foreman, but was refused any consideration for transfer.

This office has also received from the President's Committee on Fair Employment Practice the complaint of Miss Mary S. Bush, 1452 East Long Street, Columbus, Ohio, alleging that racial discrimination was practiced against her in her effort to secure employment as a Clerk-Typist at the Columbus General Depot.

In an affidavit Miss Bush states that as the result of Civil Service certification she reported for an interview at the Depot on September 7, 1942, at 2:25 p.m.; that she, a white girl and another Negro girl were directed to the office of Miss Dolores Sinclair, where they found another white girl waiting; that the two white girls were interviewed immediately, while they were told

cc: [unclear]  
COPEL

Director of Civilian Personnel and Training  
September 25, 1942  
Page 2

they would be taken care of very shortly; that at 3:30 p.m., the white girl with whom she had reported returned to the room where she was waiting, was surprised that she (Miss Bush) had not yet been interviewed, and informed her that she had been employed as a Clerk-Typist at \$1,440 a year and was to begin work the next morning.

Miss Bush further states that at 3:50 p.m., she was called for her interview; that Miss Sinclair told her she could not find her application; that she (Miss Bush) replied that she had not made application but had been certified by the Civil Service Commission, and that during the interview she told Miss Sinclair that she had been employed as a stenographer for 19 years in the office of the Secretary of State of Ohio and was still employed there.

Miss Bush further states that Miss Sinclair appeared nervous and finally told her that she would have to take a typing test; that she took the test, which consisted of copying from a sheet which Miss Sinclair gave her; that after she had finished the test, she returned to Miss Sinclair's desk and Miss Sinclair informed her that she had several other applicants to interview and that she would look her work over later and get in touch with her; that she asked Miss Sinclair whether she had ever interviewed any other Negro girls and was informed she had; that she asked Miss Sinclair whether there were any Negro girls working in the office and she was told there were not.

May the facts in these two cases be investigated to determine whether there has been any violations of the directives prohibiting racial discrimination in Federal employment? Inasmuch as there is a Civilian Personnel Field Office at Columbus, Ohio, these cases appear to be appropriate for investigation by the Manager of that office.

In the case of Miss Bush, may this office be furnished a copy of the Civil Service certificate, upon which her name appeared and from which selections were made, showing the notations and endorsements with which it was returned to the Civil Service Commission?

May this office also be advised how many Negroes are employed in skilled positions at the Columbus General Depot and how many are employed in clerical positions?

Civilian Aide to the Secretary  
of War

22-10  
PRESIDENT COMMITTEE ON FAIR EMPLOYMENT PRACTICES

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Date September 23, 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 Miss Mary S. Bush of 1452 E. Long St., Columbus, Ohio, under date of September 14, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*

Lawrence W. Cramer  
Executive Secretary

*by George H. Johnson*

Enc.



COPY

A F F I D A V I T

Miss Mary S. Bush, personally appeared before me and after first being duly cautioned and sworn according to law, deposed and said:

I, Mary S. Bush, of 1452 East Long Street, Columbus, Ohio, was called on the telephone at about ten o'clock Monday morning, September 7th., 1942, by a young lady, who advised me that I had been certified for a position as Clerk-Typist at the Government Depot. I was further advised that I could come in for an interview any day between the hours of 9:00 to 11:00 A.M. and 1:30 to 3:30 P.M., and to ask for Miss Sinclair.

I went to the Government Depot on Monday afternoon September 7th., 1942, arriving at 2:25 P.M. and received my pass and had my name checked off the list and was directed with one white girl and another Negro girl to the office of Miss Dolores Sinclair. On our arrival there was also one other white girl waiting.

The two white girls were immediately taken care of and after they left the room where the other Negro girl and myself were waiting we were told that we would be taken care of very shortly.

At three-thirty the White girl that I had come to the office with for my interview returned and took a seat beside me and turned and ask me if I had been interviewed, so I replied no. She was much surprised and said you mean you have been waiting all this time. She replied further that she had to go to another part of the building and receive a slip of paper on which she was employed as Clerk-Typist at \$1440.00 a year, and she informed me that she had to return to this office to get her pass in order that she might get in to start to work on Tuesday morning September 8th., 1942.

At ten minutes of four I was called in for my interview. Miss Sinclair asked me my name and it seemed that she could not find it on a table in front of her, which contained a whole page of names. She then went out into the next room where I had been waiting, and also where there were some thirty or forty White men and women working at desks. In a little while she returned and informed me that she could not find my application. I informed her that I did not make application but that I was on the Federal Civil Service list in Cincinnati, and that before this particular day I had received three other certifications from Cincinnati for the Government Depot, but at those different times I was not interested and returned them.

She then asked me if I was interested and I replied that my pass which I showed her was marked 2:25 P.M. and at this time it was 4:00 P.M., and I thought that was certainly proof of interest. Miss Sinclair then asked me what experience I had and informed her that I had been employed as Stenographer for 19 years in the office of the

Affidavit--Page 1.

Secretary of State and was still employed there. She appeared rather nervous and at a loss as to what to say to me, so finally she said well it will be necessary for you to take a test. I ask her what kind of a test and she replied a test in typing. I ask Miss Sinclair if all the applicants had to take test or was she asking me to do this because of the fact that I was a Negro girl. She very readily said no. She informed me that sometime girls were nervous and some days their work was better than other days and it was just their policy. I ask Miss Sinclair if she did not think that a young woman who had passed her civil service examination and been certified on that and also that had 19 years experience in the Secretary of State's office in the Statistical Department did not have enough qualifications for this position. Again I was told that it was their policy and I informed Miss Sinclair that I was willing to take whatever test that was required.

In the outer room there were at least ten other White girls waiting for interviews. Miss Sinclair was by no means prepared for this test, which she informed me I must take. She busied herself around her desk and finally found some blank paper and then after looking thru some papers found me something to copy. She then went out in the room where the persons I spoke of before were working and found a young man who in turn found a typewriter and a chair and I was directed to take the test or rather to copy the matter from a sheet which Miss Sinclair gave me.

When I had finished typing I returned to her desk and she took my copy and informed me that she had several other applicants to interview and after that she would look my work over and get in touch with me if she could use me.

I ask Miss Sinclair if she had ever interviewed any other Negro girls and was informed "oh yes". I asked her if she had any Negro girls working in the office and she replied very lowly "No". So I then said you do have Negro girls employed as maids but not in the office and she replied "yes".

As stated before, Miss Sinclair did not find anything with my name and address on it and I am at a loss to understand how she would think that I could be so outstanding over the other dozen or more girls when I was not asked to put my name and address on my copy or she did not take it down on her pad, yet she very plainly informed me that she would get in touch with me.

Signed Mary S. Bush (Signed)

Miss Mary S. Bush  
1452 East Long Street  
Columbus, Ohio

(SEAL)

Sworn to and signed before me a Notary Public in and for the County of Franklin, Ohio, on this 14th day of September, 1942, at Columbus, Ohio.

Frank C. Shearer (Signed)

Frank C. Shearer  
Notary Public  
My Commission expires May 5, 1945.

c

January 9, 1943

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

Dear Mr. Johnson:

On September 5, 1942, you forwarded to this office the complaint of Mr. Harold F. Carey, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure employment as an Assistant Chemical Engineer at the Kankakee Ordnance Works, Joliet, Illinois.

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

1. Mr. Carey was certified to this office on four different occasions.

- a. As Junior Chemical Engineer, October 29, 1942  
Certificate M18729
- b. Junior Inspector Powder and Explosives, November  
19, 1942 Certificate 35186 S-3.
- c. Junior Inspector Powder and Explosives, December  
17, 1941, Certificate 35186.
- d. Assistant Chemical Engineer, May 22, 1942.  
Certificate 6067 NSR

2. The records indicate that in response to the inquiry covering the first certification listed above, Mr. Carey reported for an interview. He, among others, was interviewed by the Chief of the Engineering and Operations Division and was considered but not selected for appointment. He declined in response to the inquiry sent him as a result of the second certification listed above, and failed to reply to the third inquiry. The records indicate that he was considered but not selected for the Assistant Chemical Engineering position, for which he was certified on the fourth certificate listed above.

*Enclosed  
Carey  
H.P.*

3. Lt. Joseph T. Heffron recalls the phone call mentioned in the basic communication herewith, and has a full recollection of Mr. Carey's statement, to the effect that he (Mr. Carey) was qualified for the position of Junior Chemical Engineer, and there seemed to be some doubt in his own mind regarding his qualifications and ability to fill the Assistant Chemical Engineer position. Mr. Carey desired further to know whether a trip to the Kankakee Ordnance Works would be warranted, in view of these circumstances. For a position of the type in question, and in view of the short travel distance between Mr. Carey's home in Chicago and the Kankakee Ordnance Works, Lt. Heffron did not hesitate to suggest to Mr. Carey that he report for a personal interview, with the Chief of the Engineering and Operations Division. Lt. Heffron specifically did not tell Mr. Carey that 'the Kankakee Ordnance Plant would be able to use him'. Further, Lt. Heffron made no commitment whatever over the telephone, and is certain that he told Mr. Carey that if following the interview he were determined as the best qualified of all the available eligibles for the position, he might then be appointed. Lt. Heffron did not recall at the time of the telephone conversation that this same applicant had several months earlier been considered but not selected for a lower grade job.

4. Lt. Heffron reports that the procedure followed upon Mr. Carey's arrival for interview did not deviate one iota from the established procedure in such cases. Mr. Carey, like all other applicants, was received by some member of the Personnel Department, and seated. If his papers were not completed for the interview, he was perhaps requested to fill out or complete certain required Civil Service forms. As usual, the Chief of the Engineering and Operations Division was called and informed of Mr. Carey's presence. Mr. Carey was then conducted into the Chief of Engineering and Operations Division for the interview, where it was found that Mr. Carey's qualifications were not suitable for the position in question. In this connection, it is reported that no suitable applicants from the outside were found, and that all vacancies in that position and similar positions were filled by promotion from within, and not by appointment of persons outside the Works.

5. A review of the case indicates that there was no difference whatever between the treatment accorded Mr. Carey and the treatment of any and all other applicants for positions in the Ordnance office at this Works, and that there was no discrimination shown against the man because of his race.

After receipt of this report, this office obtained a copy of Certificate #10789, dated October 20, 1941, on which the name of Mr. Carey appeared. This certificate obtained the names of all of the eligibles.



of that number one failed to reply, four declined, two were appointed, and three, including Mr. Carey, were considered but not selected. One of the persons selected had a higher rating than Mr. Carey, and the other had the same rating as he.

I am further informed that the Kankakee Ordnance Works employs 220 Negroes who are working in the following categories: Unskilled, 136; Semi-skilled, 82; and Office and Technical, 2. Of the two Office and Technical employees one is employed as an Associate Inspector, Powder and Explosives, CAF-5, \$2000 per annum. The other is employed as an Assistant Laboratory Aide, SP-4. This latter individual has been promoted to the position of Laboratory Aide, SP-5, \$1800 per annum. effective December 16, 1942.

In these circumstances it appears that the investigation has failed to substantiate the charge of racial discrimination.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L  
201 Carey, Harold F  
(12-1-42)

December 31, 1942

MEMORANDUM FOR THE SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Harold F. Carey.

1. Reference is made to your memorandum of December 1, 1942, requesting additional specific information to our report of November 21, 1942 on the alleged discrimination practiced against complainant at the Kankakee Ordnance Works, Joliet, Illinois.

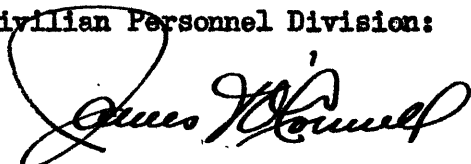
2. In compliance with your request this office submits the following information:

a. Attached herewith is copy of Certificate No. M-18729. It is noted that the date of the subject certificate is shown as October 29, 1942. The correct date of the certificate, as indicated on the copy, is October 20, 1941.

b. This facility employs 220 Negroes who are working in the following categories: Unskilled - 136; Semi-skilled - 82; and Office and Technical - 2. Of the two Office and Technical employees one is employed as an Associate Inspector, Powder and Explosives, CAF-5, \$2000 per annum. The other is employed as an Assistant Laboratory Aide, SP-4, \$1620 per annum. This latter individual has been promoted to the position of Laboratory Aide, SP-5, \$1800 per annum, effective December 16, 1942.)

3. Should your office feel that this reply is either unsatisfactory or incomplete, we shall be glad to direct a further investigation.

For the Director, Civilian Personnel Division:

  
JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Acting Chief  
Labor Relations Branch



Incl.  
Cy Civ. Serv. Cert.  
# M-18729 (10-20-41).

COPY

District Manager, Seventh U.S. Civil Service  
District.  
Chicago, Illinois

Cert. No. M-18729

Date Oct 20, 1941

Request Date 10-17-41

Commanding Officer  
Kankakee Ordnance Works  
Joliet, Illinois

Four Male Junior Chemical Engineers P-1, \$2000 per annum Probational  
Joliet, Illinois

JPA Jr. Engr (Chemical) A132 1940, A13 & U51 1941

FR	Harold Mark	81.00	1228 S Avers Ave, Chicago, Ill.
D	Leo J. Erickson	80.00	PO Box 434, Pinckneyville, Ill.
D	Harold M. Hawkins	80.00	3254 S Michigan Ave, Chicago, Ill
NS	Henry A. Martin, Jr.	80.00	4746 Forrestville Ave, Chicago, Ill. Avenue 4099
A	Malton V. Reeds	79.75	3908 N. Lowell Ave, Chicago, Ill
D	x Ira Lee Solovey	79.00	3845 Washington Blvd, Chicago, Ill.
D	S. Peter Rogovin	79.00	811 Capitol St, Pekin, Ill.
A	Sol L. Ender	78.00	1432 S Kenneth Ave, Chicago, Ill.
NS	A Harold F. Carey	78.00	220 E. Garfield Blvd, Chicago, Ill
NS	Stuart M. Speier	78.00	1101 Columbia Ave, Chicago, Ill.

x - Preference allowed

A - To provide for declination

If appointed, retention in the service will be subject to the appointee passing an investigation to determine suitability, fitness and general qualifications, which investigation will be given by the Civil Service Commission. Papers of all eligibles selected must be immediately returned to the Commission so investigation can be made Type D - Papers submitted.

December 29, 1941

All papers returned with the exception of Walton V. Reeds, which were returned with nominating letter.

M-18729

Engineering Unit (10-20-41 PM)

JOSEPH T. HEFFRON  
Administrative Assistant



December 1, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division  
Services of Supply  
Attention: Lt. Col. James T. O'Connell  
Acting Chief  
Labor Relations Branch

Reference is made to your memorandum of November 21, 1942 covering the report of the investigation into the complaint of Mr. Harold F. Carey, alleging that racial discrimination was practiced against him in his effort to secure employment as an Assistant Chemical Engineer in the Kankakee Ordnance Works, Joliet, Illinois.

The portion of the report relating to the consideration, but non-selection of Mr. Carey as a Junior Chemical Engineer appears to be inadequate.

May this office be furnished a copy of Civil Service Certificate M18729 of October 29, 1942 on which the name of Mr. Carey appears, showing the notations and endorsement with which it was returned to the Civil Service Commission.

With reference to paragraph 3 of the report, may this office be advised how many Negroes are employed at the Kankakee Ordnance Works and in what category.

Civilian Aide to the Secretary  
of War

*Copy  
C/ep*

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L  
201 Carey, Harold F.  
(10-10-42)

November 21, 1942

MEMORANDUM FOR THE SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

1. Reference is made to your memorandum of October 10, 1942, alleging that racial discrimination had been practiced against Mr. Harold F. Carey in his effort to secure employment as an Assistant Chemical Engineer at the Kan-kakee Ordnance Works, at Joliet, Illinois.

2. This office requested the Ordnance Department to conduct an investigation of this complaint. Quoted below is the report of investigation submitted to this office by the Chief of Ordnance:

"1. Investigation has been made of the subject case, and the findings are as follows:

"1. Mr. Carey was certified to this office on four different occasions.

- a. As Junior Chemical Engineer, October 29, 1942 Certificate M18729.
- b. Junior Inspector Powder and Explosives, November 19, 1942, Certificate 35186 S-3.
- c. Junior Inspector Powder and Explosives, December 17, 1941, Certificate 35186.
- d. Assistant Chemical Engineer, May 22, 1942, Certificate 6067 WSR.

"2. The records indicate that in response to the inquiry covering the first certification listed above, Mr. Carey reported for an interview. He, among others, was interviewed by the Chief of the Engineering and Operations Division and was considered but not selected for appointment. He declined in response to the inquiry sent him as a result of the second certification listed above, and failed to reply to the third inquiry. The records indicate that he was considered but not selected for the Assistant Chemical Engineering position, for which he was certified on the fourth certificate listed above.

"3. Lt. Joseph T. Heffron recalls the phone call mentioned in the basic communication herewith, and has a full recollection of



Mr. Carey's statement, to the effect that he (Mr. Carey) was qualified for the position of Junior Chemical Engineer, and there seemed to be some doubt in his own mind regarding his qualifications and ability to fill the Assistant Chemical Engineer position. Mr. Carey desired further to know whether a trip to the Kankakee Ordnance Works would be warranted, in view of those circumstances. For a position of the type in question, and in view of the short travel distance between Mr. Carey's home in Chicago and the Kankakee Ordnance Works, Lt. Heffron did not hesitate to suggest to Mr. Carey that he report for a personal interview, with the Chief of the Engineering and Operations Division. Lt. Heffron specifically did not tell Mr. Carey that 'the Kankakee Ordnance Plant would be able to use him.' Further, Lt. Heffron made no commitment whatever over the telephone, and is certain that he told Mr. Carey that if following interview he were determined as the best qualified of all the available eligibles for the position, he might then be appointed. Lt. Heffron did not recall at the time of the telephone conversation that this same applicant had several months earlier been considered but not selected for a lower grade job.

"2. Lt. Heffron reports that the procedure followed upon Mr. Carey's arrival for interview did not deviate one iota from the established procedure in such cases. Mr. Carey, like all other applicants, was received by some member of the Personnel Department, and seated. If his papers were not completed for the interview, he was perhaps requested to fill out or complete certain required Civil Service forms. As usual, the Chief of the Engineering and Operations Division was called and informed of Mr. Carey's presence. Mr. Carey was then conducted into the Chief of Engineering and Operations Division for the interview, where it was found that Mr. Carey's qualifications were not suitable for the position in question. In this connection, it is reported that no suitable applicants from the outside were found, and that all vacancies in that position and similar positions were filled by promotion from within, and not by appointment of persons outside the Works.

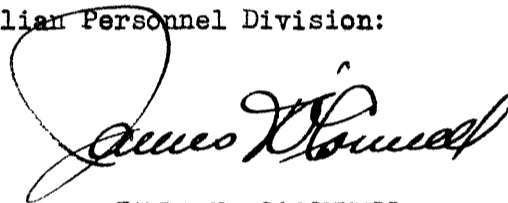
"3. A review of the case indicates that there was no difference whatever between the treatment accorded Mr. Carey and the treatment of any and all other applicants for positions in the Ordnance office at this Works, and that there was no discrimination shown against the man because of his race. As further evidence of the fact that this office has not been discriminated in its employment policies, it is reported that other Negroes have been and are presently employed with the Ordnance Department at Kankakee Ordnance Works.

For the Commanding Officer:

COLEMAN E. CAMPBELL  
Major Ord. Dept.  
Executive Officer"

3. If it is felt that this investigation is either unsatisfactory or incomplete, we shall be glad to request a further investigation of this matter.

For the Director, Civilian Personnel Division:



JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Acting Chief  
Labor Relations Branch

October 10, 1942.

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

Dear Mr. Johnson:

Reference is made to your letter dated October 1, 1942, in which you requested an investigation of the allegations of Mr. Harold F. Carey's complaint of racial discrimination which he designated as Exhibits 1 and 2.

I have initiated an investigation into the allegations termed Exhibit 2. The allegations termed Exhibit 1, however, are evidently matters under the jurisdiction of the Navy Department.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Handwritten:* [unclear]

October 10, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply,  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Harold F. Carey, 4946 South Michigan Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure employment as an Assistant Chemical Engineer at the Kankakee Ordnance Works, a Government-owned but privately operated plant at Joliet, Illinois.

Mr. Carey states that on May 23, 1942, he received from Mr. Joseph T. Heffron, Junior Administrative Assistant, Kankakee Ordnance Works, a letter inquiring as to his availability for the position of Assistant Chemical Engineer at that plant; that he called Mr. Heffron over long distance telephone to avoid making a trip in vain and informed him that he was qualified for the position of Junior Chemical Engineer; that Mr. Heffron told him that, notwithstanding the difference in qualifications for the two positions, he should report to him because the Kankakee Ordnance Plant would be able to use him.

Mr. Carey further states that he reported as directed, met with indifference, and was not employed. He attributes the failure to employ him to the fact that he is a Negro.

May the facts in this case be investigated to determine whether there has been any violation of Executive Order 8802 and the contract provision obligating the contractor not to discriminate against workers because of race?

Civilian Aide to the Secretary  
of War

*Indexed  
COFER*

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

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

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY  
MARK ETHRIDGE

October 1, 1942

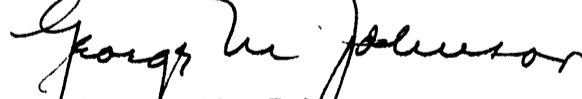
Honorable William H. Hastie  
Civilian Aide to the Secretary of War  
War Department  
Washington, D. C.

Dear Judge Hastie:

This is to acknowledge receipt of your letter of September 18, in reference to the complaint of Mr. Harold F. Carey, 4946 South Michigan Avenue, Chicago, Illinois. You suggest that, since discrimination is inferred from a large number of futile certifications, it may be preferable to handle this case through the United States Civil Service Commission.

I would like to call your attention, however, to what Mr. Carey calls "exhibit 1" and "exhibit 2", which appear to include sufficient justification for an investigation. It is requested that these two phases of Mr. Carey's complaint be investigated and the report furnished this office upon completion of the investigation.

Sincerely yours,



George M. Johnson  
Assistant Executive Secretary



September 18, 1942

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

Dear Mr. Cramer:

Receipt is acknowledged of your communication of September 5, 1942, forwarding to this office the complaint of Mr. Harold F. Carey, 4946 South Michigan Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his efforts to secure employment as a Chemical Engineer or an Inspector at various Government plants or Government-owned but privately operated plants under the supervision of the War Department and the Navy Department.

This case is one on which discrimination is an inference from a large number of futile certifications to plants under various supervisory jurisdictions rather than any evidence of discrimination in a particular installation. It has occurred to me that in such cases the Civil Service Commission is the one agency which can make a comprehensive study of all of these certificates. Will you consider whether the approach through Civil Service may not be preferable in this type of case?

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Handwritten:*  
Cramer  
COFER



35276

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

Date September 5, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mr. Harold F. Carey of 2946 So. Michigan Ave., Chicago, Ill., under date of July 30, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*

Lawrence W. Cramer  
Executive Secretary

*George W. Johnson*

Enc.

COPY

July 30, 1942  
4946 So. Michigan Avenue  
Chicago, Illinois

Mr. Lawrence W. Cramer  
Executive Secretary  
Fair Employment Practice Committee

Dear Sir:

The Civil Service Commission has certified me for the following position:

1. Junior Chemical Engineer
2. Junior Chemist
3. Inspector of Powder and Explosives
4. Associate Inspector of Engineering Materials
5. Assistant Inspector of Engineering Materials
6. Junior Inspector of Engineering Materials.

Despite the fact that I finished from one of the best schools in the middle west as a chemical engineer and I have taken graduate work in Chemistry at the University of Chicago as well as two defense training courses, I have not been able to obtain employment in my profession because I am a Negro.

As an inspector of engineering material my name has been submitted to the following Navy and Army Officers:

1. April 8, 1941  
Comdr. C. S. Isgrig, Inspector of Machinery  
General Motors Corp.  
Cleveland Diesel Engine Div.  
Cleveland, Ohio.
2. June 2, 1941  
Ensign Howard Morgan, USNR  
Navy Cost Inspector  
Defoe Boat and Motor Works, Bay City, Michigan.
3. June 11, 1942  
Mr. Darrel Harnbeck  
Army Inspector of Ordnance  
Green River Ordnance Plant Dixon, Illinois
4. June 29, 1942  
Major John H. Edgerly, Executive Officer  
Illinois Ordnance Plant, Carbondale, Illinois

C C E Y

5. June, 1942  
Comdr. W. W. Weber  
Board of Trade Bldg., Chicago, Illinois
6. July 22, 1942  
Lt. Comdr. James A. Flint USN  
Inspector of Ordnance in Charge  
Naval Ordnance Plant, Forest Park, Illinois

As an inspector of powder and explosives my name has been submitted to the following Army officers:

1. December 26, 1941  
Mr. Joseph T. Heffron, Administrative Assistant  
Kankakee Ordnance Works, Joliet, Illinois.
2. February 27, 1942  
Mr. Hoffmar  
Elwood Ordnance Plant, Joliet, Illinois.

As a chemical engineer my name has been submitted to the following Army Officers:

1. March 4, 1942  
Mr. C. H. Dexter, Administrative Assistant  
Alabama Ordnance Works, Sylacauga, Alabama.
2. May 23, 1942  
Mr. Joseph T. Heffron  
Jr. Administrative Officer  
Kankakee Ordnance Works, Joliet, Illinois

It is reasonable to believe if discrimination had not existed, I surely would have been appointed to at least one of the positions listed above. Nevertheless, the exhibits listed below serve definite proof of discrimination.

Exhibit 1. April 8, 1941  
Consist of a letter, from Comdr. C. S. Isgrig, Inspector of Machinery, General Motors Corporation, Cleveland Diesel Engine Div., Questioning my availability, followed by another letter of general instructions concerning the physical examination and finger printing which is the customary procedure before appointment.

I went to Cleveland, Ohio twice at my own expense investigating this position. My second trip involved presentation of reports as instructed; but to my amazement I was not permitted to see Comdr. C. S. Isgrig or anyone else in his office.

Exhibit 2. May 23, 1942  
Consist of a letter of inquiry, from Mr. Joseph T. Heffron, Jr. Administrative Assistant, Kankakee Ordnance Works, Joliet, Illinois, for the position of Assistant Chemical Engineer.

Since I was only qualified for the position of Junior Chemical Engineer, I called Mr. Heffron long distance to avoid making a trip in vain. He informed me that in spite of the difference in qualifications of the two positions, I should report to him because he would be able to use me. I reported as instructed only to be met with a nonchalant air and an apology without a grain of logic behind it.

Most of my training has been in chemical engineering therefore I would prefer work in this field.

Any consideration you can give my case will be greatly appreciated.

Yours very sincerely,

/S/ Harold F. Carey

HFC:CB

January 18, 1943

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

Dear Mr. Johnson:

On December 8, 1942, you forwarded to this office the complaint of Miss Laura L. Cato, Oklahoma City, Oklahoma, alleging that racial discrimination had been practiced against her in her effort to secure employment as a Mechanic Learner at the Oklahoma City Air Depot, Tinker Field, Oklahoma.

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

A careful check shows that no racial discrimination has been practiced against subject, Laura L. Cato. She competed in an examination for Mechanic-Learner in Oklahoma City on November 5, 1942. Her paper was graded by the U. S. Civil Service Board of Examiners, Oklahoma City Air Depot November 10, 1942, and her name was certified to the appointing officer November 17, 1942 on Certificate No. OCAD-417. Civil Service Form No. 1992 (Inquiry as to Availability) was mailed to her by the Oklahoma City Air Depot Personnel Officer November 18, 1942.

Miss Cato reported to appointing officer on November 19, 1942, as mentioned in the second paragraph of basic communication, and was informed that at that time there were no classes available for Negro Mechanic-Learners, but that negotiations were being made to start Negro classes at an early date. This was true because all schools having accepted Industrial Training for Negroes had been contacted by S-3, Plans and Training Officer, who found that all local acceptable Negro training classes, until January 1, 1943, were filled to capacity.

On December 16, 1942, Laura Cato was again certified to the appointing officer on Certificate No.

*Catol  
Cato*

Mr. George M. Johnson  
January 18, 1943  
Page 2

OCAD-607, and she was requested to report for interview December 17, 1942. Upon being informed by the appointing officer that she was acceptable for appointment to attend Mechanic-Learner classes at Langston University, she declined the appointment and so made notation on the Form 1992.

For your information classes are now open and going for Negro Mechanic-Learners who have attained eligibility through assembled examinations held by Civil Service Commission.

The Committee may wish to check this report with Miss Gato. If so, I shall be pleased to have any additional information, at variance with the report, which you may obtain.

Sincerely yours,

Civilian Aide to the Secretary  
of War

3rd Ind.

FSH/tfr

Office, Commanding Officer, Hqs. Oklahoma City Air Depot, Tinker Field,  
Oklahoma City, Oklahoma, January 8, 1943.  
TO: War Department, Office of the Assistant Secretary, Washington, D.C.

1. Reference is made to the contents of basic communication from War Department, Office of the Assistant Secretary, Washington, D.C., dated December 11, 1942, regarding complaint of Miss Laura L. Cato.

2. A careful check shows that no racial discrimination has been practiced against subject, Laura L. Cato. She competed in an examination for Mechanic-Learner in Oklahoma City on November 5, 1942. Her paper was graded by the U.S. Civil Service Board of Examiners, Oklahoma City Air Depot November 10, 1942, and her name was certified to the appointing officer November 17, 1942 on Certificate No. OCAD-417. Civil Service Form No. 1992 (Inquiry as to Availability) was mailed to her by the Oklahoma City Air Depot Personnel Officer November 18, 1942.

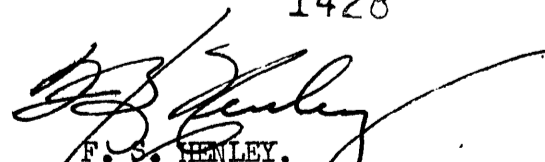
3. Miss Cato reported to appointing officer on November 19, 1942, as mentioned in the second paragraph of basic communication, and was informed that at that time there were no classes available for negro Mechanic-Learners, but that negotiations were being made to start negro classes at an early date. This was true because all schools having accepted Industrial Training for negroes had been contacted by S-3, Plans and Training Officer, who found that all local acceptable negro training classes, until January 1, 1943, were filled to capacity.

4. On December 16, 1942, Laura Cato was again certified to the appointing officer on Certificate No. OCAD-607, and she was requested to report for interview December 17, 1942. Upon being informed by the appointing officer that she was acceptable for appointment to attend Mechanic-Learner classes at Langston University, she declined the appointment and so made notation on the Form 1992, photostatic copy enclosed.

5. For your further information classes are now open and going for negro Mechanic-Learners who have attained eligibility through assembled examinations held by Civil Service Commission.

For the Commanding Officer:

1428

  
F. S. HENLEY,  
Lt. Colonel, Air Corps,  
Executive Officer

Enc. 1  
Photostatic 1992

Cato, Laura L.

1st Ind.

ms/1-va

War Department, Office of the Secretary, C.P.D.

December 14, 1942

To: The Commanding General, Army Air Forces. Attn: C.P.D.

For investigation and report to this office for reply to the Assistant Civilian Aide to the Secretary of War.

920984 DEC 17 42

CENTRAL MAIL SECTION



J. H. Mason, Chief  
Employee Relations Branch

Cato, Laura L.

2nd Ind.

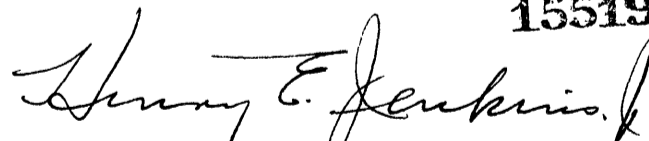
AFFPCP-E  
MEA/mjh

War Department, Headquarters Army Air Forces, Washington, D. C., December 22, 1942. TO: Commanding Officer, Oklahoma City Army Air Depot, Commerce Exchange Building, Robertson & Grand Streets, Oklahoma City, Oklahoma.

1. For investigation and report upon which to base a reply.

By command of Lieutenant General ARNOLD:

GORDON E. CLARK,  
Colonel, Air Corps,  
Chief, Civilian Personnel Division.



15519

HENRY E. JENKINS, JR.,  
Major, Air Corps.

pet



12-12

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

December 11, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Laura L. Cato, Oklahoma City, Oklahoma, alleging that racial discrimination was practiced against her in her effort to secure employment as a mechanic learner at the Midwest Air Depot, Oklahoma City.

Miss Cato states that although she qualified through Civil Service examination for appointment as a Mechanic Learner, when she applied for employment on November 19, 1942, Miss M. Reed, the interviewer at that post, informed her that she could not be employed because "no training schools were open for Negroes."

Miss Cato also reports that she later received a letter asking her to report at the Midway Air Depot for an interview in connection with the position of Mechanic Learner; that when she reported the receptionist, Miss Reed, told her that there must have been a mistake as there were no places to train Negroes. She states that she talked with Mr. Griffin, and he told her that a mistake had been made and Negro applicants were not being considered yet. She adds that no effort was made to find out anything about her ability, but the fact that she is a Negro definitely disqualified her.

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

*Freeman K. Gibson, Jr.*

Assistant Civilian Aide to the Secretary  
of War

RECEIVED

1042 DEC 17 PM 2 07

DEC 7 1941  
A.A.F. AM 9 01

Form 1992 (CSC)  
April 1942

INQUIRY AS TO AVAILABILITY

HEADQUARTERS

(Department or Agency)

OKLAHOMA CITY AIR DEPOT

(Street Address)

TINKER FIELD, OKLAHOMA

(City) 17 1942 (State)

DEC (Date)

List No. #108  
OCAD\_607

Position: Mechanic Learner

Place: OCAD

Salary: \$1080 p/a

Kind of appointment:  
WAR SERVICE

Laura L. Cato  
Rt. #4, Box #549  
Okla. City, Okla.

The Downtown Employment Office remains open until 8:00 P.M.  
This office is considering you among others for the employment described.  
Please fill out the "Availability Statement" below, indicating whether or not  
you would accept this position if offered, and return this entire sheet to this  
office. Appointment would be subject to the Civil Service requirements des-  
cribed on the back of this letter. Whether you are available or not, please  
reply within \_\_\_\_\_ days in order that one of those who are available may be  
selected as promptly as possible to fill this vacancy.

This is a letter of inquiry and not an offer of appointment. If selected,  
you will be notified and given further instructions.  
Other information:

Yours truly,  
HEADQUARTERS  
OKLAHOMA CITY AIR DEPOT  
TINKER FIELD, OKLAHOMA

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  
for the following reasons:

12-18-42  
(Date)

Laura L. Cato  
(Signature)

I request that the following action be taken if I am not available  
or am not selected:

- That I be considered available for other appointments. (Subject to such new conditions as I may have indicated on the other side.)
- That my name be removed from the eligible list until \_\_\_\_\_ 19\_\_ when I will be available for appointment.
- That my name be removed from the eligible list until I report that I am available for appointment.

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.

December 11, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Laura L. Cato, Oklahoma City, Oklahoma, alleging that racial discrimination was practiced against her in her effort to secure employment as a Mechanic Learner at the Midwest Air Depot, Oklahoma City.

Miss Cato states that although she qualified through Civil Service examination for appointment as a Mechanic Learner, when she applied for employment on November 19, 1942, Miss M. Reed, the interviewer at that post, informed her that she could not be employed because "no training schools were open for Negroes."

Miss Cato also reports that she later received a letter asking her to report at the Midway Air Depot for an interview in connection with the position of Mechanic Learner; that when she reported the receptionist, Miss Reed, told her that there must have been a mistake as there were no places to train Negroes. She states that she talked with Mr. Griffin, and he told her that a mistake had been made and Negro applicants were not being considered yet. She adds that no effort was made to find out anything about her ability, but the fact that she is a Negro definitely disqualified her.

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

Assistant Civilian Aide to the Secretary  
of War

*Cardinal  
copy p. c*

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

MALCOLM S. MACLEAN  
CHAIRMAN

WILLIAM GREEN  
MILTON P. WEBSTER

LAWRENCE W. CRAMER  
EXECUTIVE SECRETARY

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY  
MARK ETHRIDGE

December 8, 1942

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

Dear Judge Hastie:

This office has received a complaint from Miss Laura L. Cato, Route 4 Box 549 Oklanoma City, Oklahoma, that she has been unable to secure employment as a Mechanic-learner at the Midwest Air Depot 105 West Grand Oklanoma City, Oklahoma, because of her race. She states that although she successfully passed a Civil Service examination for Mechanic-learner on November 5, 1942, with a rating of 84, when she applied for employment on November 19, 1942, at the Midwest Air Depot, that Miss M. Reed, an interviewer, informed her that she could not be employed because "no training schools were open for Negroes."

She states further; "I received a letter asking me to come in for an interview for the position as Mechanic-learner. When I reported, the receptionist, Miss M. Reed, told me that there must have been a mistake as there were no places to train Negroes. She talked with Mr. Griffin, and again repeated that the mistake had been made, and Negro applications were not being considered yet. The segregation law calls for separate but equal accommodations and a school for Negroes should have been established when the schools for whites were established, if all trainees could not be trained at the same place. No effort was made to find out my ability, but the fact that I am a Negro definitely disqualified me."

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



Sincerely yours,

*George M. Johnson*

George M. Johnson  
Assistant Executive Secretary

November 3, 1942

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

Dear Mr. Johnson:

On September 23, 1942, you forwarded to this office the complaint of Mr. Don C. Chamness, 1609 Sixth Avenue, Sterling, Illinois, alleging that racial discrimination had been practiced against him in the termination of his employment at the Green River Ordnance Plant, a Government-owned facility operated by the Stewart-Warner Corporation at Amboy, Illinois.

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

a. Every possible effort was made by the Fire Chief at the Green River Ordnance Plant to arrange for the complainant to have Saturday off. Because of the rotation of shifts for plant protection employees, the entire schedule involving two shifts of about twenty men would be disrupted when the complainant did not work on Saturday.

b. The Fire Chief attempted to induce the complainant to make application for a transfer to a different department where it might be possible for him to observe Saturday as his day of worship. In fact, the Commanding Officer even advised the contractor that an attempt should be made to place the complainant either in the production line or the labor pool.

c. Evidently the complainant made no attempt to avail himself of another position when it was found to be impossible to retain him in the plant protection force.

*Clayton  
E*

Mr. George M. Johnson  
November 3, 1942  
Page 2

The Committee may wish to check this report with Mr. Chamness and suggest to him that he make application for employment in some department of the Green River Ordnance Plant, where it may be conveniently arranged for him to have Saturdays off for religious observance.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

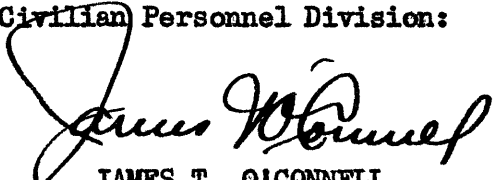
SPGC-L  
201 Chamness, Don C.  
(10-3-42)

October 27, 1942

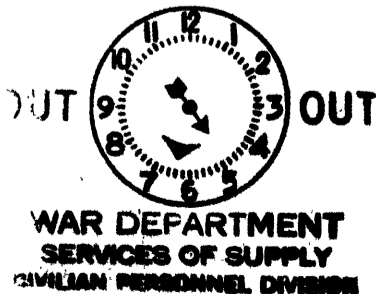
MEMORANDUM FOR THE SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

1. Reference is made to your memorandum of October 3, 1942, which stated that religious discrimination had been practiced against Mr. Don C. Chamness in the termination of his employment at the Green River Ordnance Plant.
2. This office requested the Ordnance Department to investigate this complaint, the results of which are as follows:
  - a. Every possible effort was made by the Fire Chief at the Green River Ordnance Plant to arrange for the complainant to have Saturday off. Because of the rotation of shifts for plant protection employees, the entire schedule involving two shifts of about twenty men would be disrupted when the complainant did not work on Saturday.
  - b. The Fire Chief attempted to induce the complainant to make application for a transfer to a different department where it might be possible for him to observe Saturday as his day of worship. In fact, the Commanding Officer even advised the contractor that an attempt should be made to place the complainant either in the production line or the labor pool.
  - c. Evidently the complainant made no attempt to avail himself of another position when it was found to be impossible to retain him in the plant protection force.
3. Should your office feel that this reply is either unsatisfactory or incomplete, we shall be glad to direct a further investigation of this matter.

For the Director, Civilian Personnel Division:

  
JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Acting Chief  
Labor Relations Branch

OCT 27 42 PM





October 3, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply,  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Don C. Chamness, 1609 Sixth Avenue, Sterling, Illinois, alleging that religious discrimination was practiced against him in the termination of his employment at the Green River Ordnance Plant, a Government-owned plant operated by Stewart-Warner Corporation at Amboy, Illinois.

Mr. Chamness states that his services were terminated because his religious convictions would not permit him to work on Saturdays. A copy of his complaint, addressed to the Committee, is attached hereto.

May the facts in this case be investigated to determine whether there has been any violation of Executive Order 8802 and the contract provision obligating the contractor not to discriminate against any worker because of his creed? If Mr. Chamness's statement is found to be substantially correct, may appropriate steps be taken to bring about his reemployment?

Civilian Aide to the Secretary  
of War

*Enclosed  
COFFER*

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

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

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY  
MARK ETHRIDGE

September 23, 1942

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

Dear Judge Hastie:

I am referring herewith two copies of a letter from a Mr. Don C. Chamness, 1609 Sixth Avenue, Sterling, Illinois, who states that he has been unable to continue his employment at the Green River Ordnance Plant, Dixon, Illinois, because of his religious faith.

Mr. Chamness contends that when he was employed, arrangements were worked out whereby he could adjust his working days so that he would be free to maintain his Sabbath observance on Saturday, but that this arrangement was rejected by another official in the Plant.

The President's Committee in handling cases of Seventh Day Adventists, has taken the position that if arrangements can be made whereby persons of this faith in war industries can adjust their working days without disrupting production schedules in the plant, every effort should be made by the management to assist such persons.

Will you kindly investigate this matter with a view of determining whether or not Mr. Chamness has been discriminated against because of his religious faith, and furnish this Office with a report on the results of your investigation?

Sincerely yours,

*George M. Johnson*  
George M. Johnson  
Assistant Executive Secretary

Enclosure



C O P Y

Sterling, Illinois  
Sept. 14, 1942

Committee on Fair Employment Practice  
Washington, D. C.

Dear Sirs:

I have a grievance to bring to your attention, which I wish you would investigate, and see why, because of my religious convictions I have very recently been ask to resign from my job at the Green River Ordnance Plant, operated by Stewart-Warner Corp. at Dixon, Illinois.

When I was called for employment in this plant, I explained that I was a Seventh-Day Adventist, and therefore did not work on Saturday, but would be glad to work Sunday in some other man's place, or make up this time if necessary. The arrangements were made, I was hired, and worked 4 days in the fire department; then on the evening of the third day the fire chief called me in and told me Mgr. E. A. Poe wished to see me at the Administration Bldg. immediately after work. I reported to his office, and he ask me what the trouble was down there in my department. I told him I did not know what trouble he meant. Then he said, Well about that Saturday business. I told him I didn't know of any trouble, all the arrangements were made, and I thought things were O.K. Well, he informed me they could not make those arrangements, as it would cause a feeling among the other boys. Then he told me he would call the Fire Chief, and talk it over and he could let me know. So near quitting time the next day the Chief called me in and said there was no way they could make that arrangement, and said it would look better if I would resign because of not being able to arrange things, do to my religious convictions. I tried to be nice about it. I told him if that was the way he felt I would just drop out, so they paid me off and released me.

But as I thought on the matter, I didn't feel it was right for them to discriminate because I wanted to put God first. And dear fellow-Americans, I cannot feel that we should lay down our religious freedom while we are fighting to maintain it. I am a red blooded American, I love this country because of its civil and religious freedom. I want to see it kept for our children, and I am the father of 3. Also I pay taxes as well as the man who told me I couldn't work in this position. And I need to make some of the money that others have the liberty to make.

I could not keep this to myself. I think these little things is where we begin to lose our hold on liberty. If you care to investigate further, I live in Sterling, Illinois, 1609 -6th Avenue. Let me hear from you. Thanking you in advance, I am

Your brother for Liberty,

Don C. Chamness (Signed)

July 20, 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 June 26, 1942, you advised this office that Senator Dennis Chaves of New Mexico had brought to the attention of the President's Committee on Fair Employment Practice a complaint made to him over long distance telephone by Mr. Juan Romero, a member of the New Mexico Legislature that 282 New Mexican men and 60 Coloradans who have Spanish names were dismissed from their employment at Camp Hale, Panda, Colorado, on the ground that they were Mexicans.

The Director of Civilian Personnel and Training of the War Department has informed me as follows:

The so-called discrimination was a matter of improper action by an employee of the contractor, who was relieved of his responsibility, and had been corrected by the Area Engineer immediately upon his being informed of this action. The difficulties were settled to the entire satisfaction of all concerned, in the presence of a representative from the Office of the Chief of Engineers, and for that reason no formal report of investigation was made.

Quoted, for your information, is the radio which was sent to Senator Chaves by representatives of the Spanish-American workers (dated June 26, 1942, 4:30 P.M.):

"REFERRING TO TELEGRAM JUNE 26, 1942 SATISFACTORY AGREEMENT HAS BEEN MADE ON PANDO PROJECT WITH REPRESENTATIVES OF A COMMITTEE OF SPANISH AMERICANS INCLUDING MR. JUAN F ROMERO PRESIDENT OF COMMITTEE ALL QUALIFIED WORKERS THAT HAVE BEEN DISMISSED FROM THE PROJECT OR HAVE RESIGNED FROM PROJECT WILL BE REINSTATED UPON APPLICATION FROM THE EMPLOYEE WITHOUT REGARD TO RACIAL ORIGIN THAT ANY FOREMAN OR SUPERINTENDENT FOUND

*C. E. P.*

Mr. Lawrence W. Craner  
July 20, 1942  
Page 2

RESPONSIBLE FOR DISCRIMINATION ON THE JOB DUE TO RACE  
CREED OR COLOR WILL BE DISMISSED ARRANGEMENTS HAVE BEEN  
MADE FOR THE CREATION OF MESS FACILITIES FOR ALL GROUPS  
THAT WHEN VACANCIES ARE TO BE FILLED IN ANY CLASSIFICA-  
TION THE EMPLOYMENT WILL BE MADE ON BASIS OF MERIT OF THE  
INDIVIDUAL."

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
CIVILIAN PERSONNEL DIVISION  
WASHINGTON, D. C.

July 16, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War.

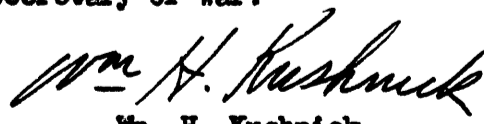
1. Reference is made to your memorandum of June 29, requesting copy of the report of investigation of alleged discrimination against Spanish-American workers at Camp Hale, Pando, Colorado.

2. The so-called discrimination was a matter of improper action by an employee of the contractor, who was relieved of his responsibility, and had been corrected by the Area Engineer immediately upon his being informed of this action. The difficulties were settled to the entire satisfaction of all concerned, in the presence of a representative from the Office of the Chief of Engineers, and for that reason no formal report of investigation was made.

3. Quoted, for your information, is the radio which was sent to Senator Chavez by representatives of the Spanish-American workers. (dated June 26, 1942, 4:30 P.M.)

"REFERRING TO TELEGRAM JUNE 26 1942 SATISFACTORY AGREEMENT HAS BEEN MADE ON PANDO PROJECT WITH REPRESENTATIVES OF A COMMITTEE OF SPANISH AMERICANS INCLUDING MR. JUAN F ROMERO PRESIDENT OF COMMITTEE ALL QUALIFIED WORKERS THAT HAVE BEEN DISMISSED FROM THE PROJECT OR HAVE RESIGNED FROM PROJECT WILL BE REINSTATED UPON APPLICATION FROM THE EMPLOYEE WITHOUT REGARD TO RACIAL ORIGIN THAT ANY FOREMAN OR SUPERINTENDENT FOUND RESPONSIBLE FOR DISCRIMINATION ON THE JOB DUE TO RACE CREED OR COLOR WILL BE DISMISSED ARRANGEMENTS HAVE BEEN MADE FOR THE CREATION OF MESS FACILITIES FOR ALL GROUPS THAT WHEN VACANCIES ARE TO BE FILLED IN ANY CLASSIFICATION THE EMPLOYMENT WILL BE MADE ON BASIS OF MERIT OF THE INDIVIDUAL."

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

June 29, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a letter stating that Senator Dennis Chavez of New Mexico had brought to its attention a complaint of discrimination which was verbally made to him over long distance telephone by Mr. Juan Romero, a member of the New Mexico Legislature. It was alleged that 282 New Mexican men and 60 Coloradans who have Spanish names were dismissed from their employment at Camp Hale, Fonda, Colorado, because they were Mexicans and that they were told by Major Ruhland Ballard at that post that they could not be employed at that station for that reason. A copy of the letter from the President's Committee is enclosed herewith.

I am advised that Senator Chavez has requested the Office of the Chief of Engineers to investigate this matter. May this office be furnished a copy of the report when the investigation is completed in order that it may advise the President's Committee of the findings in this matter?

Civilian Aide to the Secretary  
of War

Conrad  
COFER  
C.

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

June 26, 1942

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

Dear Judge Hastie:

Senator Chavez of New Mexico has called my attention to a complaint of discrimination which was verbally made to him by long distance telephone by Mr. Juan Romero, member of the New Mexico Legislature, in which the allegation is made that 282 New Mexican men and 60 Coloradans who have Spanish names were dismissed because they were "Mexicans". According to the senator's statement to me, they were advised by Major Ruhland Ballard at Camp Hale, Panda, Colorado, that they could not be employed at this War Department facility because they were Mexicans.

Senator Chavez informed me that he has taken up this matter with General Robbins of General Reybold's office and has asked that General Robbins investigate the matter. It is requested that when this investigation is completed that the President's Committee on Fair Employment Practice be given a copy of the report made to Senator Chavez for its records.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary





October 7, 1942.

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

Dear Mr. Cramer:

On August 27, 1942, you forwarded to this office the complaint of Mrs. Mary Clay, 1628 West Butler Street, Philadelphia, Pennsylvania, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Clerk Typist with the Signal Corps in Philadelphia.

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

a. It is reported that records of the Signal Corps at Philadelphia indicate that Mrs. Clay attended high school intermittently from 1919 until June, 1939, completing three years. Ordinarily, as a prerequisite for the position of Junior Clerk-Typist four years of high school are required. There was no indication that she had any experience which would qualify her for the above position since she left school.

b. In view of her complaint, Mrs. Clay was asked to report for another interview. At that time she was given two typing tests in both of which she failed to obtain a passing mark. However, she stated that she felt that she had been treated fairly and was perfectly willing to abide by the decision given. Inasmuch as Mrs. Clay appeared to be above the average type, she was offered and gladly accepted a position as Under Clerk.

3. It is felt by this office (Civilian Personnel Division, Services of Supply) that the above constitutes a satisfactory explanation of this case.

*Clay*  
COFEX

Mr. Lawrence W. Cramer  
October 7, 1942  
Page 2

The Committee may wish to check this report with Mrs.  
Clay.

Sincerely yours,

Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L 201, Clay, Mary

September 30, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Investigation of complaint of alleged racial discrimination against Mrs. Mary Clay

1. Reference is made to your memorandum of September 3, 1942, which reported the complaint of Mrs. Mary Clay who alleged that racial discrimination had been practiced against her in her effort to secure employment as a Junior Clerk-Typist with the Signal Corps in Philadelphia, Pa.

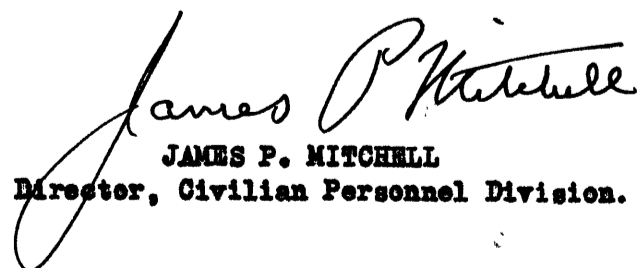
2. This office directed the Signal Corps to conduct an investigation of this complaint, the results of which are as follows:

a. It is reported that records of the Signal Corps at Philadelphia indicate that Mrs. Clay attended high school intermittently from 1919 until June, 1939, completing three years. Ordinarily, as a prerequisite for the position of Junior Clerk-Typist four years of high school are required. There was no indication that she had any experience which would qualify her for the above position since she left school.

b. In view of her complaint, Mrs. Clay was asked to report for another interview. At that time she was given two typing tests in both of which she failed to obtain a passing mark. However, she stated that she felt that she had been treated fairly and was perfectly willing to abide by the decision given. Inasmuch as Mrs. Clay appeared to be above the average type, she was offered and gladly accepted a position as Under Clerk.

3. It is felt by this office that the above constitutes a satisfactory explanation of this case.

For the Commanding General:

  
JAMES P. MITCHELL  
Director, Civilian Personnel Division.



OCT 1 42 PM



OUT

WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

[Faint, mostly illegible typed text, likely a memorandum or report, covering the majority of the page.]

September 3, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply,  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Mary Clay, 1628 West Butler Street, Philadelphia, Pennsylvania, which was addressed to the President. Mrs. Clay alleges that racial discrimination was practiced against her in her effort to secure employment as a Junior Clerk-Typist with the Signal Corps in Philadelphia, Pennsylvania.

Mrs. Clay states that she appeared at the Signal Corps offices in Philadelphia in response to a telegram she received on June 9, 1942; that she was next to the last of the applicants to be interviewed; that all applicants interviewed before she was were accepted, but she was "abruptly" rejected. A copy of her letter to the President is attached hereto.

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

*Handled  
C. B. Cross*

35276

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

Date August 27, 1942

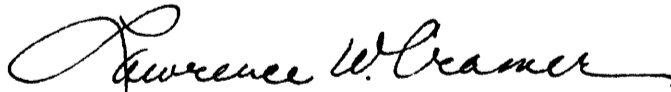
The Honorable  
William H. Hastie  
Civilian Aide  
War Department  
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mrs. Mary Clay of 1628 W. Butler Street, Phila., Pa., under date of August 17, 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.

OFFICE OF PRODUCTION MANAGEMENT

OFFICE MEMORANDUM

TO: Honorable William H. Hastie

DATE: June 23, 1942

FROM: George M. Johnson *G.M.J.*

SUBJECT: Messrs. Tyrus Collier, 1811 Burnet Street, San Antonio, Texas and  
Dennis W. Ferrell, 804 1/2 Winnebago Street, Corpus Christi, Texas

Acknowledgment is made of your letter of May 20 in further reference to complaints of Mr. Tyrus Collier and Mr. Dennis Ferrell that they were discriminated against in their employment as mechanic learners at the San Antonio Air Depot. Your report is similar to that received from the Civil Service Commission. For your information, however, the Commission's report includes the following statement of the Commanding Officer of the Air Depot:

"...heretofore, the practice at this station was to have colored employees attend classes for colored personnel and conducted by colored instructors. However, this policy was recently changed and such employees are being placed in classes irrespective of race, color or creed."

*Smarter  
covered  
COFEP  
"Collier"*

September 16, 1942.

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

Dear Mr. Cramer:

Reference is made to Mr. Barron's letter of July 21, 1942, forwarding to this office the complaint of Mrs. Nellie I. Snyder, Loma Linda, California, and to your letter of August 10, 1942, forwarding the complaint of Mr. Frank E. Condit, Sacramento Air Depot, Sacramento, California, concerning religious discrimination by reason of work schedules which did not permit religious observances by employees of various faiths.

The formulation of a general policy for the War Department has delayed replies to your letters. That policy has now been worked out. Attached hereto is a copy of Administrative Memorandum No. 55, dated and effective September 10, 1942, which states the policy of the War Department on religious holidays. It is believed that this memorandum effects a satisfactory adjustment of this matter.

Sincerely yours,

Civilian Aide to the Secretary  
of War

Carded  
COF-ED



August 15, 1942.

**MEMORANDUM**

**TO: The Director of Civilian Personnel and Training**

Attached hereto is a copy of a letter with enclosures, written to the President's Committee on Fair Employment Practice by Mr. Frank M. Corbit, Sacramento Air Depot, Sacramento, California, and inquiring about the policy of the War Department with respect to work-arrangements to permit religious observances by employees of various faiths.

I understand that the formulation of a general policy is under consideration.

As soon as a policy is adopted, may this office be advised in order that it may, in turn, advise the Committee?

Civilian Aide to the Secretary  
of War

*Concluded  
Casey's put on  
Wesley's Desk  
Cofip*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE  
SOCIAL SECURITY BUILDING

Malcolm MacLean-Chair.

WASHINGTON, D. C.

MARK F. ETHRIDGE  
CHAIRMAN

WILLIAM GREEN  
MILTON P. WEBSTER

LAWRENCE W. CRAMER  
EXECUTIVE SECRETARY

August 10, 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 copy of a letter addressed to Mr. Harry I. Barron, on the Committee's staff, dated June 25, 1942, by Mr. Frank M. Corbit, together with its attachments.

It does not appear to me that the order from the Civilian Office of the Secretary of War, dated January 2, which Mr. Corbit quotes in his letter, is necessarily in conflict with the order issued by the Office of the Commanding Officer at McClelland Field, California, a copy of which he transmits with his letter. If one supersedes the other, there does not seem to me to have been any substantial change in the situation.

The order issued by Assistant Secretary of the Navy Bard appears to me to be a reasonable and appropriate disposition of a rather difficult matter. Does the War Department have any policy like that set forth in Secretary Bard's memorandum? If it does not, should it have?

I am sending you a copy of my letter to Mr. Corbit.

Sincerely yours,

  
Lawrence W. Cramer  
Executive Secretary

Enclosure

Sacramento Air Depot  
Sacramento, Calif.  
June 25, 1942

Mr. Harry I. Barron  
Administrative Assistant  
President's Committee on Fair Employment Practice  
Washington, D.C.

Dear Sir:

Your answer to my wire of June 3 requesting more specific information has been received and I am enclosing the history of the complete case.

Under a separate order dated January 2, 1942 herein enclosed you will find that leave for the purpose of worship was canceled by order of the local Commanding Officer. This order was modified a few days later and was a short time later completely superseded by the following radiogram from the Civilian Personnel Office of the Secretary of War:

Civilian Personnel Office  
Secretary of War  
Washington, D.C.

The following radiogram from the Civilian Office of the Secretary of War, dated January 2, 1942 is quoted for the information and guidance of all concerned. These instructions will be complied with.

"Reurad January 26, 1942 Departmental policy on conflicts between hours of work and time for religious observances points out that in War emergency it is realized that necessities of War program may unavoidably conflict with other interests. (Stop) If these necessities of the War program do not permit individual to work in good conscience release will be granted by the War Department without prejudice (Stop) Sample policy letter being forwarded by air mail.

By order of Colonel Clark  
Joseph I. Sullivan  
1st Lieutenant Air Corps  
Adjutant

The above order when shorn of unnecessary phraseology simply means, "If you won't lay aside your religious convictions and work any time in the weekly cycle, "Get Out."

Harry I Barron, June 25, 1942

Page 2

What it does fail to state is that the local officers can and will if they are permitted to do so so arrange the shifts so that the time for religious observance may be had by all without interfering in any way with the War program.

The Catholic portion of the personnel have a church of their own on the field and may attend whether working on the day or night shifts and others of different faiths have had their shifts arranged so that all might work in harmony together.

I have talked with every department head including the section foreman clear up to the Commanding Officer, and all have shown that they are more than willing to meet us half way in the matter. Yet they must obey the order handed down by the War Department in Washington regardless of their own inclinations. This matter has been worked out locally in the past and can be in the future if orders from higher up permit it.

I would like to take this opportunity to point out that the orders given in the radiogram quoted are in diametrical opposition to the Presidential order #8802 which you, as a committee, are sworn to enforce. How would you harmonize the order of the President, which powers are given him under the First Amendment of the Constitution, calling for a full participation in the War Effort by people of all races and creeds and in the same breath state that if religious convictions stand in the way of working hours that the persons holding these views be relieved from duty. The two orders are as opposed to each other as is night to day. There are but two courses possible, either the order #8802 will be carried out in full or it will be disregarded and the radiogram quoted will supersede the Presidential order and take its place.

It would not be fair to the gentlemen in charge here to press charges of violation of #8802 and with unlawful discrimination as long as they have orders to the contrary and are given absolutely no chance to remedy the trouble; therefore, I think it best to withhold formal charges and hold the matter in abeyance until something is done to remedy the cause rather than go to the effect.

I am enclosing an order sent out by the Navy Department relating to the same matter and suggest that the Army and Navy get together on the matter. The whole matter will be held in abeyance here until we receive your recommendations. The result of schism in our own ranks and the barring of half a million people from the War Effort will result in only one thing--victory by the enemy.

Sincerely

-s- Frank M. Corbit

Malcolm MacLean-Chair.

August 10, 1942

Mr. Frank M. Corbit,  
Sacramento Air Depot  
Sacramento, California

Dear Mr. Corbit:

On behalf of Mr. Barron I acknowledge receipt of your letter of June 25 with which you furnish a copy of a memorandum issued by Assistant Secretary of the Navy Bard and by Lieutenant Raymond A. Butler, Air Corps Adjutant, McClelland Field, California, relating to the provisions to be made for religious observances by workers.

The President's Committee on Fair Employment Practice has had a number of cases in which employers have expressed their inability to make special provision to permit persons who wish to attend religious services on Saturdays to do so. It has not been able to take the position, however, that an employer who does not make such special provision is discriminating against any religious group which may hold as a doctrinal tenet that its followers should not work on that day.

This situation is one in which adjustment rather than enforcement of a presumed right is involved.

I am taking up with the War Department the question raised by you, and shall be glad to advise you of any information I may secure from that agency.

Sincerely yours,

Lawrence W. Gramer  
Executive Secretary

Gramer/ds

HEADQUARTERS SACRAMENTO AIR DEPOT  
OFFICE OF THE COMMANDING OFFICER  
McCLELLAND FIELD, CALIFORNIA

January 2, 1942

MEMORANDUM TO: All Department Heads

1. It has been brought to the attention of this Headquarters that persons of various religious beliefs have requested that their working hours be altered to comply with certain hours of worship established by their respective religious organizations. These individuals desire to have either Saturday or Sunday off each week, depending upon the religious group to which they adhere.
2. Due to the necessity of operating this establishment on 24 hour a day, 7 day week basis during emergency, it is not practicable to give consideration to such requests, and it will be necessary for all employees to comply with current working hours. Due to War Department emergency regulations cancelling all leave, it will not be possible to allow leave of any kind for the purpose of religious worship.
3. If any special concessions are being made on this score at the present time, they shall be rescinded, and effective immediately, all civilian employees will be expected to comply with existing regulations regarding the hours of work for their respective departments.

By Order of Colonel Clark:

Raymond A. Butler  
2nd Lt., Air Corps Adjutant



C O P Y

SOSED-1A-FDA-10/13/41

October 13, 1941

From: The Assistant Secretary of the Navy  
To : Commandants, All Continental Navy Yards and  
Naval Districts.

Subject: Seventh-day Adventists.

The Navy Department has received, during the past few months, an increasing number of protests that sincere adherents to the faith of the Seventh-day Adventists have been removed from employment in Naval Establishments or otherwise prejudiced through their conscientious desire to observe Saturday as a day of religious observance. There is ample indication that such employees are willing to be restricted to a five-day week or to be available for Sunday work.

The Department recognizes the difficulties in this situation, and that Sunday work is not very common nor such that special assignment to it of Seventh-day Adventists will not relieve the necessity of requiring the presence of other employees. It is appreciated that restriction of Seventh-day Adventists to a five-day week will not remove completely a feeling that they would be thereby granted a form of preferential treatment. Nevertheless, because of the small number of employees affected and the possibility of selective assignments to overtime duty, it is the desire of the Department that consideration be given to the problem adequate to eliminate it as necessitating such appeals to the Navy Department.

Ralph A. Bard  
Assistant Secretary of the Navy

September 25, 1942.

Mr. Frank D. Reeves,  
Administrative Assistant,  
National Association for the  
Advancement of Colored People,  
100 Massachusetts Avenue, N. W.,  
Washington, D. C.

Dear Mr. Reeves:

With respect to your interest in the case of Mr. J. Boyd Crawford, Jr., 1102 East Twenty-eighth Street, Minneapolis, Minnesota, you are advised that this office is in receipt of information from the Office of the Chief Signal Officer which indicates that Mr. Crawford was employed by the Signal Corps on August 4, 1942, as Junior Repairman Trainee at a salary of \$1,440 a year. Upon being employed, he was assigned for training to the East High School in Minneapolis, Minnesota.

In regard to the statement that Negro trainees in the Minneapolis area were to be assigned to a school being set up for Negroes in New Orleans, Louisiana, you are informed that the Signal Corps has not planned and is not conducting a pre-service training school there. I am informed that Negro trainees will encounter no difficulty in assignment to classes in States where separate schools for Negroes and whites are not maintained by law.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Carroll*



August 31, 1942.

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

Dear Mr. Cramer:

On August 12, 1942, you forwarded to this office a copy of a letter addressed by Mr. Talmage B. Carey, of Minneapolis, Minnesota, to the Chief Signal Officer, concerning the case of Mr. J. Boyd Crawford, Jr., 1102 East Twenty-eighth Street, Minneapolis.

I am advised that no Signal Corps pre-service training is being conducted or has been planned for New Orleans, Louisiana, as Mr. Carey states Mr. Crawford was allegedly told.

Information has been received from the Seventh Service Command, Omaha, Nebraska, to the effect that Mr. Crawford was employed by the Signal Corps on August 4, 1942, as Junior Repairman Trainee at a salary of \$1,440 a year and assigned to the East High School, Minneapolis, for training.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Take this case  
out of P.C.F.S.*

*Wick  
C.F.C.*

WAR DEPARTMENT  
CIVILIAN PERSONNEL DIVISION  
WASHINGTON, D. C.

August 28, 1942

MEMORANDUM to Mr. Lautier  
Office of the Civilian Aide to the  
Secretary of War  
Room 2064, Munitions Building

Attached hereto is a copy of the letter which  
you requested in our recent telephone conversation.

*Thomas B. Marshall*

Thomas B. Marshall  
Assistant Director for  
Employee Relations



SPSCT 300.6  
Civilian Training

SPSCT

August 27, 1942

Mr. R. Augustine Skinner, President  
National Association for the Advancement  
of Colored People,  
2437 27th Avenue South,  
Minneapolis, Minnesota.

Dear Mr. Skinner:

Receipt is acknowledged of your letter of August 12, 1942, regarding the case of Mr. J. Boyd Crawford, Jr., 1102 East Twenty-Eighth St., Minneapolis, Minnesota.

The Chief Signal Officer directs me to inform you that no Signal Corps pre-service training is being conducted or has been planned for New Orleans, Louisiana, as was indicated in your letter.

Information has been received from the Seventh Service Command, Omaha, Nebraska, to the effect that Mr. Crawford was employed by the Signal Corps on August 4, 1942, as a Junior Repairman Trainee at a salary of \$1440 per annum and assigned to the East High School, Minneapolis, Minnesota, for training.

Your interest and cooperation in the Civilian Training Program is appreciated.

Very truly yours,

A. W. Adams,  
Major, Signal Corps,  
OIC, Civilian Training Branch.

DISPATCH

AUG 27 11 54 AM '42

OFFICE OF THE  
SIGNAL OFFICER

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

August 12, 1942

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

Dear Judge Hastie:

Senator Joseph H. Ball has submitted to me a copy of a letter addressed by Mr. Talmage B. Carey, Secretary-Treasurer of the Associated Negro Credit Union, 3704-5th Avenue, South, Minneapolis, Minnesota, to the Signal Corps Officer of the War Department, Washington, D. C., under date of July 30. In his letter he discusses the case of Mr. J. Boyd Crawford, Jr. A copy of Mr. Carey's letter is transmitted herewith.

It is presumed that Mr. Crawford's case is being investigated and that your office will be furnished a report on it when the investigation has been completed.

Since the Committee on Fair Employment Practice does not as yet have a regional office in the area in which the complaint has arisen, it will not be possible for it to make a preliminary investigation into the matter. Because of Senator Ball's interest in the case, it is requested that when the War Department's investigation into it has been completed, I be furnished a copy of the report.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary

Enclosure



COPY

July 30 1942

Signal Corps Officer  
War Department  
Washington, D. C.

Dear Sir:

This letter is in regards to J. Boyd Crawford, Jr. who made application for Radio Junior Repairman trainee and was notified to report for assignment at the Mankato High School, Mankato, Minnesota at 10 a. m. on July 27, 1942. Following these instructions, he made himself available at Mankato for assignment, and sat in at preliminary instructions with other trainees.

There being a training school in his home city of Minneapolis, he inquired if he could be transferred there for convenience. Incidentally he is 17 years of age. After several telephone conversations by the man in charge in Mankato and a Mr. Johnson in the Minneapolis school, he was told to report to the Minneapolis school the next morning, July 28, for assignment.

Crawford reported as directed to the Minneapolis school on the morning of July 28, 1942, and was told he could not be assigned, but would be called as soon as certain blanks were received for him to fill in. He was also advised by the same Mr. Johnson that they had received instructions that all Negroes from this area were to be assigned to a school being set up for Negroes only in New Orleans.

Crawford is one of only two Negroes who have amateur radio operators license in Minnesota as far as is known. He has devoted much time and study to the subject, and wanted to do his bit for his country in the field where his contribution could do the most good. He made regular application for Junior Repairman Trainee on forms prepared and furnished by the Government, and awaited his call in the regular routine manner.

He has attended schools here all his life with students of other races, has taken an active part in the technical branch of his school radio programs and never has there been the slightest indication of friction or discrimination. On the contrary, there has been a very wholesome and congenial atmosphere. But when he offers his potential skill to his government to help preserve the democratic way of life, for the first time he is confronted with that pernicious spectre, discrimination and segregation. Such instances do not tend to promote unity that is so essential to victory in this total war, particularly when practiced by an important unit of our way effort.

I have a son in the armed forces of our nation, stationed on foreign soil, and I can easily understand the effect, undemocratic actions of this kind will have on the morale of thousand of our boys who are fighting and dying to preserve the democratic way of life.

Americans of color are still confused, whether the pronouncements of our leaders and officials about justice, equality and democracy apply to all people. Those of us who remain at home, pledge our best efforts to our boys at the front to continue our fight for victory at home as well as victory abroad.

-2-

I respectfully urge that you review this case and permit Crawford to take his training in the school here in his home city, rather than be compelled to travel--miles for the same training solely because he is a Negro.

I trust the urgency of this case will get your prompt attention. A copy of this letter is being sent to your Omaha, Nebraska Office, so they too may be advised in the matter.

Yours very truly,

/s/ TALMAGE B. CAREY

August 7, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Attached hereto is a copy of a letter sent to the Chief Signal Officer by Mr. Talmage B. Carey, of Minneapolis, Minnesota, alleging that racial discrimination was practiced against Mr. J. Boyd Crawford, Jr., in his effort to secure appointment as a Junior Repairman Trainee and assignment to a training class in the Minneapolis area. May this office be furnished a copy of whatever findings are made in Mr. Crawford's case.

Civilian Aide to the Secretary  
of War

carried  
P.C. 7.5.



August 5, 1942

Mr. Talmage B. Carey, Secy-Treas.  
Associated Negro Credit Union  
3704 Fifth Avenue, South  
Minneapolis, Minnesota

Dear Mr. Carey:

This will acknowledge your letter and enclosure of July 30 relative to the efforts of Mr. J. Boyd Crawford, Jr., to obtain assignment to the Signal Corps.

I have discussed this matter with Judge Hastie, Civilian Aide to the Secretary of War, and am forwarding today copy of your letter to the Signal Corps officer for Judge Hastie's attention.

As soon as I receive any further information in this matter, I shall inform you.

Very truly yours,

Administrative Assistant



WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

*File copy  
already advised*

SPGC-L 201  
Crawford, J. Boyd, Jr.

September 16, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Report of investigation of complaint of alleged  
racial discrimination against Mr. J. Boyd Crawford

1. Reference is made to your memorandum of August 7, 1942, which requested an investigation of alleged racial discrimination in the case of Mr. J. Boyd Crawford, Jr., in his effort to secure appointment as a Junior Repairman Trainee and assignment to a training class in the Minneapolis area.
2. This office is in receipt of information from the Office of the Chief Signal Officer which indicates that Mr. Crawford was employed by the Signal Corps on August 4, 1942, as Junior Repairman Trainee at a salary of \$1140 per annum. Upon being employed, he was assigned for training to the East High School in Minneapolis, Minnesota.
3. The Signal Corps has not planned, and is not conducting a pre-service training school at New Orleans, Louisiana.
4. Should your office feel that this reply is either unsatisfactory or incomplete, we shall be glad to direct a further investigation of this matter.

For the Commanding General:

*James P. Mitchell*  
JAMES P. MITCHELL,  
Director, Civilian Personnel Division  
SEP 17 42 PM



OUT  OUT  
WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION  
*copy*

August 21, 1942.

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

Dear Mr. Cramer:

On May 26, 1942, you forwarded to this office the complaint of Mrs. Willetta Foster Crockett, 2309 East Twenty-fourth Street, Kansas City, Missouri, alleging that racial discrimination was practiced against her in her effort to secure employment as Under Engineering Aide with the Senior Signal Corps Inspector, Air Communications, Inc., Kansas City, Missouri.

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

1. The Ninth Civil Service District branch manager, Mr. W. T. Head furnished Mr. Duree, upon the request of the Aircraft Radio Laboratory's Personnel Section, with a list of seven Junior Engineering Aides, Female and a list of thirty-two Under Engineering Aides, Female. Mrs. Crockett was sixteenth on the latter list. Due to the accelerated attention given the Laboratory's request by Mr. Head the lists were received by Mr. Duree before he had been officially notified by the Laboratory that they had been requested for his use.

2. At the time the lists were received by Mr. Duree, the production "picture" began to change in that current production slackened and anticipated new inspection work did not develop as had been expected; and as a result no one was hired from either of the lists. Mr. Duree told all women on the lists who made personal contact with him that because of these changes in the production "picture" he would not be hiring anyone immediately but that he was retaining the lists on file and would communicate with them when hiring did begin. Mrs. Crockett received the same information when she called as did all the others.

*Concluded  
C. J. P.*

Mr. Lawrence W. Cramer  
August 21, 1942  
Page 2

3. Mr. Duree denies having made the statement to Mr. Suitt that "The companies have only white girls and it would be poor policy to integrate Negro girls since there are only white girls working as inspectors." He did tell Mr. Suitt in answer to a direct question as to whether there were any colored girls employed by either the contractor or the Signal Corps that there were none so employed at the Air Communications plant. This statement was made as a matter of fact, and carried no additional words indicating or hinting at racial discrimination on the part of either the contractor or the Signal Corps.

4. Absence of racial discrimination on the part of the Laboratory is shown by the fact that it now has in various radio manufacturers' plants in the Field twenty-one Negro Signal Corps inspectors, fourteen of whom are female, and are continuing to hire other duly qualified Negro personnel.

5. Mr. Duree now has five women working for him. All were hired from registers sent to him previous to the one upon which Mrs. Crockett appeared. When the status of production at the Air Communications plant improves, to the point where it becomes necessary to employ additional female employees, the list upon which Mrs. Crockett appears will be used, and if properly qualified, she will be considered along with the other young women on the list.

You may wish to check this report with Mrs. Crockett. If so, I shall be pleased to have any additional information you may obtain.

Sincerely yours,

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

SPSCP-230-Applications.

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
OFFICE OF THE CHIEF SIGNAL OFFICER  
WASHINGTON, D. C.

SPSCP-1

August 13, 1942.

MEMORANDUM

TO: Civilian Aide to the Secretary of War.

With reference to your memorandum of June 3, 1942 addressed to the Director of Civilian Personnel and Training, and which has been referred to this office, the following information is furnished relative to the alleged racial discrimination of Mrs. Willetta Foster Crockett, 2309 East Twenty-fourth Street, Kansas City, Missouri:

"1. The Ninth Civil Service District branch manager, Mr. W. T. Head furnished Mr. Duree, upon the request of the Aircraft Radio Laboratory's Personnel Section, with a list of seven Junior Engineering Aides, Female and a list of thirty-two Under Engineering Aides, Female. Mrs. Crockett was sixteenth on the latter list. Due to the accelerated attention given the Laboratory's request by Mr. Head the lists were received by Mr. Duree before he had been officially notified by the Laboratory that they had been requested for his use.

"2. At the time the lists were received by Mr. Duree, the production "picture" began to change in that current production slackened and anticipated new inspection work did not develop as had been expected; and as a result no one was hired from either of the lists. Mr. Duree told all women on the lists who made personal contact with him that because of these changes in the production "picture" he would not be hiring anyone immediately but that he was retaining the lists on file and would communicate with them when hiring did begin. Mrs. Crockett received the same information when she called as did all the others.

"3. Mr. Duree denies having made the statement to Mr. Suitt that "The companies have only white girls and it would be poor policy to integrate Negro girls since there are only white girls working as inspectors." He did tell Mr. Suitt in answer to a direct question as to whether there were any colored girls employed by either the contractor or the Signal Corps that there were none so employed at the Air Communications plant.



SPSCP-230-Applications (8-13-42)

Re: Willetta F. Crockett

"3. (Cont'd) This statement was made as a matter of fact, and carried no additional words indicating or hinting at racial discrimination on the part of either the contractor or the Signal Corps.

"4. Absence of racial discrimination on the part of the Laboratory is shown by the fact that it now has in various radio manufacturers' plants in the Field twenty-one Negro Signal Corps inspectors, fourteen of whom are female, and are continuing to hire other duly qualified Negro personnel.

"5. Mr. Duree now has five women working for him. All were hired from registers sent to him previous to the one upon which Mrs. Crockett appeared. When the status of production at the Air Communications plant improves, to the point where it becomes necessary to employ additional female employees, the list upon which Mrs. Crockett appears will be used, and if properly qualified, she will be considered along with the other young women on the list."

For the Chief Signal Officer:



E. F. Jaffe,  
Major, Signal Corps.

June 3, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Willetta Foster Crockett, 2309 East Twenty-fourth Street, Kansas City, Missouri, alleging racial discrimination in her effort to secure employment as Under Engineering Aide with the Senior Signal Corps Inspector, Air Communications, Inc., 2223 Grand Avenue, Kansas City, Missouri. A copy of the complaint is attached hereto.

Mrs. Crockett alleges that she was directed by the Ninth Civil Service District Manager on April 20, 1942, to report to the Senior Signal Corps Inspector, Air Communications, Inc., for an interview; that she appeared for the interview as directed, but was told that Mr. George T. Durce, the Inspector, was out of the office and that he would telephone her; that after a week had elapsed, she called Inspector Durce and was told that he was too busy to interview applicants, that the Civil Service Commission was sending a Personnel Director to his office for that purpose, and when he arrived he would have her call for an interview; that after waiting several more days she asked Mr. E. Vincent Suitt, Industrial Secretary of the Kansas City Urban League, to look into the matter for her; that the District Civil Service Manager informed Mr. Suitt that he had recruited forty-five persons for work at the Air Communications, Inc., plant, that he sent workers regardless of their color, and if Mrs. Crockett had been sent from his office, she was qualified. Mrs. Crockett further alleges that Mr. Durce told Mr. Suitt over the telephone that "The companies have only white girls and it would be poor policy to integrate Negro girls since there are all white girls working as inspectors."

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 Federal employees?

Assistant Civilian Aide to the Secretary  
of War

*Handwritten:*  
Crockett  
COFFA  
"C"

35276

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

Date May 28, 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 Mrs. Willetta Foster Crockett of 2309 E. 24 Street, Kansas City, Mo., under date of May 13, 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

Enc.

May 28, 1942

Mrs. Willetta Foster Crockett  
2309 East 24th Street  
Kansas City, Missouri

Dear Mrs. Crockett:

Acknowledgment is made of your complaint of May 13, 1942 that you have been discriminated against on account of your race by the War Department in your efforts to secure employment as Under Engineering Aid, at Air Communications Incorporated, 222 1/2 Grand Avenue, Kansas City, Missouri.

An investigation will be made of your complaint and you will be advised of any results connected therewith.

Sincerely yours,

George E. Johnson  
Assistant Executive Secretary

Davidson/vb  
Referred to Judge Hastie



MEMORANDUM

COPY

RE: Discrimination of Air Communications Inc., 23 Grand Avenue,  
Kansas City, Missouri

FOR: The War Department-President's Committee on Fair Employment Practice  
And the War Production Board.

BY: Mrs. Willetta Foster Crockett, 2309 East 24th Street, Kansas City, Mo.

I filed an application with the United States Civil Service Commission, 9th District Branch Officer, Mr. W. T. Head, 1312 Grand Avenue, Kansas City, Missouri for a position as UNDER ENGINEERING AID. Mr. Head verbally approved of the application and told me that I would receive a notice from the Ninth District office, St. Louis, Missouri within a few days. I received the following notice:

April 20, 1942

Dear Mrs. Crockett:

Your application for the position of Under Engineering Aid has been approved by this office and you are instructed to report as soon as possible for a personal interview to -Mr. George T. Duree, Sr. Signal Corps Inspector, Air Communications Inc., 2223 Grand Avenue, Kansas City, Missouri.

Please present the enclosed application and letter of introduction when reporting for the personal interview.

Very truly yours,

s/B. M. Snoodly  
Associate District Manager

I followed the instructions of the above letter. On entering the institution an office girl attempted to lend assistance. When the letter was presented and Mr. Duree was asked for, the reply was, "Mr. Duree is out of the office but if you will leave your name and telephone number I will have Mr. Duree call you."

Mr. Duree did not call and after a week of waiting I called the Inspector Duree. His reply was to the question of being interviewed was, I am too busy to interview applicants so the Civil Service Commission is sending a Personnel Director here for that purpose. When he comes I will call you and have you come into the office. He took my name and telephone number.

After several more days of waiting I went to the office of the Urban League of Kansas City and asked the Industrial Relations Secretary, E. Vincent Suitt to look into the matter for me. As a result of Mr. W. T. Head, U.S. Civil Service Representative, Ninth District Branch, 1312 Grand Avenue, Kansas City, Missouri was contacted and told of the situation. He, Mr. Head, replied: the company at 2233 Grand Avenue requisitioned for forty-five (45) persons and in three (3) days I was able to get workers. Duree was surprised to learn how fast I worked. The company has a contract for radio communication sets and when any requisitions come to me I send the best I have, whether they be

-2-

black, yellow, pink, blue or white. The lady, if sent from this office must have been qualified.

After Mr. Head was contacted, Mr. Suitt called by phone and asked what one should do after receiving such a statement from the Civil Service Department. Duree responded: "The companies have only white girls and it would be poor policy to integrate Negro girls since there are all white girls working as inspectors. The girls go into factories to make inspections and the factories would not allow Negro girls. In fact our company here knows nothing of such a requisition to the United States Civil Service. "

Signed, Respectfully yours,

(Mrs) Willetta Foster Crockett  
2309 East 24th Street  
Kansas City, Missouri  
May 13, 1942

December 9, 1942

Mr. George M. Johnson  
Assistant Executive Secretary  
President's Committee on  
Fair Employment Practice  
10th and U Streets N. W.  
Washington, D. C.

Dear Mr. Johnson:

On October 8, 1942 you forwarded to this office the complaint of Mr. Will Culver referred to you by Dr. Joseph C. Howell of Orlando, Florida. Mr. Culver alleged that racial discrimination was being practiced against him in his employment as a Plumber's Helper at the Orlando Air Base, in that he was receiving a lesser wage rate than white employees performing the same work at that post. The report of the investigation into this complaint states as follows:

1. Mr. Culver is at present employed as an unskilled laborer by the Post Utilities Engineer and according to their records he has never been employed as a plumber's helper.

2. The wage scale which is paid by the War Department at the Post Utilities Engineer's Department is determined for the Orlando Area by a representative of the Department of Labor in accordance with the prevailing wage rates of the surrounding vicinity. At the time Mr. Culver was employed the Department of Labor Wage Scale Determination for common labor for the Orlando Area was forty cents per hour and Mr. Culver was paid at that rate. Later the Department of Labor Wage Scale Determination reduced the pay for the Orlando Area for common labor to thirty-five cents per hour. Mr. Culver's pay was reduced accordingly. He now receives exactly the same wage as all other employees in his classification.

3. The Officer in charge at that time states that Mr. Culver had never spoken to him regarding his rate of pay nor the type of work he was doing. In regard to Dr. Howell's phone call, it is possible that some confusion arose over the use of the term "Common Laborer". As a matter of information, however, the term is invariably used as an occupational title for an unskilled laborer and carries with it no derogatory inference.

*Cancelled*  
*Joseph C.*

The Committe may wish to check this report with Mr. Culver, if  
so, I shall be pleased to have any additional information at variance  
with the report which you may receive.

Sincerely yours,

Assistant Civilian Aide to the Secretary  
of War

WAR DEPARTMENT  
CIVILIAN PERSONNEL DIVISION  
WASHINGTON, D. C.

December 2, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

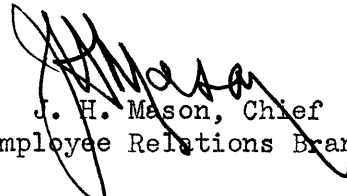
1. This is in reference to your memorandum of October 16, 1942, concerning the complaint of Mr. Will Culver of Orlando, Florida, who alleges racial discrimination is being practiced against him in his employment at the Orlando Air Base.

2. Mr. Culver is at present employed as an unskilled laborer by the Post Utilities Engineer and according to their records he has never been employed as a plumber's helper.

3. The wage scale which is paid by the War Department at the Post Utilities Engineer's Department is determined for the Orlando Area by a representative of the Department of Labor in accordance with the prevailing wage rates of the surrounding vicinity. At the time Mr. Culver was employed the Department of Labor Wage Scale Determination for common labor for the Orlando Area was forty cents per hour and Mr. Culver was paid at that rate. Later the Department of Labor Wage Scale Determination reduced the pay for the Orlando Area for common labor to thirty-five cents per hour. Mr. Culver's pay was reduced accordingly. He now receives exactly the same wage as all other employees in his classification.

4. The Officer in charge at that time states that Mr. Culver had never spoken to him regarding his rate of pay nor the type of work he was doing. In regard to Dr. Howell's phone call, it is possible that some confusion arose over the use of the term "Common Laborer". As a matter of information, however, the term is invariably used as an occupational title for an unskilled laborer and carries with it no derogatory inference.

5. These facts indicate to this office that there is no racial discrimination practiced against Mr. Culver in his employment.

  
J. H. Mason, Chief  
Employee Relations Branch



October 16, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Will Culver, referred to it by Dr. Joseph C. Howell of Orlando, Florida. Mr. Culver alleges that racial discrimination is being practiced against him in his employment as a Plumber's Helper at the Orlando Air Base in that he is receiving a lesser wage rate than white employees performing the same work at that post.

Mr. Culver states that he was previously paid 40 cents an hour, while white Plumbers' Helpers employed on the same project received 60 cents an hour; that when he protested to Major Wise, he was reduced in pay from 40 cents to 37 1/2 cents an hour.

Dr. Howell states that he took up the matter with Major Wise, who informed him that "35 cents an hour was the going wage for this part of the country" and that he had been advised "to cut the rate from 40 to 35 cents per Negro help." Dr. Howell states further that he was informed that the rate of pay for white help was not reduced and that Major Wise informed him that "Negroes were all looked upon as common labor."

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

Civilian Aide to the Secretary  
of War

*Culver*  
COP/EP

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

MALCOLM S. MACLEAN  
CHAIRMAN

WILLIAM GREEN  
MILTON P. WEBSTER

LAWRENCE W. CRAMER  
EXECUTIVE SECRETARY

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY  
MARK ETHRIDGE

October 8, 1942

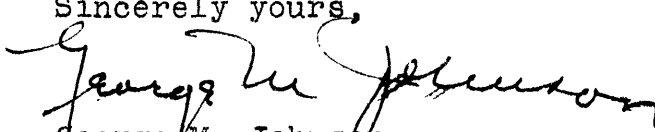
Honorable William H. Hastie  
Civilian Aide to the Secretary of War  
War Department  
Washington, D. C.

Dear Judge Hastie:

Dr. Joseph C. Howell of Orlando, Florida, has referred to this office the complaint of Mr. Will Culver, a Negro now employed at the Orlando Air Base, Orlando, Florida, as a plumbers' helper, that he was being discriminated against because of his race in the wage rate he received. He states that he was previously employed at forty cents an hour while white boys working on the same project receive sixty cents an hour, but that when he protested to Captain Wise, he was reduced in pay from forty cents to thirty-seven and a half cents an hour. Dr. Howell informs us that he took the matter up with (now) Major Wise and was informed by him that "thirty-five cents per hour was the going wage for this part of the country, and he was advised to cut the rate from forty to thirty-five cents per hour for Negro help". Dr. Howell states further that the rate of pay for white help, he was informed, was not reduced. He states further, in reference to Major Wise: "Negroes, he informed me, were all looked upon as common labor".

Will you kindly investigate this matter and furnish this office with a report upon completion of the investigation?

Sincerely yours,

  
George M. Johnson  
Assistant Executive Secretary





D



July 15, 1942.

Mr. George M. Johnson,  
Assistant Executive Secretary,  
President's Committee on Fair  
Employment Practice,  
1406 G Street, N. W.,  
Washington, D. C.

Dear Mr. Johnson:

On April 25, 1942, you transmitted to this office the complaint of Miss Esterline Davis, 923 Magnolia Street, Oakland, California, alleging racial discrimination against her in her effort to secure employment as a clerk-typist at the Port of Embarkation, Fort Mason, California.

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

1. \* \* \* it is desired to state that the policy of this office (San Francisco Port of Embarkation, Oakland Branch) is to adhere strictly to the directive forbidding racial discrimination. Employees handling personnel matters are familiar with this policy, and it is not believed that Miss Carroll or Miss Whitfield is guilty of any discriminatory acts with regard to the application of Miss Davis.

2. In substantiation of statement of policy of this office contained in paragraph 1, wish to state further that this office employs, under Indefinite War Service Appointment, a colored man in the capacity of Jr. Administrative Assistant, CAF-7, \$2600 per annum. The aggregate civilian personnel of this section is approximately 2225, and of this number only two employees hold higher ratings than CAF-7.

3. Pertinent facts relating to Miss Davis' employment application are:

a. On February 21, 1942 application for employment was filed with the office of the Quartermaster Supply Officer, San Francisco General Depot. The Quartermaster Supply Officer, San Francisco

*Carded  
COFE P.  
D.*

Mr. George M. Johnson

July 15, 1942

Page 2

General Depot, was Col. F. J. Riley, now Commanding Officer of the California Quartermaster Depot.

b. The office of the Quartermaster Supply Officer, San Francisco General Depot, existed until April 16, 1942 and was then separated into two activities, i.e., the Quartermaster Supply Section, Overseas Supply Division, San Francisco Port of Embarkation (Oakland Branch), and the California Quartermaster Depot.

g. During the latter part of February of this year the Port Quartermaster at this port, located in a separate building, was hiring colored women for janitorial work, and it had been necessary for the reception clerk to direct such applicants to the proper office. Hence, she asked "janitress?" merely by way of ascertaining type of employment desired, and not with discriminatory intent.

d. On February 21, 1942 there were two active Civil Service certificates totaling 50 names available, and such eligibles were being contacted for the purpose of filling vacancies. Because of the fact that heavy demands by governmental agencies often result in speedy exhaustion of Civil Service certificates, applications were being accepted for file against the time when no Civil Service eligibles would be obtainable. Miss Davis' application is at present on file and will be given consideration, together with others, at such time as occasion warrants.

4. Since the activation of this Section on April 16, 1942, only nine CAF-2 Jr. Clerk, or Jr. Clerk Typist appointments have been made outside Civil Service certificates. Successful applicants have, by reason of education or experience, or both, possessed qualifications distinctly superior to those of Miss Davis.

In view of the conflict between the statement in the report that on February 21, 1942, when Miss Davis applied for appointment as a Clerk-Typist at Fort Mason, appointments were being made from Civil Service certificates and the statement of Miss Davis that at that time persons without Civil Service ratings were being appointed at that station, the Committee may wish to make its own independent investigation.

Sincerely yours,

Civilian Aide to the Secretary  
of War

ADMINISTRATIVE DIVISION

SPRYO/220.222 3rd Ind.  
O. Supt., A. T. S., S. F. P. E., Fort Mason, California, May 6, 1942. To:  
Commanding Officer, California Quartermaster Depot, 14th and Clay Streets,  
Oakland, California.

- 1. Referred as a matter which pertains to your office.

For the Superintendent:



*Harry C. Dayton*  
HARRY C. DAYTON,  
Lt. Colonel, Q.M. Corps,  
Assistant.

CALIFORNIA QM DEPOT 230021  
X 230,222 1

4th Ind.

QM 220.222-A  
Hq., California QM Depot, 15th & Clay Sts., Oakland, California,  
May 8, 1942. TO: The Quartermaster General, Washington, D.C.

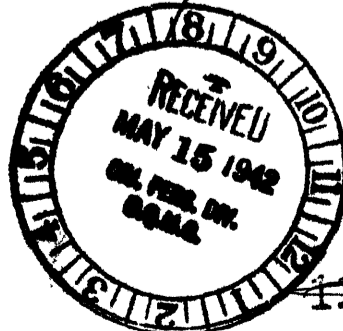
- 1. The instructions issued to the personnel branch of the former San Francisco General Depot by the undersigned were that there would be no race discrimination shown in hiring civilian employees.

- 2. The two employees mentioned in basic letter, Miss Carroll and probably Miss Whitfield, as there is no record of a Miss Whitehead on this duty, are not employees of the California QM Depot. The two employees were transferred to the Overseas Supply Division of the San Francisco Port of Embarkation when the Quartermaster Section of the San Francisco General Depot was divided into the Overseas Supply Division, San Francisco Port of Embarkation and California Quartermaster Depot.

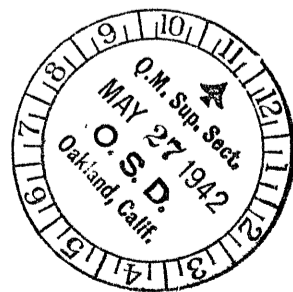
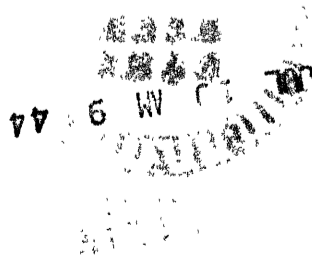
23701 Davis Estelme



*F. J. Riley*  
F. J. RILEY  
Colonel, Q. M. Corps  
Commanding



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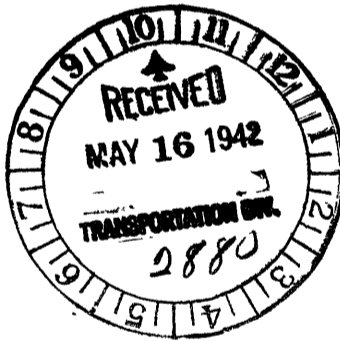
FILED 2 c 3

SPQCA 201 Davis, Esterline 5th Ind.  
War Dept., OCMG, May 16, 1942. To Chief, Transportation Service, Services  
of Supply.

1. Forwarded as a matter pertaining to your office.

For The Quartermaster General:

*James E. Butler*  
JAMES E. BUTLER,  
1st Lt., Q.M.C.,  
Assistant.



*SPt 201 Davis, Esterline*

44 9 AM  
O.M. Sup. Sect.  
MAY 27 1942  
O.S.D.  
Oakland, Calif.

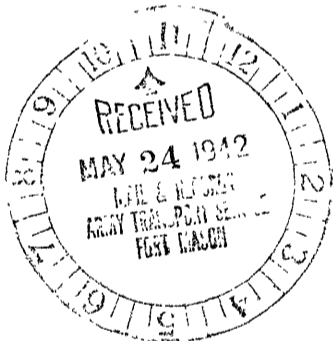
SPTEP 201-PC Davis, Esterline (Civ.) 6th Ind.

AGJ/nc

Hq., SOS, Transportation Service, May 19, 1942. To: Superintendent, Army Transport Service, San Francisco Port of Embarkation, Ft. Mason, California.

1. In view of the remarks contained in paragraph 2 of preceding 4th Indorsement, this correspondence is returned for further report thru your office.

For the Chief of Transportation Service:



*Alexander Corey*  
ALEXANDER COREY  
Captain, Field Artillery  
Assistant Chief, Personnel Division

ARMY TRANSPORT SERVICE  
230.222 Davis/18.

SPTAE

7th Ind.

EWL/ah

201/ATS-Davis, Esterline (Civ.)  
O.Supt., A.T.S., S.F.P.E., Fort Mason, California, May 26, 1942.  
TO: Commanding General, Hq., S.F.P.E., Fort Mason, California.

1. In view of Paragraph 2, 4th Ind., it appears that this communication pertains to acts allegedly committed by employees of the Overseas Supply Depot, Oakland.

For the Superintendent:

*E. W. Lachmiller*  
E. W. LACHMILLER  
Colonel G. M. Corps  
Executive Assistant

IMMEDIATE ACTION

AM 9 44  
O.M. Sup. Sect.  
MAY 27 1942  
O.S.D.  
Oakland, Calif.



8th Ind.

/el

Hq., San Francisco Port of Embarkation, Ft. Mason, Calif., May 26, 1942.  
TO: Quartermaster, Overseas Supply Division, Oakland, Calif.

For compliance with 2nd indorsement through this office.

By command of Brigadier General GILBREATH:



*H. Pengelly*  
H. PENGELLY,  
Capt., A G D,  
Asst. Adjutant.  
Recorded

PHOTO SECTION

~~QM-201, Davis, Esterline~~ 9th Ind.  
Q.M. Supply Sect., Overseas Supply Div., San Francisco Port of Embarkation  
(Oakland Branch), Oakland, Calif. July 1, 1942. TO: Transportation Service,  
Hq. Services of Supply, Washington, D. C. THRU: Commanding Officer, San  
Francisco Port of Embarkation, Fort Mason, Calif.

1. In compliance with 2nd Ind., basic communication, it is desired to state that the policy of this office is to adhere strictly to the directive forbidding racial discrimination. Employees handling personnel matters are familiar with this policy, and it is not believed that Miss Carroll or Miss Whitfield is guilty of any discriminatory acts with regard to the application of Miss Davis.

2. In substantiation of statement of policy of this office contained in paragraph 1, wish to state further that this office employs, under Indefinite War Service Appointment, a colored man in the capacity of Jr. Administrative Assistant, CAF-7, \$2600 per annum. The aggregate civilian personnel of this section is approximately 2225, and of this number only two employees hold higher ratings than CAF-7.

3. Pertinent facts relating to Miss Davis' employment application are:

a. On February 21, 1942 application for employment was filed with the office of the Quartermaster Supply Officer of the San Francisco General Depot. The Quartermaster Supply Officer, San Francisco General Depot, was Col. F. J. Riley, now Commanding Officer of the California Quartermaster Depot. Attention is invited to Col. Riley's 4th Ind., basic communication.

b. The office of the Quartermaster Supply Officer, San Francisco General Depot, existed until April 16, 1942 and was then separated into two activities, i.e., the Quartermaster Supply Section, Overseas Supply Division, San Francisco Port of Embarkation (Oakland Branch), and the California Quartermaster Depot.

c. During the latter part of February of this year the Port Quartermaster at this port, located in a separate building, was hiring colored women for janitorial work, and it had been necessary for the reception clerk to direct

1942 JUL 4 AM 10:33

JUL 13 AM 9 44

U.S. DEPARTMENT OF AGRICULTURE  
WASHINGTON, D.C.

OFFICE OF THE  
SECRETARY

THE SECRETARY OF AGRICULTURE

WASHINGTON, D.C.

U.S. DEPARTMENT OF AGRICULTURE  
WASHINGTON, D.C.

SECRET

101

QM-201, Davis, Esterline

9th Ind. (Cont'd)

JUL 8 1942

such applicants to the proper office. Hence, she asked "janitress?" merely by way of ascertaining type of employment desired, and not with discriminatory intent.

d. On February 21, 1942 there were two active Civil Service certificates totaling 50 names available, and such eligibles were being contacted for the purpose of filling vacancies. Because of the fact that heavy demands by governmental agencies often result in speedy exhaustion of Civil Service certificates, applications were being accepted for file against the time when no Civil Service eligibles would be obtainable. Miss Davis' application is at present on file and will be given consideration, together with others, at such time as occasion warrants.

4. Since the activation of this Section on April 16, 1942, only nine CAF-2 Jr. Clerk, or Jr. Clerk Typist appointments have been made outside Civil Service certificates. Successful applicants have, by reason of education or experience, or both, possessed qualifications distinctly superior to those of Miss Davis.

*Milton O. Boone*  
MILTON O. BOONE  
Colonel, Q.M.C.  
Quartermaster Supply Officer

201. Davis, Esterline

10th Ind.

/mw

Hq., S. F. Port of Embarkation, Port Mason, California, July 4, 1942. To: Chief of Transportation Service, Washington, D. C.



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C.M.A.  
RECORDED

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SPTEP 201-PC Davis, Esterline

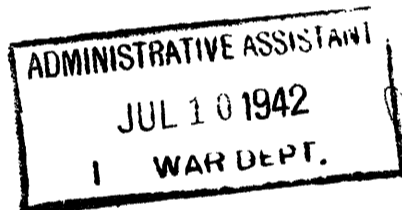
11th Ind.

LNB/bc

War Department, Transportation Service, Washington, D. C., July 9, 1942.  
To: The Administrative Assistant, Office of the Secretary of War.

1. Attention is invited to reports rendered in the preceding  
4th and 9th indorsements.

For the Chief of Transportation:



*H. F. Carl*  
H. F. CARL  
Captain, A.U.S.  
Civilian Personnel

(Davis, Esterline) 12th Ind.  
War Department, Office of the Secretary, July 10, 1942  
To: Civilian Aide to the Secretary of War

mfb/vh

Forwarded.

By authority of the Secretary of War:

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

JUL 19 11 5 44

U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION  
WASHINGTON, D. C.

MEMORANDUM FOR THE DIRECTOR

DATE: 7/19/44

RE: [Illegible] (D- [Illegible])

[Illegible]

(Davis, Esterline) 12th Ind.  
War Department, Office of the Secretary, July 10, 1942  
To: Civilian Aide to the Secretary of War

wfb/vh

Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

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

April 25, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Esterline Davis, 923 Magnolia Street, Oakland, California, alleging racial discrimination against her in her effort to secure employment as a clerk-typist at the Administration Building, Fort Mason, Port of Oakland, California.

Her complaint states as follows:

On February 21, 1942, I applied for work as a typist clerk at the Administration building at the Port of Oakland. I was accompanied by Miss Nelline Smith (Negro) and Mrs. Evelyn Hanson (white). At the information desk where we stopped to inquire as to the direction of the Personnel Department, I was asked by the clerk the type of work I wished to file for, and not waiting for my answer, the clerk said "janitress". I corrected her and we were allowed to proceed to Miss Carrol's office. As we entered the office, we saw women seated all around the tables filling out application blanks. At the desk, I asked Miss Whitehead for an application blank stating the type of work I was applying for; she stated that they were not accepting applications as everyone had to be referred to them from the Civil Service Commission. I answered that I knew for a fact that they were employing people with no Civil Service status and asked why she was being discriminatory. Reluctantly, she gave the blank to me, and said, if I chose, I could take a typing test then and there, which I did and passed, after which this same clerk told me to speak to Miss Carrol, who told me they were only taking people referred by Civil Service, yet white women were constantly filing applications.

Miss Smith also took the test and when she had finished, Miss Whitehead told her she had done

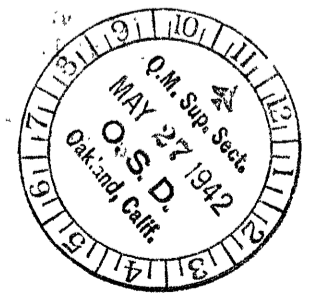
1001 Davis Esterline

1134



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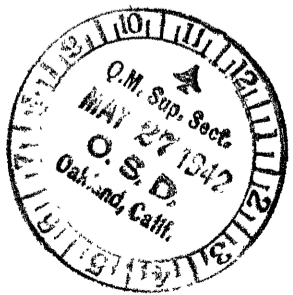
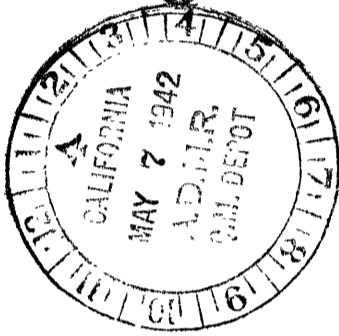
Director of Civilian Personnel and Training  
April 25, 1942  
Page 2

so well, and turning to Miss Hanson, said, "I don't know about you, but these two girls (myself and Miss Smith) will have to be certified by the Civil Service Commission."

In a subsequent communication addressed to the President's Committee Miss Davis stated that the three white girls with whom she worked were employed with no referral from the Civil Service Commission. She said that Mrs. Evelyn Hanson had not been placed but that Mrs. Florence Zimmerman (presumably white) had been placed through the United States Employment Service.

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 Federal employees?

*William H. Hastie*  
Civilian Aide to the Secretary  
of War



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1st Ind.

*A. J. S. v*

mfb/vh

April 27, 1942

War Department, Office of the Secretary  
To: Commanding General, Services of Supply

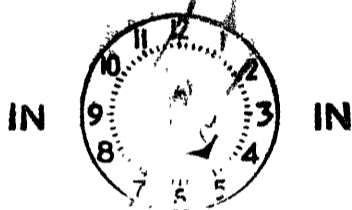
- 1. For investigation and report to this Office.

By authority of the Secretary of War:

APR 28 42 PM

*Wm. H. Kushnick*

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

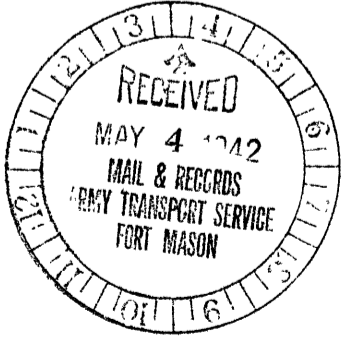


HEADQUARTERS  
SERVICES OF SUPPLY

SPRYA/201 (Davis, Esterline) 2nd Ind.  
 War Department, Transportation Service, Headquarters, Services of  
 Supply, Washington, D. C., April 29, 1942. To: Superintendent,  
 Army Transport Service, San Francisco, Port of Embarkation, Ft. Mason,  
 California. Through Commanding General.

For investigation and report to this office at the earliest  
practicable date.

For the Chief of Transportation Service:

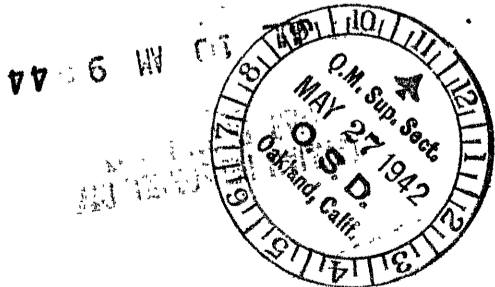
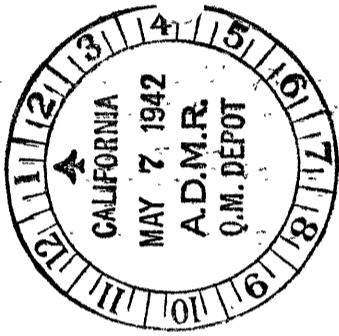


*Alexander Corey*

ALEXANDER COREY,  
Captain, Field Artillery,  
Assistant Chief, Personnel Division.

*201 Davis, Esterline*

ARMY TRANSPORT SERVICE  
*ADD 222*



April 25, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Esterline Davis, 923 Magnolia Street, Oakland, California, alleging racial discrimination against her in her effort to secure employment as a clerk-typist at the Administration Building, Fort Mason, Port of Oakland, California.

Her complaint states as follows:

On February 21, 1942, I applied for work as a typist clerk at the Administration building at the Port of Oakland. I was accompanied by Miss Nelline Smith (Negro) and Mrs. Evelyn Hanson (white). At the information desk where we stopped to inquire as to the direction of the Personnel Department, I was asked by the clerk the type of work I wished to file for, and not waiting for my answer, the clerk said "janitress". I corrected her and we were allowed to proceed to Miss Carrol's office. As we entered the office, we saw women seated all around the tables filling out application blanks. At the desk, I asked Miss Whitehead for an application blank stating the type of work I was applying for; she stated that they were not accepting applications as everyone had to be referred to them from the Civil Service Commission. I answered that I knew for a fact that they were employing people with no Civil Service status and asked why she was being discriminatory. Reluctantly, she gave the blank to me, and said, if I chose, I could take a typing test then and there, which I did and passed, after which this same clerk told me to speak to Miss Carrol, who told me they were only taking people referred by Civil Service, yet white women were constantly filing applications.

Miss Smith also took the test and when she had finished, Miss Whitehead told her she had done

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7  
Director of Civilian Personnel and Training  
April 25, 1942  
Page 2

so well, and turning to Miss Hanson, said, "I don't know about you, but these two girls (myself and Miss Smith) will have to be certified by the Civil Service Commission."

In a subsequent communication addressed to the President's Committee Miss Davis stated that the three white girls with whom she worked were employed with no referral from the Civil Service Commission. She said that Mrs. Evelyn Hanson had not been placed but that Mrs. Florence Zimmerman (presumably white) had been placed through the United States Employment Service.

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 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

April 17, 1942

DAVID SARNOFF  
EARL B. DICKERSON  
PHILIP MURRAY  
MARK ETHRIDGE

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

Dear Judge Hastie:

This office has received a complaint from Miss Esterline Davis, 923 Magnolia Street, Oakland, California, that she has been discriminated against on the basis of her race in her efforts to secure employment as a typist-clerk at the Administration building, Fort Mason, Port of Oakland. Her statement follows:

On February 21, 1942, I applied for work as a typist clerk at the Administration building, at the Port of Oakland. I was accompanied by Miss Nelline Smith (Negro) and Mrs. Evelyn Hanson (White). At the information desk where we stopped to inquire as to the direction of the Personnel Department, I was asked by the clerk the type of work I wished to file for, and not waiting for my answer, the clerk said "janitress". I corrected her and we were allowed to proceed to Miss Carroll's office. As we entered the office, we saw women seated all around the tables filling out application blanks. At the desk, I asked Miss Whitehead for an application blank, stating the type of work I was applying for; she stated that they were not accepting applications as everyone had to be referred to them from the Civil Service Commission. I answered that I knew for a fact that they were employing people with no Civil Service status and asked why she was being discriminatory. Reluctantly, she gave the blank to me, and said, if I chose, I could take a typing test then and there, which I did and passed, after which this same clerk told me to speak to Miss Carroll, who told me they were only taking people referred by Civil

(over)





Service, yet White women were constantly filing applications.

Miss Smith also took the test and when she had finished, Miss Whitehead told her she had done so well, and turning to Miss Hanson, said, "I don't know about you, but these two girls (myself and Miss Smith) will have to be certified by the Civil Service Commission.

I also applied for an application at Moores Shipyard and was instructed to go to the Federal Employment Agency to file an application blank and be interviewed.

At the Federal Employment Agency I was not interviewed or allowed to file an application blank, but was told that an order for Moores had probably just been filled and if and when they had work in my line, I would be notified. When I asked how they what my line of work was without an interview, I was told "by the code number on your I-D card."

Miss Davis stated in a subsequent communication that the approximate date of the occurrence is February 23 or 24. She applied at the Main office in San Francisco where she was told that she must be referred from the Civil Service Commission, but three white girls with whom she worked were placed with no referral from the Commission. She stated further that Mrs Evelyn Hanson had not been placed but that Mrs. Florence Zimmerman (presumably white) had and this was through the United States Employment Service.

Will you kindly have this matter investigated and a report furnished this office upon completion of your investigation? Will you also furnish this office with information as to the number of Negroes employed, and their various classifications and their proportion to the total number of employees at Fort Mason?

Sincerely yours,

*George M. Johnson*

George M. Johnson  
Assistant Executive Secretary

December 9, 1942

Mr. Lawrence W. Cramer  
Executive Secretary  
President's Committee on  
Fair Employment Practices  
10th and U Streets N. W.  
Washington, D. C.

Dear Mr. Cramer:

On October 7, 1942 you forwarded to this office the complaint of Miss Olivia Denmark of Berkeley, California, alleging that racial discrimination was practiced against her in her effort to secure employment as a typist in the Regional Engineer's Office, Identification Section, Army Base, Oakland, California.

The report of the investigation into this complaint has now been received. It states as follows:

1. This report shows no evidence of Miss Denmark having applied for a position in the Regional Engineer's Office, Identification Section, Army Base, Oakland, California. The Mr. Johnson mentioned in your letter as the one Miss Denmark contacted in this case does not recall the incident. It is also to be noted that Mr. Johnson has never been authorized to handle personnel matters as this responsibility is vested solely in the Personnel Section.

2. There have been few vacancies for typists in the Regional Office during the last three months due to a sharp curtailment of activities. A survey of employment shows that approximately 15% of both the government and contractors' personnel at this station are reported to be colored.

3. As evidenced from the preceding facts, it is apparent that there has been no violation of the directives regarding racial discrimination. Contrary to the allegation, it is likewise apparent that the fullest cooperation has been given in the employment of colored personnel.

Your attention is invited to the fact that Miss Denmark made no allegation that she ever applied or was certified by the Civil Service Commission for a position at this Post. The Committee may wish, however, to check this report with her.

Sincerely yours,

Assistant Civilian Aide to the Secretary  
of War

*Handwritten signature*  
K. J. P.

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L  
201 Denmark, Olivia  
(10-12-42)

November 28, 1942.

MEMORANDUM FOR THE SECRETARY OF WAR:  
(Attention: Judge William H. Hastie,  
Civilian Aide to the Secretary of War)

Subject: Alleged Racial Discrimination.

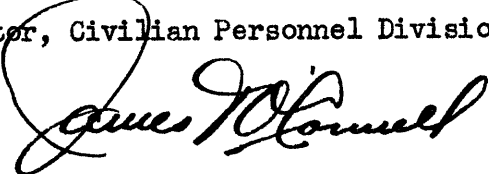
1. The incident alleging racial discrimination against Miss Olivia Denmark as covered in your letter of October 12, 1942, has now been investigated and a report on the case received.

2. This report shows no evidence of Miss Denmark having applied for a position in the Regional Engineer's Office, Identification Section, Army Base, Oakland, California. The Mr. Johnson mentioned in your letter as the one Miss Denmark contacted in this case does not recall the incident. It is also to be noted that Mr. Johnson has never been authorized to handle personnel matters as this responsibility is vested solely in the Personnel Section.

3. There have been few vacancies for typists in the Regional Office during the last three months due to a sharp curtailment of activities. A survey of employment shows that approximately 15% of both the government and contractors' personnel at this station are reported to be colored.

4. As evidenced from the preceding facts, it is apparent that there has been no violation of the directives regarding racial discrimination. Contrary to the allegation, it is likewise apparent that the fullest cooperation has been given in the employment of colored personnel.

For the Director, Civilian Personnel Division:

  
JAMES T. O'CONNELL,  
Lt. Colonel, General Staff Corps,  
Acting Chief,  
Labor Relations Branch.



NOV 30 42 PM



WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

October 12, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply,  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Olivia Denmark, Berkeley, California, alleging that racial discrimination was practiced against her in her effort to secure employment as a Typist at the Regional Engineer Office, Identification Section, Army Base, Oakland, California.

Miss Denmark states that she talked over the telephone with a Mr. Johnson concerning openings for typists at that post; that he informed her that typists were very badly needed and asked her to come to his office to file an application, but when she informed him that she was colored, he told her that it would be useless for her to file an application because he was not hiring colored. Miss Denmark states that she has a Civil Servicing rating.

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

Civilian Aide to the Secretary  
of War

*Checked*  
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2815 California Street  
Berkeley, California  
September 22, 1942

President Franklin D. Roosevelt:

Dear Sir:

I am writing this letter in regard to the hiring of Colored Women at the Reginal Engineers Department Identification Section Oakland Army Base.

I spoke to a Mr. Johnson in charge of the department concerning openings for typists. Mr. Johnson informed me that he needed typists very badly and for me to come to his office and file an application but when I informed Mr. Johnson that I was colored he said that it would be useless for me to file the application because he was not hiring colored.

I have passed the Civil Service Test for typists and Ninty (90). I would like to know why Colored Women aren't being hired if they are qualified?

Selective Service don't reject our boys because they are colored. They too answers the call to arms and fight on the Front Lines the same as the White Boys, why can't their Colored Women be given work the same as the White Women?

We all live in the same world and breath the same air, so why can't we all work together?

Very truly

/s/ Olivia Denmark

276

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

Date October 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 Miss Olivia Denmark of Berkeley, California, under date of September 22, 1942, charging discrimination against the War Department.

It is requested that this matter be investigated and that the Committee on Fair Employment Practice be furnished a report on it.

Sincerely yours,

*Lawrence W. Cramer*

Lawrence W. Cramer  
Executive Secretary

*by*  
*George M. Johnson*

Enc.

5276

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

Date October 7, 1949

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 Olivia Denmark of Berkeley, California, under date of September 22, 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

Enc.



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2815 California Street  
Berkeley, California  
September 22, 1942

President Franklin D. Roosevelt:

Dear Sir:

I am writing this letter in regard to the hiring of Colored Women at the Reginal Engineers Department Identification Section Oakland Army Base.

I spoke to a Mr. Johnson in charge of the department concerning openings for typists. Mr. Johnson informed me that he needed typists very badly and for me to come to his office and file an application but when I informed Mr. Johnson that I was colored he said that it would be useless for me to file the application because he was not hiring colored.

I have passed the Civil Service Test for typists and Ninty (90). I would like to know why Colored Women aren't being hired if they are qualified?

Selective Service don't reject our boys because they are colored. They too answers the call to arms and fight on the Front Lines the same as the White Boys, why can't their Colored Women be given work the same as the White Women?

We all live in the same world and breath the same air, so why can't we all work together?

Very truly

/s/ Olivia Denmark

E

September 30, 1942.

Mr. William J. Edwards, Jr.,  
1720 Germantown Street,  
Dayton, Ohio.

Dear Mr. Edwards:

I am in receipt of a supplemental report of investigation into your complaint and in view of the fact that you resigned from your position as an Under Clerk, CAF-1, I fear there is nothing that may be done in your behalf. I regret that you saw fit to resign.

If you were not given a release upon acceptance of your resignation, making you eligible for immediate reemployment, you may wish to talk with Mr. James F. Wright, Manager of the Civilian Personnel Field Office at Wright Field, about both the matter of your obtaining a release and the possibility of your reemployment by some other unit at that post.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Copy  
7/27/42*

September 30, 1942.

Mr. William J. Edwards, Jr.,  
1720 Germantown Street,  
Dayton, Ohio.

Dear Mr. Edwards:

I am in receipt of a supplemental report of investigation into your complaint and in view of the fact that you resigned from your position as an Under Clerk, CAF-1, I fear there is nothing that may be done in your behalf. I regret that you saw fit to resign.

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Sincerely yours,

Civilian Aide to the Secretary  
of War

DO NOT DETACH THIS SLIP

Return accompanying papers to  
Room 3503 Munitions Building  
~~REPRODUCTION BY THE BUREAU OF THE ARMY~~

OFFICE OF THE UNDER SECRETARY OF WAR

Date August 18, 1942

Subject: Letter from William J. Edwards, Jr., 8/11/42,  
enclosing newspaper clipping on the inefficiency  
and mismanagement in our war effort. - *deserves*  
*employment*

To: DIRECTOR OF PERSONNEL

- 1.....Necessary action.
2.  Necessary action and direct reply.
- 3.....Nec. action and prep. of reply for sig. of the Under Secy. of War.
- 4.....Nec. action and prep. of reply for sig. of the Executive.
- 5.....Preparation of memo. to enclose with reply.
- 6.....Preparation of memo. on which to base personal reply.
- 7.....Remark and recommendation.
- 8.....Notation and filing or return.
- 9.....Notation and return through B. & L. P. Branch.

By direction of the Under Secretary of War:

BASIL D. EDWARDS  
Colonel, Infantry  
*BDE*  
Administrative Officer

AUG 18 1942



WAR DEPARTMENT  
OFFICE OF THE  
UNDER SECRETARY

1720 Kernmantown Street  
Dayton, Ohio  
August 12, 1942

Honorable Robert P. Patterson, Under-Secretary of War  
The United States War Department  
Washington, D.C.

My dear Mr. Patterson:

I am sending herewith an editorial in today's Dayton Herald and a letter to the editor. These confirm what was said in my last letter to you from which I did not receive an answer.

In that letter, I called your attention to my effort to secure employment whereby I might work at maximum efficiency and do something really worthwhile in our war effort. I spoke of loafing, waste of time and money and discrimination.

I was not needed to do the work of a 16 year old boy and I resigned to apply for a position in which I might put my education and experience to good use.

Now I have been told that I could not be re-instated when there are plenty of places I could be of real service. One Captain told me he thought I could do a fine job in his department.

113 32

I wish to repeat that I could take less than half  
the people in my former unit and do twice the work. In  
the other half that traps could be used where their services  
would be needed. I hope I may be given a chance to  
do something.

I do not believe you, Mr. Stinson or President  
Roosevelt condone conditions at Wright Field. I do not  
believe you know about these conditions, but I have  
written them and so has the person who wrote that letter  
and hundreds and thousands of others know that what he  
and the editor said is too true. That person was earnest  
in what he said and so am I. As rich as my country  
is, it is not able to pay millions of dollars to  
knappers and people who do nothing to earn their pay. I  
consider such conditions as sabotage and treason and that  
whenever is responsible should be court-martialed.

With the hope that I may hear from you, I am

Sincerely yours,

William J. Edwards, Jr.



AUG 10 1932

## MUDDLING AT WRIGHT FIELD

When people talk about the way the war effort is being misdirected at the top, they express very violent opinions; but few of them are close enough to the top to have any first-hand information on what they are talking about. Only nearer the bottom, in shop or factory or at an Army field where workers can see inefficiency with their own eyes, can they substantiate charges of mismanagement.

Such a charge is made in a letter which appears in The Herald Letterbox today. Confirming the rumors and reports which have been heard for some time, the writer cites several instances of gross mismanagement at Wright Field, which is customarily referred to as a vital center of the war effort. When workers say that they have gone days at a time without being given any duties to perform, something is radically wrong. When other workers say that they could easily do their day's work in a single hour, something ought to be done.

What this writer has to say about inefficiency at Wright Field will not be news in Dayton, where everyone has heard the same thing from civilian workers at the field. The waste of money, the waste of time, the waste of effort are matters of such general knowledge that few persons will dispute the writer's contention that with proper management the total personnel could be cut in half and still turn out more work than is being completed today. And though his statement that "it would not be fair to place any great part of the blame on the civilian personnel" might be disputed by those who say too many workers are loafing on the job, good management would get rid of the deadheads and not worry about replacing them.

Whether the situation at Wright Field is typical of conditions which prevail throughout the country is a matter of conjecture. It seems reasonable to suppose, however, that if the government cannot speed up the war effort at an Army air corps field it is not likely to secure the best results at war centers further removed from official control. Certainly nothing could inspire greater production in the war plants of Dayton and the Miami Valley than some sign that Army officials are trying to secure a modicum of efficiency at Wright Field.

## The

### Inviting Defeat

To the Editor of The Herald:

It is a little difficult to believe we are facing defeat. This is a great nation—its resources are virtually unlimited; its people are inventive and courageous. Yet we are facing defeat.

Why? It certainly isn't because of the people. They have rushed to the task. They have enlisted in the armed services, they have flocked to the defense plants, they have given of their time to civilian defense agencies. It's not because of the people. The trouble lies where trouble always lies—in the leadership.

One of the largest defense centers in the nation is Wright Field. Yet this great field, a vital part of military power, is a cross-section of inefficiency and gross mismanagement.

I think it would not be fair to place any great part of the blame on the civilian personnel of the field. The blame more properly belongs upon the management and leadership. Yet it is true that there is less than 50 per cent efficiency at this all-important army center. The total personnel could be cut in half and with proper management turn out more work than is completed today by the mismanaged force. A nationally known efficiency expert told me last week he had had an opportunity to observe most of the departments in action and that he would state that more than 95 per cent of the offices were working far below maximum capacity.

I have spoken with workers who have gone days at a time without any duties at all. I have spoken with others who say that an eight hour working day often means only about an hour of actual work.

Is it any wonder our national production is lagging? Is it any wonder we piddle along while Russia is being destroyed? Our leadership is failing. The people have not failed nor will they fail but the leaders of the people are bringing about failure.

I have direct contact with one Wright Field office. There are four officer leaders with direct authority over this office. Of the four, only one achieves anything approaching efficiency and the others not only fail to work themselves but, worse, fail to provide their subordinates with work. Unfortunately, there are not opportunities for initiative at army controlled offices. These offices are almost totally dependent on leadership and they are not receiving that leadership.

I have reason to believe that the leadership at Wright Field is typical of the leadership throughout the nation. If this is true, then sometime before it is too late the President should examine that leadership and get rid of the deadwood that is leading the greatest nation in the world to destruction.

—AMERICAN.

SECRETARY'S OFFICE  
AG 27 1042  
WAR DEPARTMENT

W  
2017 2 D Bernantown Street  
Dayton, Ohio  
August 23, 1942

My dear Mrs. Roosevelt:

I am writing to you because I am well aware of your of your sympathetic understanding of the problems faced by a member of a minority group in this great land of ours.

Formerly, I was employed as an Under Clerk - CAFI at Wright Field here. Recently, there appeared in the daily papers here letters and editorials protesting against inefficiency, waste and mal-administration practices there. I sent two or three clippings to the President along with a letter citing the injustice I had suffered there. It was to escape prejudice, discrimination and persecution that I resigned through fear of being fired - through no fault of my own. I am therefore asking if you will not bring my case to the President's attention so that I may have an opportunity to contribute my time and talent to the war effort.

With every good wish and thanks in advance for whatever you may do for me, I am

Most sincerely yours,  
William J. Edwards, Jr.

4th Ind.

August 24, 1942.

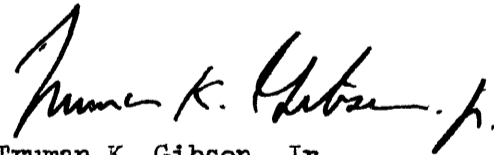
War Department, Office of the Civilian Aide to the Secretary of War  
To: The Director of Civilian Personnel and Training

1. Mr. Edwards has been advised of the report of the investigation into his complaint and in answer to the statements contained in the report he denies that he absented himself from his place of duty and falsified the records relative to such absences.

2. He alleges discriminatory treatment in that he was watched and other employees in his unit were not, and that he was persecuted to the extent that he had to resign "to keep from being fired for no other reason than that I am a Negro."

3. Attached hereto are a copy of Judge Hastie's letter of August 13, 1942, to Mr. Edwards advising him of the report of the investigation, and Mr. Edwards's letter of August 17, 1942, in reply thereto.

4. May the basic communication and indorsements be forwarded to the Civilian Personnel Field Office at Wright Field, Dayton, Ohio, with request that Mr. Edwards be interviewed and an independent investigation be made to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?



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



1720 Berrantown Street  
Dayton, Ohio  
August 17, 1942

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

My dear Sir:

I am in receipt of your letter dated August 13, 1942, and I must regrettably state that if my case has been investigated, the results are disappointing to say the least.

I did not claim at any time that my work had been outstanding. There was nothing to do in my mind most of the time and no ability was required to perform my duties there. Indeed it could have been creditably done by a first grade graduate.

I did not claim to have been assigned to a CAF 4 position. I claimed to have passed the examination for CAF 4.

On one occasion I was signed out to the rest room, and on my way back, I stopped in Drafting to get a job being checked there. This prevented my making two trips upstairs at saved time. I did not over step my limit of 10 minutes. On the other occasion I stopped by the Chief's office to tell him I was tired of loafing and wanted something to do to earn my salary.

There was hardly a day but that someone in my mind did not go out somewhere without signing out. I called this to the attention of my immediate superior, but this was not

reported to the office. Two white men in this unit came to work interested, but they were not reported. I was watched, but others were not. A member of our unit was detailed to watch me all the time and to report the slightest mistake I made of any kind. This was not done to the other employees. There were people in that unit who failed to pass the clerk examination, but they have been promoted. Yet, I passed the examination for CAF-4 and could not get a re-classification, transfer or promotion.

I was persecuted to the extent I had to resign to keep from being fired for no other reason <sup>than</sup> that I was a nigger and that the head of my sub unit was a fascist-minded, ignorant, selfish, prejudiced man.

I seriously question the integrity of a Colonel who is little enough to say he would not transfer me because I appealed to the Commanding General. I had tried for several months to get some justice through this Colonel. So, if inquiries were made only of the fascist-minded people from my immediate superior to the Chief of Air's Personnel at Wright Field, I am not greatly surprised at the result. I had hoped that a real investigation would be made, that I might have had the opportunity to name witnesses, that you might have consulted some of the intelligent people of integrity in my department, that an examination of all my correspondence would have been made and that I might have had an opportunity to face the people involved.

The quality and quantity of my experience was above that of any man in my unit. This unit resented a negro and always resents culture. I was the ablest college man in the group. White college men graduates are not given that kind of job.

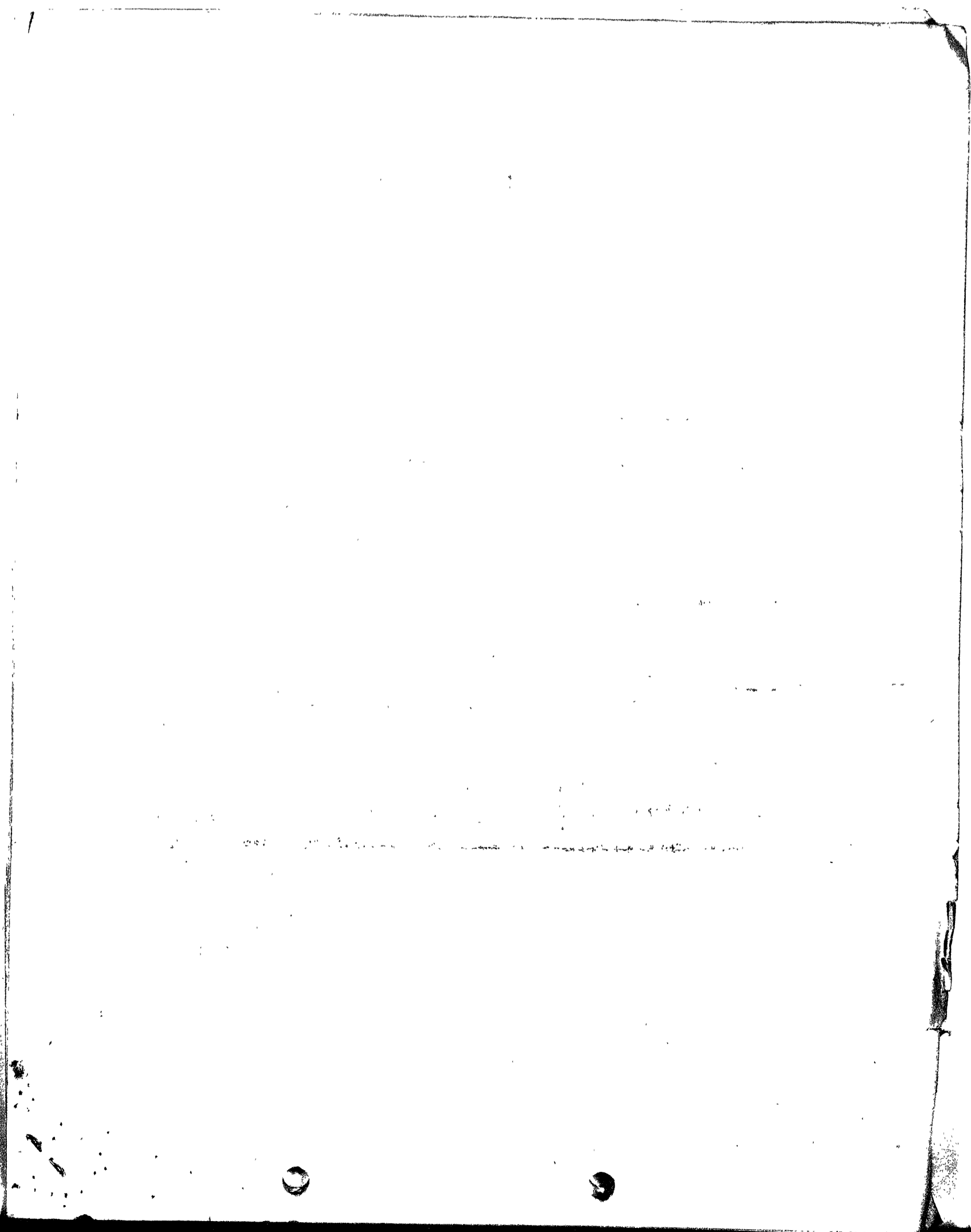
I appealed to Colonel Murphy for reinstatement in some other unit at the Field. I tried to withdraw my resignation and this was disallowed. He pretended not to have received my letter. It was however finally established that my letter was received in ample time for him to act upon my plea before my resignation was sent to Washington. In fact, Separations Unit held up my papers several days at my request.

I wrote to Judge Patterson last week again and also to President Roosevelt - explaining the situation as I have done in this letter and sending clippings from the Washington Daily Herald which tell about conditions at the Field.

With good wishes and the hope that a real investigation will be made, I am

Sincerely yours,  
William J. Edwards, Jr.





August 13, 1942.

Mr. William J. Edwards, Jr.,  
1720 Germantown Street,  
Dayton, Ohio.

Dear Mr. Edwards:

Your letter of June 29, 1942, addressed to Judge Robert P. Patterson, the Under Secretary of War, alleging that racial discrimination was practiced against you in the matter of promotion in your employment at Wright Field, was referred to me.

An investigation of your complaint has been made. The report of the investigation states that the Section wherein you are now employed as an Under Clerk, CAF-1, did not see fit to recommend you for a higher position and stated that the quality of your work was in no way outstanding and that you did not deserve special consideration over other employees in the same pay bracket.

The report also states that during your period of duty at Wright Field you have not demonstrated in the performance of your duty the capacity to justify reclassification; that there exists no evidence of your ever having been assigned to a CAF-4 position, and that positions at Wright Field are all filled in accordance with regulations, either by certification from the Civil Service Commission or by recommendation for reclassification.

It is also stated that you have absented yourself from your place of duty and falsified the records relative to such absence.

In these circumstances, you may wish to take up with the Civil Service Commission the matter of your certification to a higher position, for which you have qualified through Civil Service examination. You may also wish to discuss your work in your present position with your immediate supervisor.

Sincerely yours,

Civilian Aide to the Secretary  
of War

C  
O  
P  
Y

WAR DEPARTMENT  
OFFICE OF THE UNDER SECRETARY  
Washington, D. C.

July 8, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

There has been referred to this office the complaint of Mr. William J. Edwards, Jr., 1720 Germantown Street, Dayton, Ohio, addressed to the Under Secretary of War. Mr. Edwards alleges that racial discrimination was practiced against him in the matter of promotion.

He states that he has been employed as an Under Clerk at Wright Field for more than six months; that five months ago he became eligible, through examination, for promotion to Clerk, CAF-4, but he was not promoted, first, because of a rule made in January against transfers and, second, because there were no vacancies. He asserts that neither reason is valid because employees have been transferred continually and hundreds of persons have been added to the personnel as Assistant Clerks and Clerks at Wright Field. Mr. Edwards also alleges that he was informed that his chief had assigned him to a CAF-4 position but changed his mind because he resented his appeal to the Commanding Officer.

Mr. Edwards further states that he has a college degree, has done some graduate work; taught high school for eleven years and also served as the executive secretary of a welfare agency. He adds that "I do not know a white man on the Field with my background who makes less than \$2500 a year. They can be promoted and transferred, but I cannot. This is unfair and unjust."

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

/s/ William H. Hastie

Civilian Aide to the Secretary  
of War

(Edwards, William J., Jr.)

1st Ind.

mfb/vh

War Department, Office of the Secretary, July 10, 1942.  
To: Chief of Army Air Forces

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

(Edwards, William J. Jr.)

2nd Ind.

JUL 15 1942

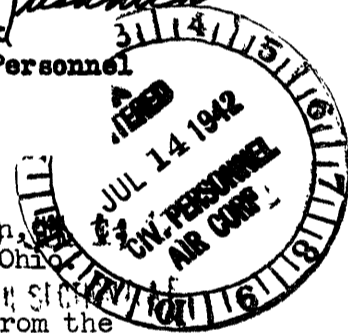
War Department. Headquarters of the Army Air Forces, Washington, D. C.  
To: Commanding General, Materiel Center, Wright Field, Dayton, Ohio

1. There is attached a copy of letter dated July 8, 1942 from the Civilian Aide to the Secretary of War, signed by William H. Hastie, concerning the case of William J. Edwards, Jr., which is self-explanatory. It will be greatly appreciated if you will make a full investigation of the facts pertaining to this case and later submit a report of your findings to this office at your earliest convenience.

By command of Lieutenant General Arnold;

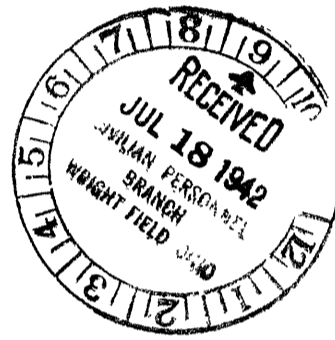
GORDON E. CLARK  
Lieutenant Colonel, Army Air Forces  
Chief, Civilian Personnel Division

*Kermit E. Goodner*  
KERMIT E. GOODNER  
2nd Lt., Army Air Forces



*pel*

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(RECORDED) [illegible] [illegible] [illegible]

(Edwards, William J. Jr.)

3rd Ind. 20

War Department, Army Air Forces Materiel Center, Wright Field, Dayton, Ohio.  
July 21, 1942. To: Commanding General, Army Air Forces, Washington, D. C.

1. After a full investigation of all the facts in the case in question, the following report is submitted:

a. On December 18, 1941, Mr. Edwards accepted temporary appointment as an Under Clerk, CAF-1, pending certification of a civil service eligible. Said appointment, in accordance with the United States Civil Service Commission's War Service Regulations, was converted to a War Service appointment on March 16, 1942.

b. Mr. Edwards alleges qualifications of a CAF-2, 3, and 4. However, the Section wherein he is now employed as an Under Clerk, CAF-1, did not see fit to recommend him for a higher position and stated that the quality of his work as a CAF-1 was in no way outstanding and therefore he did not deserve special consideration over other employees in the same pay bracket. Further, the Civil Service Commission has not certified Mr. Edwards' name for appointment to Wright Field in any grade.

c. A review of the records indicates that Mr. Edwards has a college degree and has done graduate work, teaching high school for eleven years. However, it further establishes that his entire experience in a clerical field, as stated over his signature, was one and one-half years' service with the Black Belt Improvement League Inc. at a stipulated salary of \$50.00 per month, covering the periods January 1930 to June 1930 and September 1930 to August 1931, described in one statement as general office work and in another statement as secretary to the president doing general office work, making speeches, and keeping records and files. This experience was gained 12 years ago.

d. During his period of duty at Wright Field he has not demonstrated in the performance of his duty the capacity to justify reclassification. There exists no evidence of Mr. Edwards ever having been assigned to a CAF-4 position. Positions at Wright Field are all filled in accordance with regulations, either by certification from the Civil Service Commission or by recommendation for reclassification originating from the several employing units.

e. Further investigation reveals that Mr. Edwards has absented himself from his place of duty and has falsified the records relative to such absence - all to the prejudice of good order and military discipline.



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MARSHAL COMMAND  
AIR FORCE  
WASHINGTON, D.C.

RECEIVED

(Edwards, William J. Jr.)  
7-21-42

2. It is the opinion of this office that as far as positions existing at Wright Field, Mr. Edwards is now employed in a position to his fullest capacity and that there exists absolutely no evidence of any discrimination in the case in question, and, were his request complied with, it would be of a preferential nature.

For the Commanding General, Army Air Forces Materiel Center:

  
G. L. USHER,  
Colonel, Air Corps,  
Administrative Executive.

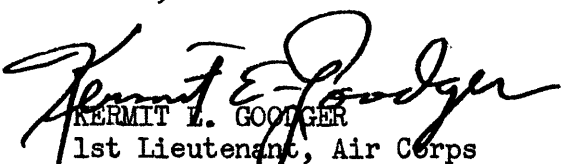
4th Ind.

War Department, Headquarters of the Army Air Forces, Washington, D. C. **AUG 3 1942**  
To: Office of the Secretary of War, Washington, D.C. Attention: Mr. Wm.  
H. Kushnick, Director of Civilian Personnel and Training.

1. For compliance with your request, please refer to the 3rd Indorsement.

For the Commanding General, Army Air Forces:

GORDON E. CLARK  
Lieutenant-Colonel, Air Corps  
Chief, Civilian Personnel Division

  
HERMIT L. GOODGER  
1st Lieutenant, Air Corps  
Acting Chief, Personnel Relations Div.




AUG 4 AM 8 58

(Edwards, William J., Jr.) 5th Ind.  
War Department, Office of the Secretary  
To: Civilian Aide to the Secretary of War  
Forwarded.

mfb/vh  
August 6, 1942

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

WAR DEPARTMENT  
CIVILIAN PERSONNEL DIVISION  
WASHINGTON, D. C.

August 27, 1942

MEMORANDUM TO: Mr. Persons, Chief of Field Office  
Section

SUBJECT: Alleged Discrimination of William J.  
Edwards, Jr.

1. On July 10, 1942, this office received from Judge Hastie, Civilian Aide to the Secretary of War, copy of a letter from William J. Edwards, Jr., alleging discrimination in his employment at Wright Field, Dayton, Ohio.

2. This letter was indorsed through channels to Wright Field for complete investigation and report. The report was forwarded to Judge Hastie.

3. Further correspondence has been received from Mr. Edwards, both in our office and in Judge Hastie's office. Mr. Edwards has requested a further investigation of his case.

4. This office is transmitting the file of the case for investigation by the Civilian Personnel Division Field Office at Wright Field. It is requested that the facts in the case be ascertained and a report be made to this office.

*Millard F. Billings*  
Millard F. Billings, Chief  
Employee Relations Section

FOR DEFENSE



1st Ind.

wbc/elb

War Department, Civilian Personnel Division, OSW, August 29, 1942.  
To: Manager, Civilian Personnel Field Office, OSW, Garfield Building,  
4th & Jefferson, Dayton, Ohio.

1. Forwarded for compliance with request contained in basic communication.

*Edward B. Persons*  
Edward B. Persons  
Chief, Field Office Section

2nd Ind.

To: Chief, Field Office Section, Civilian Personnel Division, OSW,  
Washington, D. C. From: Civilian Personnel Field Office, OSW, Garfield  
Building, Dayton, Ohio. September 16, 1942.

1. In compliance with request contained in basic communication there is transmitted the report of investigation conducted by me from September 1 through the present.

2. There is attached an original and two copies of conversation between myself and Mr. Edwards, which I had on September 1, which will indicate the extent of evidence I was able to obtain from Mr. Edwards.

3. After having this typed I contacted Colonel H. Y. Smith, Chief, Civilian Personnel Branch, Wright Field and had him review the testimony. Both of us agree that Mr. Edwards did not make out a clear case of discrimination although I further agree that the fact that the employee was shadowed was rather unusual and called for some explanation.

4. We then had a conference with Colonel Brownfield, who at the time of Mr. Edwards employment was Chief of the section. Colonel Brownfield called in a Mr. Duvall and a Mr. Holzen together with another employee who were familiar with Mr. Edwards work. These employees were questioned as to whether Edwards was followed and it was admitted by them that he had been followed and an employee assigned to keep an eye on him. The reasons for such an assignment were that Mr. Edwards, according to their information, was not producing satisfactorily and they suspected him of wasting a considerable amount of time and they had knowledge that in one instance at least he had gone to see Colonel Cook, Colonel Brownfield's superior, and made statements to the effect that the unit was poorly run, that he was not busy and that his full capacities were not being utilized.

5. Colonel Brownfield admitted that there were days when the unit would not be fully occupied. The nature of their work was such that there would be peak loads and depressions. He stated, however, that during peak loads all of the employees were well occupied.

6. The watching of Mr. Edwards was felt to be administratively necessary in view of the fact that he was apparently signing out to go to the men's room or some similar place and then spending his time running around to other sections looking for a transfer, or was spending his time loafing or complaining to persons other than his immediate superiors. All of the parties concerned denied flatly that the assignment of an employee to observe Mr. Edwards activities was based upon racial prejudice.

7. In support of their contention Colonel Brownfield advised me that after Mr. Edwards had gone outside of channels to talk to Colonel Cook he instructed Mr. Edwards supervisor to put him on work where his productivity could be checked. It was this period that Mr. Edwards complains about being

(cont'd)

2nd Ind.

worked so hard that he had no time to catch his breath. There is enclosed a mimeographed work record indicating the time the employee spent on various assignments, which seems to indicate that these assignments were not completed with any marked degree of proficiency.

8. My general impression of Mr. Edwards was very good. However, I have not had him as an employee and am in no position to evaluate his qualities as a worker. It is certain, however, that Mr. Edwards, shortly after his appointment, began negotiating for a raise or transfer and continued to do this sometimes through channels and sometimes outside of channels up to the time that he resigned. His reprimand for going outside of channels was, of course, wholly in order and his supervisors may be justified in their feeling that his anxiety for promotion in view of the six months rule, which is fairly well observed at the Materiel Center, was rather hasty.

9. My own personal conclusion is that there is no definite evidence of racial discrimination here as a large number of other negro employees are employed at the Field in technical and professional jobs as well as in custodial jobs. The flat statement of Colonel Brownfield that he had issued emphatic orders that there should be no such discrimination may in my opinion be taken at face value. What I believe has occurred is that Mr. Edwards, who is undoubtedly an intelligent man, was not content with relatively simple work and being ignorant of Army channels sought to improve his position by violating these channels. When reprimanded for this he may have concluded that he would have no opportunity for advancement in that organization and sought transfer elsewhere. His failure to achieve transfer was originally due to the fact that no openings were available, but probably at a later date was due to the fact that he had made something of a nuisance of himself by repeatedly insisting that he be heard. As evidencing his activities he wrote letters to General Vanaman, Colonel Brophy, Mr. Hedley, President Roosevelt, Judge Hastie and Under-Secretary of War, Patterson. I think for all his intelligence he may possibly have a persecution complex. In view of that fact that I have not been able to unearth a definite evidence of racial discrimination and in view of that fact that his transfer or promotion as far as the records show was not denied because of racial discrimination, but first because he was not eligible by not having served six months and later by there being no openings, I would recommend that the case be closed.

  
James F. Wright  
Field Office Manager.

CONVERSATION BETWEEN MR. WRIGHT AND MR. EDWARDS ON SEPTEMBER 1st.

Mr. W. - I notice that in the correspondence sent back on your case from Wright Field, they make these points:

- a. The first point is that you were subject to surveillance of an individual acting under instructions of the Chief of Unit.
- b. Another point is the administration of the signing rule.
- c. On one occasion a couple of men arrived in an intoxicated state and were not discharged.
- d. You were ignored for promotion although rated eligible for promotion.
- e. You were persecuted to the extent that you felt you had to resign to escape discharge.

Mr. E. - I was followed everytime I went out of the office to the rest room or vault by John (Jack) M. Williams.

Mr. W. - When did this assignment of a shadow take place?

Mr. E. - Immediately following the separation of my Unit Chief, Don Schilling. Mr. Williams was assigned by Don Mead to follow me.

Mr. W. - How long did he follow you before you got him to admit this?

Mr. E. - About four days.

Mr. W. - Did he continue to follow you after he admitted it?

Mr. E. - He did but he didn't come directly to the place where I was but was in a position to see me at all times. After our conversation he came directly to the same place.

Mr. W. - Did he say that he was definitely assigned to follow you?

Mr. E. - Mead and Holzen told him to watch me. He didn't tell me why but said that Don Schilling had a lot of things against me and I asked Mead. At first he denied he had Williams watching me. Mead said he was having him watch everybody. I said he couldn't watch everybody.

Mr. W. - Did he ever admit having Williams watching just you?

Mr. E. - He said everyone was watched.

Mr. W. - Did he state for what purpose?

Mr. E. - No.

Mr. W. - You stated that Mr. Williams admitted to Mr. Wisner in the vault that he was watching you. Did he continue to watch you until the time of your separation.

Mr. E. - I would say yes.

Mr. W. - Did he volunteer this information or how did you find it out?

Mr. E. - I told him what I had undergone as a result of going to checking room and he said that somebody asked him everytime I was out whether I was in the vault.

Mr. W. - On the occasion that you signed out for the rest room and stopped at the checking desk, were you reprimanded in writing for doing this in writing.

Mr. E. - Yes, it was in writing.

Mr. W. - You state that you noticed that a number of other employees on certain occasions left the room without signing out as far as you know.

Mr. E. - Yes, Williams was one. Ethel Hughes is the girl who can tell you about it.

Mr. W. - Do you know for a fact that he was not reprimanded for such failure to sign out.

Mr. E. - I never heard him called down and I told Mr. Holzen and he didn't say anything about it. He tried to pretend Mr. Williams always signed out. I caught Williams in the act and he never sent Williams name in for not signing out. My friends told me that Williams and others do go out and don't sign. I think that every person in the unit will admit that at sometime during the day they forget to sign out.

Mr. W. - Did you ever leave the room and sign out for one purpose and go for another purpose?

Mr. E. - I don't remember.

Mr. W. - You state that a couple of men were intoxicated?

Mr. E. - Mr. Joseph Frye and Mr. Teagarden. I was absent from work that day but two people told me about it the next day. Both were trying to get out of that Unit. We had rather similar problems and they were discontent because there were two or three fellows doing nothing but making good salaries. They told me everybody in the place knew it and also in the vault. Witnesses to this were Mrs. Jean Karch, Mrs. Bea Harris, Charles Wray and Ethel Hughes.

Mr. W. - You state that you were more or less persecuted into resigning to escape discharge. In addition to reasons already given what things do you believe would make you feel that you would have to resign.

Mr. E. - After my Unit Chief heard that I had reported our inactivity he started me doing work of another department. Practically the same kind of work except it was working with a different type of Van Dyke.



He started me doing work and I couldn't get a breathing spell after he heard that I made a report of our inactivity. He had me working where no one else was working.

Mr. W. - Do you think he made an effort to give you assignments to keep you busy?

Mr. E. - Yes I do. Not that I objected to working but the others could have shared it with me.

Mr. W. - When did you first present your resignation and they refused to accept it?

Mr. E. - I tried it first time about a month and a half before July 23rd and they would not accept my reasons.

Mr. W. - How many times did you present that resignation?

Mr. E. - Two.

Mr. W. - On July 23rd did you specify the date of August 1st as your last day of work.

Mr. E. - Yes.

Mr. W. - Why didn't you give two weeks notice.

Mr. E. - Had I thought that the situation would be as difficult as it has been I would have done so. Just before that I got the notice telling me that I was reprimanded for disobeying rules and other things. I felt it was enough to make me discontent. Everytime I went to Colonel Brophy or anybody trying to get a transfer, some kind of notice was sent prohibiting employees from doing that sort of thing.

Mr. W. - Would you give me a description of your job?

Mr. E. - I worked in Procurement Data Unit in Specifications Branch. The functions of my work were to fill orders that come down for blueprints. Usually each order call for eight prints. First we would go and look in the index books and get all the possible data on that particular drawing then go into the vault and pull Van Dykes and take them up to the checking unit for checking and printing. After printing the Van Dykes were returned to the vault. The prints would be presented to a man in our Department to see that all material was there.

Mr. W. - Did some of these orders involve pulling quite a few?

Mr. E. - Yes they did.

Mr. W. - There is a charge made by Colonel Brophy that you were assigned to find material and couldn't find it in two hours. Another man found it in one hour.

Mr. E. - Someone with more experience could find those prints. Sometimes

they are taken out of the vault and lost. May be in drafting without a card. When I came to this job some of the fellows who had been there longer didn't tell you all the possible places drawings might be. Sometimes you might go for a month or more and they told you something you had not known before and maybe in another month they would tell you something new. The work wasn't hard at all. It didn't require much intelligence. A person needed only to follow simple instructions.

- Mr. W. - You made a number of efforts to obtain a reclassification or transfer.
- Mr. E. - I started back in December. About the last of December I asked my immediate superior what the chances were of getting out of there. I asked him the possibility of getting other work later on. I started trying to get other work. My immediate superior didn't care about advancing anybody. It seems to me his position kind of went to his head. I was told he spent some time in an institution.
- Mr. W. - Under the rule they had at the field a person wouldn't be eligible for promotion for six months which would be by June 18th in your case.
- Mr. E. - There was a man there by the name of Holzman and it was generally known that he was promoted in three months time.
- Mr. W. - I imagine that is done. What I think is true, however, is that the promotions in less than six months are more the exception to the rule than the rule. In other words, there is no way to do this unless you have been assigned to work of a higher grade. There is no evidence of discrimination in that they refused to promote you before June 18th. Had they violated a fixed rule it would have been more apparent. After June 18th you were eligible for promotion. It is going to be hard to prove discrimination on the grounds that you were refused promotion or transfer within approximately a month and a half. I think also you made an error in going to see Colonel Cook by going over your superior's head. I don't know of a single instance where that happens where they don't sort of mark it down as a probable trouble-maker. Opposing the facts you have already given were any other direct comments or statements made to the effect that they would give you no consideration and weren't going to listen to you any longer.
- Mr. E. - Holzen told me there was no hope of promotion unless somebody quit.
- Mr. W. - Has anyone ever specifically indicated to you that they would not promote you because they did not like your race or color. How do you think is the best way of bringing these facts out?
- Mr. E. - I don't think the best way would be to go to these people in a group

but to talk to them casually and I don't think they would object to admitting the situation.

Mr. W. - Would you want to go back to Wright Field and work.

Mr. E. - I don't mind working at Wright Field or any place I could be of some service but wouldn't want to go back to the same Unit.

JOB	LOT NO.	DATE STARTED	DATE FINISHED	TIME SPENT	NO. OF DWT.	REMARKS
VAULT	65035	7-21-42	7-24-42	2 Days	1 STD SHT	Which was available 7-16-42.
VAULT	44733	7-23-42	7-24-42	2 Days 1 Hrs.		Drawings being changed - Not Completed
A.F.F.	43-480	7-24-42	7-24-42	25 Min.	1 Spec. 9 Copies	Req. was not filled out complete
A.F.F.	43-489	7-24-42	7-24-42	5 Hrs. 20 Min.	3 Dwg.	
VAULT	XL-20004	7-24-42	7-25-42	2 Hrs. 15 Min.	1 Dwg.	Job was done with help of Riffie.
VAULT	XL-22763	7-25-42	7-27-42	2 Days 4 Hrs.	7 Dwg.	
VAULT	XL-16689	7-27-42	8-1-42	5 Days 1 1/2 Hrs.	379 Dwg.	Not finished. 50 Drawings short.

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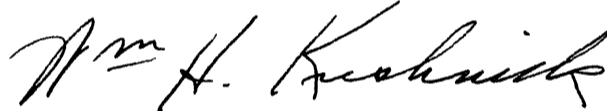
*Richard L. Halgen*

5th Ind.

fh/jh

War Department, Office of the Secretary, C.P.D.      September 21, 1942  
To: The Civilian Aide to the Secretary of War

1. Forwarded.
2. The Field Office Section in this Division requests that this report be not sent to Mr. Edwards.



Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

August 13, 1942.

Mr. William J. Edwards, Jr.,  
1720 Germantown Street,  
Dayton, Ohio.

Dear Mr. Edwards:

Your letter of June 29, 1942, addressed to Judge Robert P. Patterson, the Under Secretary of War, alleging that racial discrimination was practiced against you in the matter of promotion in your employment at Wright Field, was referred to me.

An investigation of your complaint has been made. The report of the investigation states that the Section wherein you are now employed as an Under Clerk, CAF-1, did not see fit to recommend you for a higher position and stated that the quality of your work was in no way outstanding and that you did not deserve special consideration over other employees in the same pay bracket.

The report also states that during your period of duty at Wright Field you have not demonstrated in the performance of your duty the capacity to justify reclassification; that there exists no evidence of your ever having been assigned to a CAF-4 position, and that positions at Wright Field are all filled in accordance with regulations, either by certification from the Civil Service Commission or by recommendation for reclassification.

It is also stated that you have absented yourself from your place of duty and falsified the records relative to such absence.

In these circumstances, you may wish to take up with the Civil Service Commission the matter of your certification to a higher position, for which you have qualified through Civil Service examination. You may also wish to discuss your work in your present position with your immediate supervisor.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Returned to R.P.T.*

*Carroll  
copy put on  
file with date  
COFED*

4th Ind.

August 24, 1942.

War Department, Office of the Civilian Aide to the Secretary of War  
To: The Director of Civilian Personnel and Training

1. Mr. Edwards has been advised of the report of the investigation into his complaint and in answer to the statements contained in the report he denies that he absented himself from his place of duty and falsified the records relative to such absences.
2. He alleges discriminatory treatment in that he was watched and other employees in his unit were not, and that he was persecuted to the extent that he had to resign "to keep from being fired for no other reason than that I am a Negro."
3. Attached hereto are a copy of Judge Hastie's letter of August 13, 1942, to Mr. Edwards advising him of the report of the investigation, and Mr. Edwards's letter of August 17, 1942, in reply thereto.
4. May the basic communication and indorsements be forwarded to the Civilian Personnel Field Office at Wright Field, Dayton, Ohio, with request that Mr. Edwards be interviewed and an independent investigation be made to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

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

July 31, 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 communication of July 22, 1942, forwarding to this office the complaint of Mr. William J. Edwards, Jr., 1720 Germantown Street, Dayton, Ohio, alleging that racial discrimination was practiced against him in the matter of promotion at Wright Field.

Mr. Edwards wrote directly to the Under Secretary of War under date of June 29, 1942, and on July 8 this office requested an investigation of his complaint. As soon as a report is received, you will be advised.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Put copy from  
P. C. into this  
envelope  
COFEP  
-E-*



35276

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

Date 7/22/42

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. William J. Edwards, Jr. of 1720 Germantown Street, Dayton, O., under date of 6/29/42, 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 by George H. Johnson*  
Lawrence W. Cramer  
Executive Secretary

Enc.

C  
O  
P  
Y

1720 Germantown Street  
Dayton, Ohio  
June 29, 1942

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

My dear Mr. Johnson:

I have received your letter with enclosed instructions for making complaint.

Here are the facts in my case: I came to Wright Field December 17, 1941. At that time, I was told the only opening was for an Under-Clerk, CAF1, but I was told that later there would be other openings. In January, I took the examination for Clerk CAF4 and received a passing grade, and have tried incessantly since then to be given work according to my rating.

My work has been satisfactory and I cannot see why they will not promote or transfer me. In refusing my request for transfer, the Chief of Civilian Personnel said it could not be done because of a bulletin issued in January. Yet, other people were transferred and they are still being transferred; the second reason was that there were no vacancies. Yet they hire clerks practically every day. One June 15, Mr. Cunningham, one of the clerks in the Personnel Department, told me that the Chief of Personnel had me assigned for CAF4, but when he learned that I had appealed to the Commanding Officer for justice, he became offended and cancelled the order. I was astonished that a man in such a responsible position should make such a statement.

I hold an A.B. degree from Talladega College, and have also studied at Boston University and the University of Michigan, the New England Conservatory and Alabama State Teachers' College. I have taught high school subjects at Laninburg(?) Institute, North Carolina; Dub Bois High School, Mt. Hope, W.Va.; Central High School, Louisville, Kentucky, and taught for two years at West Kentucky Industrial College, Paducah, Kentucky. Also, I was executive secretary of the Black Belt Improvement League - a social welfare agency at Snow Hill, Alabama.

My background is one of culture and refinement. I get along well with people and always do my best at my work. I do not know one white man at the Field with an equivalent background, who receives a salary less than \$2,000 a year.

White men are transferred and promoted, but I don't know but one Negro who has been promoted. There is a college professor here with his Master of Arts degree doing janitor work. My own work does not require any ability or education, but I am qualified for a job that does, but cannot get it because I am a Negro. Even Saturday, June 27, Major Marshall tried to intimidate me for coming to his office to see what could be done about my case. His office was the logical one for me to contact.

I shall be very glad to cooperate with your office in any way that I may to have this injustice corrected.

Sincerely yours,

/s/ William J. Edwards, Jr.

July 8, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

There has been referred to this office the complaint of Mr. William J. Edwards, Jr., 1720 Germantown Street, Dayton, Ohio, addressed to the Under Secretary of War. Mr. Edwards alleges that racial discrimination was practiced against him in the matter of promotion.

He states that he has been employed as an Under Clerk at Wright Field for more than six months; that five months ago he became eligible, through examination, for promotion to Clerk, CAF-4, but he was not promoted, first, because of a rule made in January against transfers and, second, because there were no vacancies. He asserts that neither reason is valid because employees have been transferred continually and hundreds of persons have been added to the personnel as Assistant Clerks and Clerks at Wright Field. Mr. Edwards also alleges that he was informed that his chief had assigned him to a CAF-4 position but changed his mind because he resented his appeal to the Commanding Officer.

Mr. Edwards further states that he has a college degree, has done some graduate work; taught high school for eleven years and also served as the executive secretary of a welfare agency. He adds that "I do not know a white man on the Field with my background who makes less than \$2,500 a year. They can be promoted and transferred, but I cannot. This is unfair and unjust."

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

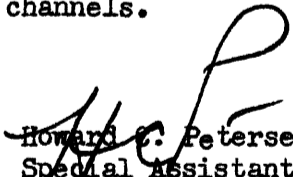
Civilian Aide to the Secretary  
of War

Carroll  
COFEP

TRANSMITTAL SLIP

TO: Judge Hastie  
Room 2064

I attach hereto a letter from Mr. William J. Edwards, Jr., a Negro employee at Wright Field, charging that he has been discriminated against in the matter of promotion. I assume you will want to have this investigated through your usual channels.

  
Howard C. Petersen  
Special Assistant to  
Under Secretary

Incl.  
Let to RPP fr W.J.Edwards, Jr.  
6/29/42

DATE: July 3, 1942

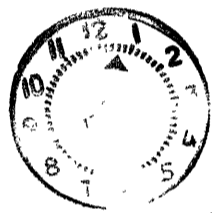
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HOWARD C. PETERSEN  
Special Assistant to the  
Under Secretary of War

Munitions Bldg.  
Room 3050

Extensions  
5348 5349

JUL 1 10AM



WAR DEPARTMENT  
OFFICE OF THE  
UNDER SECRETARY

Mr. Patterson

1720 Berrantown Street

Dayton, Ohio

June 29, 1942

JUL 1 12 PM

Honorable Robert P. Patterson, Under-Secretary of War  
The War Department  
Washington, D.C.



MAIL AND TELEPHONE  
WAS STOPPED BY  
MRS. J. C. ...

My dear Mr. Patterson:

I am writing to you because I do not believe it is the policy of our great nation to discriminate against a man just because he is a Negro.

I have been employed here at Wright Field for more than six months as an Under-Clerk. Five months ago, I passed the examination for Clerk CAFY, but they will not transfer or promote me to a position in keeping with my rating, training and experience.

At first, my transfer was refused because of a ruling made in January; it was refused a second time because there were no vacancies, and the third time (I was told by a clerk in the Personnel Department) because I appealed to the Commanding officer for justice.

None of the reasons were valid because people have never ceased to be transferred and they are being transferred now. The second is not true because hundreds of people have been hired as clerks and assistant clerks. The third reason is not valid because the Constitution gives to

every citizen the right of appeal. This same Clerk in the personnel told me that the Chief had me assigned to a CAF4 position but changed his mind just because he got angry because I appealed to the Commanding officer. I was astonished at a statement such as that coming from a man in such a responsible position. I thought all of us here here to help him the war and not to engage in petty personal things.

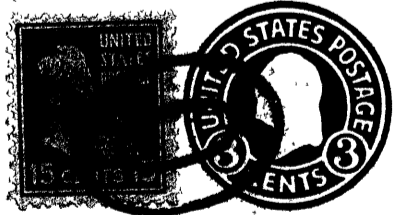
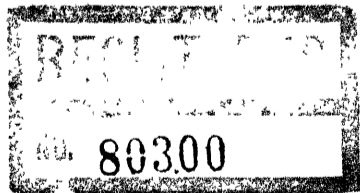
I have a college degree, have done some graduate work, taught high school for eleven years and was executive secretary of a social welfare agency. It does not make sense for me to be doing the work of a ten year old boy. I want a job according to my ability, background and education and not according to my race. I want to be where I might be of the maximum benefit to my country. There are many such places for me at Wright Field, but I can not get there because I am a Negro and for no other reason. This is unfair and unjust. I do not believe that is the policy of our great nation, and I feel that I am being denied the opportunity to be of some real service.

I do not know a white man on the field with my background who makes less than \$2,500 a year. They can be promoted and transferred, but I can not. This is unfair and unjust. I want to use my effort, thought and energy to help the Axis and not to fight injustice and downright prejudice. I have tried for six months to get a chance, and now I appeal to you with the hope that you will correct this injustice at once.

With every good wish and my patriotic desire to be of greater service to my country, I am

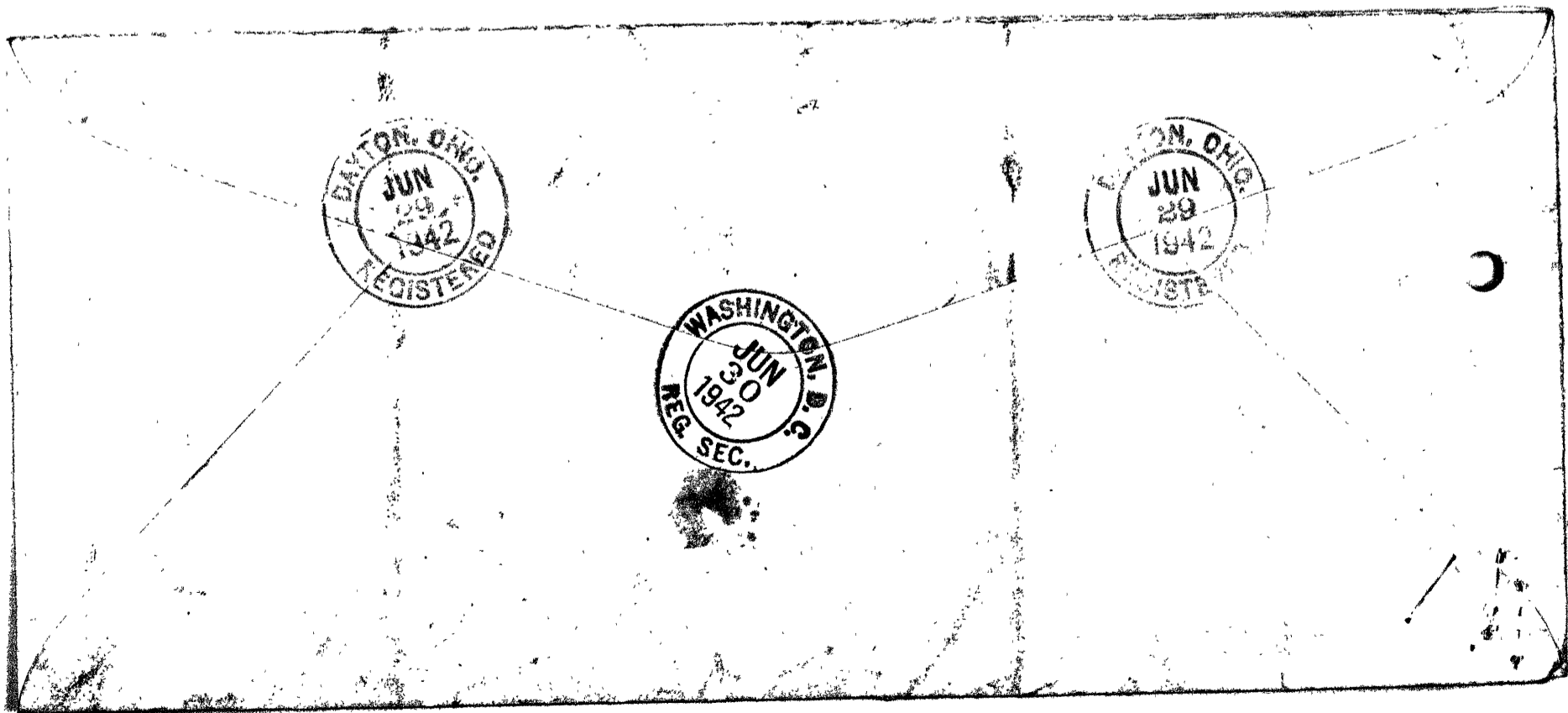
Yours respectfully,  
William J. Edwards, Jr.

1720 Belmont Street  
Dayton, Ohio  
Wm. J. Edwards, Jr.



Honorable Robert P. Patterson, Under-Secretary of War  
The War Department  
Washington, D. C.







F

September 9, 1942.

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

Dear Mr. Johnson:

Receipt is acknowledged of your letter of September 4, 1942, forwarding to this office the complaint of Miss Janet R. Foster, 168 Quitman Street, Newark, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a File Clerk with the Newark Signal Corps Inspection District.

Before action is taken on her complaint this office would like to be advised: (1) whether Miss Foster called at the Signal Corps office in Newark in response to a request to report for an interview as the result of certification by the Civil Service Commission; and (2) whether she knows that other persons, whom she says were interviewed and employed while she was present, were employed as File Clerks.

In the absence of this additional information, I fear that her affidavit is insufficient to make out a prima facie case of racial discrimination.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Carded  
Cof. F.  
"F"*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE FOR EMERGENCY MANAGEMENT  
**WAR MANPOWER COMMISSION**

WASHINGTON, D. C.

Chairman  
PAUL V. McNUTT  
FEDERAL SECURITY ADMINISTRATOR

September 4, 1942

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

Dear Sir:

This office has received an affidavit from Miss Janet F. Foster, a Negro, 168 Quitman Street, Newark, New Jersey that she was unable to secure employment with the Signal Corps, United States Army, 303-309 Washington Street, Newark, New Jersey.

She states that on July 8, 1942, she applied in person at the above-named office for a position as File Clerk. She was advised by letter on July 19, 1942, by Cap't Ensmen, Executive Officer, Newark Signal Corps Inspection District, that although her application was considered, the vacancy was cancelled and no selection was made. She claims, however, that other persons were interviewed while she was present and were employed. She states, further, that no colored persons were employed by the Signal Corps in positions other than porters.

Will you kindly have this matter investigated and a report furnished this office upon the completion of such an investigation?

Sincerely yours,



George M. Johnson  
Assistant Executive Secretary



6



November 17, 1942.

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

Dear Mr. Cramer:

On September 10, 1942, you forwarded to this office the complaint of Mr. Earl M. Gibson, 6006 Vernon Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure employment as a receiving clerk at the Municipal Airport, Chicago.

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

The undersigned officer (Major Herbert R. Conover, Air Corps, District Air Freight Terminal Officer) interviewed at the office of the Civil Service Commission, New Post Office Building, Chicago, Illinois, on or about July 9, 1942, approximately twenty (20) applicants for positions to be filled at the Air Freight Terminal office, which was being organized at that time and later located on Municipal Airport, Chicago.

All applications, of which about 30% were colored, were interviewed by the undersigned in the presence of Mr. Banyski, an official of the U. S. Civil Service Office.

The undersigned officer did not tell Mr. Gibson nor any other colored applicant that "he met all requirements but that his being colored was the drawback because all employees were white", as indicated in basic communication. The writer remembers that one of the colored applicants was extremely sullen and took a very antagonistic attitude during the interview. He was told at the conclusion of the interview, by the undersigned, he

*Carved  
C. J. S.*

Mr. Lawrence W. Cramer  
November 17, 1942  
Page 2

would not be employed because of this attitude. This may or may not have been Mr. Gibson. After interview with this applicant the undersigned discussed the applicant's attitude with Mr. Benyski and it was agreed that it was a strange circumstance when a man looking for a job would apparently do what he could to keep from getting it.

It is felt that the writer's attitude toward employment of colored help for this terminal is indicated by the fact that two of the colored applicants were hired as result of these interviews.

In view of the conflict between Mr. Gibson's allegations and the statements contained in the report, and the fact that Mr. Gibson's interview took place in the presence of a representative of the Civil Service Commission, the Committee may wish to make its own further independent investigation.

Sincerely yours,

Civilian Aide to the Secretary  
of War

SPKOG 201 - Gibson, Earl M. (I) (CP) 6th Ind.

Hq. 6th Serv. Comd., SOS, Chicago, Illinois, October 31, 1942. TO:  
Hq., SOS, Civilian Personnel Division (attention: Director Civilian  
Personnel, Col. Alexander R. Heron, AUS) Wash., D. C.

1. Complying with 3rd Indorsement.

2. Inviting attention to 5th Indorsement in which Major Hubert R. Conover, A. C. states: that he was the interviewing and employing officer for the Army Air Freight Terminal, Municipal Airport, Chicago, Illinois held at Headquarters Civil Service Commission, Post Office Building, Chicago, Illinois on or about July 9, 1942; that he interviewed approximately 20 applicants for such jobs and that he employed two colored applicants and that Earl M. Gibson was not one of the applicants employed; and that he did not tell Mr. Gibson or any other applicant that "he met all requirements but that his being colored was a drawback because all employees were white."

For the Commanding General:

NOV 16 3 2 PM

*Walter R. Jeffrey*  
WALTER R. JEFFREY,  
Colonel, G. S. C.,  
Chief, Civilian Pers. Br.

WAR DEPARTMENT  
SERVICES & SUPPLY  
CIVILIAN PERSONNEL

1783



SPGC-C 201 - Gibson, Earl M.

7th Ind.

JCS/jg

Hq., SOS, CPD, November 10, 1942 - to Office, Secretary of War, Attention:  
William H. Hastie, Civilian Aide to the Secretary of War.

1. Herewith in 5th indorsement is report of investigation as requested in your memorandum of September 18.

2. Inasmuch as 2 colored persons were hired at the time of the alleged racial discrimination, there appears to be no evidence of any violation of directives prohibiting racial discrimination in employment.

For the Director, Civilian Personnel Division:

NOV 11 12 AM



3 001

WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

*Alexander R. Heron*

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

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

September 18, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Earl M. Gibson, 6006 Vernon Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure employment as a receiving clerk at the Airport.

Mr. Gibson states that the Illinois Free Employment Service sent him to the offices of the Sixth Service Command, New Post Office Building, Chicago, for employment as a receiving clerk at the Airport; that a Mr. Bisinski took his application and arranged an interview; that he was interviewed by a Major Connolly, who told him that he met all requirements, but that his being colored was the drawback because all of the employees were white. He further states that Major Connolly told him that he would do all that he could to find him a place where he would be accepted.

Inasmuch as there is a Civilian Personnel Field Office in Chicago, may the facts in this case be investigated by the Manager of that office to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

*William H. Hastie*  
Civilian Aide to the Secretary  
of War

③ Mr 261 Gibson-Earl

7

(9-18-42)

SEP 19 PM 4 40

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

1st Ind.

tbn:vb

1/2/42

Office, Secretary of War, Civilian Personnel Division, September 24, 1942.  
To: Headquarters, Army Air Forces, Civilian Personnel Division.

For investigation and report direct to the Office of the  
Civilian Aide to the Secretary of War.

863025 SEP 25 42

CENTRAL MAIL SECTION AAF

By authority of the Secretary of War:

*Wm H. Kushnick*

Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

Gibson, Earl M.

2nd Ind.

AFPCP-E  
JEW - LMF

War Department, Headquarters of the Army Air Forces, Washington, D.C.  
TO: War Department, Services of Supply, Washington, D.C.

OCT 6 1942

1. For investigation and report in compliance with the 1st Ind.

For the Commanding General, Army Air Forces:

OCT

*Earl M. Gibson*

GORDON E. CLARK,  
Lt. Colonel, Air Corps,  
Chief, Civilian Personnel Division.

*Henry E. Jenkins, Jr.*

HENRY E. JENKINS, JR.,  
Major, Air Corps.

HEAD

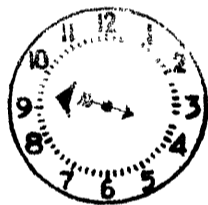
SPGC-C 201 - Gibson, Earl M. 3rd Ind. JCS/B/j

Hq., SOS, CPD. Washington, D. C. October 15, 1942. To: The Commanding General, Sixth Service Command (Attention: Director of Civilian Personnel)

For investigation and report to this headquarters.

For the Director, Civilian Personnel Division:

OCT 15 42 PM



WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

*Alexander R. Heron*  
ALEXANDER R. HERON  
Colonel, AUS  
Chief, Civilian Personnel Branch  
Civilian Personnel Division

RECEIVED  
RV.COMM

SPKOG 201 - Gibson, Earl M. (I) (CF) 4th Ind.

Hq. 6th Serv. Comd., SOS, Chicago, Illinois. October 24, 1942. TO: Major Herbert R. Conover, C.A.C., Air Freight Terminal Officer, 3505 W. Warren Ave., Detroit, Michigan.

1. For information upon which to base a reply.
2. Investigation by this headquarters reveals that you interviewed applicants for positions with the Army Air Freight Terminal, Municipal Airport, Chicago, Illinois, and that Mr. Earl M. Gibson was an applicant for a position with that organization.

For the Commanding General:



*A. M. Richardson*  
A. M. RICHARDSON,  
Lt. Col., F. A.,  
Asst. Chief, Civ. Pers. Br.

SPKOG 201 - Gibson, Earl M.) 5th Ind.

HRC:mje

War Department, Materiel Center, Office of the District Supervisor, Central Army Air Forces Procurement District, 8505 West Warren Avenue, Detroit, Michigan. October 27, 1942. TO: Headquarters, 6th Service Command, SOS, Chicago, Illinois. Attention: Lt. Col. A.M. Richardson, Ass't. Chief, Civilian Personnel Branch.

1. Complying with request as per 4th indorsement.
2. The undersigned officer interviewed at the office of the Civil Service Commission, New Post Office Building, Chicago, Illinois, on or about July 9, 1942, approximately twenty (20) applicants for positions to be filled at the Air Freight Terminal office, which was being organized at that time and later located on Municipal Airport, Chicago.
3. All applicants, of which about 30% were colored, were interviewed by the undersigned in the presence of Mr. Bznyski, an official of the U. S. Civil Service Office.
4. The undersigned officer did not tell Mr. Gibson nor any other colored applicant that "he met all requirements but that his being colored was the drawback because all employees were white", as indicated in basic communication. The writer remembers that one of the colored applicants was extremely sullen and took a very antagonistic attitude during the interview. He was told at the conclusion of the interview, by the undersigned, he would not be employed because of this attitude. This may or may not have been Mr. Gibson. After interview with this applicant the undersigned discussed the applicant's attitude with Mr. Bznyski and it was agreed that it was a strange circumstance when a man looking for a job would apparently do what he could to keep from getting it.
5. It is felt that the writer's attitude toward employment of colored help for this terminal is indicated by the fact that two (2) of the colored applicants were hired as result of these interviews.

For the District Supervisor:



HERBERT R. CONOVER  
Major, Air Corps  
District Air Freight Terminal Officer

September 18, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Earl M. Gibson, 6086 Vernon Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure employment as a receiving clerk at the Airport.

Mr. Gibson states that the Illinois Free Employment Service sent him to the offices of the Sixth Service Command, New Post Office Building, Chicago, for employment as a receiving clerk at the Airport; that a Mr. Risinski took his application and arranged an interview; that he was interviewed by a Major Connolly, who told him that he met all requirements, but that his being colored was the drawback because all of the employees were white. He further states that Major Connolly told him that he would do all that he could to find him a place where he would be accepted.

Inasmuch as there is a Civilian Personnel Field Office in Chicago, may the facts in this case be investigated by the Manager of that office to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

Civilian Aide to the Secretary  
of War

*Conkey  
C. H. G.*



35276

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

Date September 10, 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. Earl M. Gibson of 6006 Vernon Ave., Chicago, Illinois, under date of August 30, 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 by George H. Johnson*  
Lawrence W. Cramer  
Executive Secretary

Enc.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICES

September 10, 1942

Mr. Earl M. Gibson  
6006 Vernon Avenue  
Chicago, Illinois

Dear Mr. Gibson:

This is to acknowledge receipt of your letter of August 30 in which you state that you are unable to secure employment at the 6th Corps Area Office of the War Department in Chicago because of your race.

This matter will be investigated and a report furnished you upon completion of the investigation.

Sincerely yours,

George M. Johnson  
Assistant Executive Secretary

Handwritten/  
M.A. Sullivan

C O P Y

Chicago, Illinois  
August 30, 1942

F.E.P.C.

Dear Sirs:

Am a veteran of World War #1, 46 years old and colored. On July 1st the Illinois Free Employment Service sent me to the 6th Corp Area Office in the New Post Office Bldg to get a job as receiving clerk at the Airport, which paid \$1620 a year.

A Mr. Bisinski who is in charge of the office of 6th Corps Area took my application and arranged for an interview. I was interviewed by a Major Connolly who told me that I met all requirements but my being colored was the only draw-back as the rest of the workers were white. He told me that he would do all he could to find a place where I would be accepted. Since the interview I went to see him who expressed approval of me for a position but I have heard no more from them.

I am well qualified for a position as receiving clerk, or any other clerical work and feel that I should have been given a chance as I have a Civil Service rating (government) having worked in the Chicago Post Office a number of years.

Am now on WPA and feel that I am wasting my time when there is such a need of manpower.

Am respectfully,

Earl M. Gibson  
6006 Vernon Avenue  
Chicago, Illinois  
Army Serial #3755760

C  
O  
P  
Y

1013 Jefferson Street  
Jacksonville, Florida  
January 29, 1942

Captain Cone  
Shoe Repair Department  
Camp Blanding, Florida

Dear Sir:

I am forced to hand in my resignation due to the fact I am fully experienced in shoe repairing. I can operate any of the following machines: Stitcher, Rough Rounder, Finisher and any other operation in the shop. Because of race prejudice, my promotion has been hindered. I have shown my skill and ability and it comes up to all approvals but all that I can get are frivolous appeases.

Respectfully

/s/ Earl Glover

*Earl Glover  
1/29/42*

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 25, 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 copy of a letter from L. A. Moyer, Executive Director and Chief Examiner of the United States Civil Service Commission to the Secretary of War, together with a copy of a letter written by one, Earl Glover to Captain Cone, Shoe Repair Department at Camp Blanding, Florida.

Mr. Moyer's letter to the Secretary of War refers to the War Department for appropriate consideration Mr. Glover's allegation that he has been discriminated against in connection with his promotion in the Shoe Repair Department at Camp Blanding, Florida solely because of his race.

I assume that this complaint will be referred to you and I am asking that you advise us of the results of the investigation of this particular complaint.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary

*earl  
COFER*

March 17, 1942

Refer File: GX:JPC:ARM

United States Civil Service Commission  
Washington, D. C.

Attention: Mr. L. A. Meyer, Executive Director & Chief Examiner

Gentlemen:

This will acknowledge receipt of your letter of February 12, 1942, concerning the case of Mr. Earl Glover of Jacksonville, Florida. Investigation of this case revealed the following facts:--

a. That Mr. Glover was employed as an Apprentice Shoe Repairman, temporarily, under Section 2, Rule VIII, at an entrance salary of \$960.00.

b. That on September 15, 1941, he was terminated in that position and re-employed the following day as Jr. Shoe Repairman, under Section 2, Rule VIII, at a salary of \$1080.00 (an increase of \$120.00 per annum).

c. That his employment was terminated on January 31, 1942, at his request.

d. That during the time of his employment at this station, the following sick leave was taken by Mr. Glover:

October 20th and 21st . . . . .	2 Days
November 14th, 15th, and 17th . . . . .	3 "
December 20th . . . . .	1 "
Total . . . . .	6 Days

e. That during the time of his employment at this station, the following annual leave was taken by Mr. Glover:

August 2th, 3th, and 4th . . . . .	3 Days
November 19th, 21st, 22nd, 24th, 25th, 26th, and 27th . . . . .	7 "
December 4th and 5th . . . . .	2 "
January 29th, 30th, and 31st, 1942 . . . . .	3 "
Total . . . . .	15 Days

March 17, 1942

1. That during the period of his employment at this station, the following days represent a period of time during which Mr. Glover, without previous arrangements of any kind, simply stayed away from his job:

August 25th, 26th, 27th, 28th & 29th . . .	5	Days
September 20th . . . . .	1	"
January 19th . . . . .	1	"
	<hr/>	
Total . . .	7	Days

The investigation into the case of Mr. Glover was greatly handicapped due to the fact that the Officer in charge of the G. & R. Repair Shop has been transferred to foreign service. However, investigation under the direction of Captain John G. Munoz and civilian employees working in the G. & R. Repair Shop reveals that there are only four positions paying a salary of \$1200.00 per annum that are higher than the job held by Mr. Glover; that these positions were filled prior to the employment of Mr. Glover, and since these men have demonstrated their ability to do this work, there has been no opening whatsoever in this department; and, therefore, it would have been physically impossible to promote Mr. Glover.

Since no person had been promoted above Mr. Glover, and in view of the fact that in less than three months he was promoted from Apprentice Shoe Repairman to Junior Shoe Repairman, there does not appear to be any evidence of racial discrimination in this case.

Very truly yours,

F. H. POWELL

F. H. Powell  
Acting Director of Personnel

cc—Judge Hastie, Civilian Aide  
to the Secretary of War.



August 14, 1942.

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

Dear Mr. Cramer:

On July 27, 1942, you forwarded to this office the complaint of Mr. Fred H. Goldsmith, Elmhurst, Long Island, New York, alleging that the MacFavish Preserves Company, Inc., Long Island City, New York, had been debarred from bidding on contracts to furnish the United States Army with marmalade because of the alien status of its shareholders. Under date of August 12, 1942, you advised me that this matter had been straightened out, but enclosed a copy of a letter addressed to the Committee by Hermann Spielmann & Son, Inc., New York, New York, inquiring whether it was debarred from securing orders from the Army Air Forces for parachute silk.

The report of the investigation into Mr. Goldsmith's complaint states that the Jersey City Quartermaster had attempted as early as May 28, 1942, to obtain a ruling from the General Counsel of the Treasury Department as to the status of the MacFavish Preserves Company, Inc., and that there is no justification for the statement in the complaint to the effect that Captain A. F. Walsh of the Jersey City Quartermaster Depot had told the company that "You are enemy aliens and as such not entitled to receive any Army orders" and "Don't send bids in any case for the duration of the war."

The report indicates that Captain Walsh informed Mr. Goldsmith on May 27, 1942, that it would be necessary to determine the status of his company with respect to the "Trading with the Enemy Act of 1917" before any further contracts could be awarded his company and that a few days later Captain Walsh had an interview with Mr. Ludwig Hall, one of the shareholders of the company, and instructed him not to forward bids on United States Army contracts until the status of his company was further clarified by its attorneys through the Treasury Department at Washington.

It was further indicated that Captain Walsh of the Jersey City Quartermaster Depot had no desire to refuse to award contracts to the MacFavish Preserves Company, Inc., but that he would not make such awards until it had been legally determined that the company

*Corrected  
copy sent to  
Cramer  
8/14/42*



Mr. Lawrence W. Gramer  
August 14, 1942  
Page 2

is not debarred from receiving War Department contracts under the terms of the "Trading with the Enemy Act of 1917" or Executive Order No. 8389 as amended.

I am advised that the responsibility for clearing up the status of potential War Department contractors with respect to these regular requirements is that of the company seeking War Department business and not the responsibility of the purchasing and contracting officer of the War Department.

I am also advised that under Executive Order No. 8389, of April 10, 1940, as amended, an individual domiciled and resident in the United States on the date indicated for a particular foreign country is not a national of such foreign country within the meaning of the Executive Order, provided, that such person's name does not appear on the proclaimed list of certain blocked nationals which may have been published pursuant to Proclamation of the President No. 2497, dated July 17, 1941. The Proclamation of July 17, 1941, provides that such lists of blocked nationals shall be prepared by the Secretary of State, acting in conjunction with the Secretary of the Treasury, the Attorney General, the Secretary of Commerce, the Administrator of Export Control, and the Coordinator of Commercial and Cultural Relations between the American Republics.

In view of the foregoing, there seems to be no appropriate action that I may take in the case of Herman Spelman & Son, Inc., until it establishes its standing as an enemy alien company, resident of the United States, not subject to the restrictions of the "Trading with the Enemy Act of 1917", Executive Order No. 8389, or Proclamation No. 2497.

Sincerely yours,

Civilian Aide to the Secretary  
of War

August 14, 1942.

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

Dear Mr. Cramer:

On July 27, 1942, you forwarded to this office the complaint of Mr. Fred M. Goldsmith, Klahurst, Long Island, New York, alleging that the MacFavish Preserves Company, Inc., Long Island City, New York, had been debarred from bidding on contracts to furnish the United States Army with marmalade because of the alien status of its shareholders. Under date of August 12, 1942, you advised me that this matter had been straightened out, but enclosed a copy of a letter addressed to the Committee by Hermann Spielmann & Son, Inc., New York, New York, inquiring whether it was debarred from securing orders from the Army Air Forces for parachute silk.

The report of the investigation into Mr. Goldsmith's complaint states that the Jersey City Quartermaster had attempted as early as May 26, 1942, to obtain a ruling from the General Counsel of the Treasury Department as to the status of the MacFavish Preserves Company, Inc., and that there is no justification for the statement in the complaint to the effect that Captain A. F. Walsh of the Jersey City Quartermaster Depot had told the company that "You are enemy aliens and as such not entitled to receive any Army orders" and "Don't send bids in any more for the duration of the war."

The report indicates that Captain Walsh informed Mr. Goldsmith on May 27, 1942, that it would be necessary to determine the status of his company with respect to the "Trading with the Enemy Act of 1917" before any further contracts could be awarded his company and that a few days later Captain Walsh had an interview with Mr. Ludwig Wolf, one of the shareholders of the company, and instructed him not to forward bids on United States Army contracts until the status of his company was further clarified by its attorneys through the Treasury Department at Washington.

It was further indicated that Captain Walsh of the Jersey City Quartermaster Depot had no desire to refuse to award contracts to the MacFavish Preserves Company, Inc., but that he would not make such awards until it had been legally determined that the company

Mr. Lawrence W. Greaser  
August 14, 1942  
Page 2

is not debarred from receiving War Department contracts under the terms of the "Trading with the Enemy Act of 1917" or Executive Order No. 8389 as amended.

I am advised that the responsibility for clearing up the status of potential War Department contractors with respect to these regular requirements is that of the company seeking War Department business and not the responsibility of the purchasing and contracting officer of the War Department.

I am also advised that under Executive Order No. 8389, of April 10, 1940, as amended, an individual domiciled and resident in the United States on the date indicated for a particular foreign country is not a national of such foreign country within the meaning of the Executive Order, provided, that such person's name does not appear on the proclaimed list of certain blocked nationals which may have been published pursuant to Proclamation of the President No. 2497, dated July 17, 1941. The Proclamation of July 17, 1941, provides that such lists of blocked nationals shall be prepared by the Secretary of State, acting in conjunction with the Secretary of the Treasury, the Attorney General, the Secretary of Commerce, the Administrator of Export Control, and the Coordinator of Commercial and Cultural Relations between the American Republics.

In view of the foregoing, there seems to be no appropriate action that I may take in the case of Hermann Spielman & Son, Inc., until it establishes its standing as an enemy alien company, resident of the United States, not subject to the restrictions of the "Trading with the Enemy Act of 1917", Executive Order No. 8389, or Proclamation No. 2497.

Sincerely yours,

Civilian Aide to the Secretary  
of War

Lozier:  
I believe we  
can give COFEA  
the salient facts  
in this but not a  
full quotation of report  
~~of the [unclear] office~~  
wants

TRANSMITTAL SLIP

TO:

*Judge Haste*

*Does attached give  
sufficient data  
for you to  
answer letter  
from Fair Employment  
Practice Committee  
re re Macintosh  
Preserves? H.C.P.*

DATE:

U2245

HOWARD C. PETERSEN  
Special Assistant to the  
Under Secretary of War

Munitions Bldg.  
Room 3050

Extensions  
5348 5349

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPPDP-PPP 163 (Debarred Bidders)

August 8, 1942

MEMORANDUM for Mr. Howard C. Peterson, Special Assistant to the  
Under Secretary of War.

SUBJECT: Contracts with Enemy Aliens (MacTavish Preserves Co., Inc.)

1. Reference is had to your memorandum dated July 31, 1942, inclosing memorandum (with inclosures) dated July 30th from Judge Hastie to the Under Secretary of War. It was evident from these papers that there had been other actions taken in connection with the complaint of the MacTavish Preserves Co., Inc., and an investigation was made in this respect, therefore causing the delay in replying to your memorandum.

2. This office has now had an opportunity of reviewing the confidential files of the Quartermaster General concerning the subject company and complaint. Informal contacts have also been made with Mr. Eugene Clay, Office of the General Council, Treasury Department and Colonel Brannon, Office of the Judge Advocate General. As a result, it is recommended that a reply be made to Judge Hastie as follows:

"Reference is made to your memorandum of July 30, 1942, inclosing a copy of a letter you received from the President's Committee on Fair Employment Practice and of the complaint of Mr. Fred M. Goldsmith, alleging discrimination against the MacTavish Preserves Co., Inc.

"An investigation of the confidential files of the Office of the Quartermaster General show that the Jersey City Quartermaster had attempted as early as May 28, 1942 to obtain a ruling from the General Council of the Treasury Department as to the status of the MacTavish Preserves Co., Inc., and that there is no justification for the statement contained in the complaint of the MacTavish Preserves Co., Inc., to the effect that Captain A. F. Walsh of the Jersey City Quartermaster Depot declared to them: 'You are enemy aliens and as such not entitled to receive any Army orders. Don't send bids in any more for the duration of the War.'

"The record indicates that Captain Walsh interviewed Mr. Goldsmith on May 27, 1942 and at which time Mr. Goldsmith was informed

Memo. for Mr. Howard C. Peterson, Special Ass't to USW (Continued)

that it would be necessary to determine the status of his company with respect to the "Trading with the Enemy Act of 1917" before any further contracts could be awarded his company. A few days following this interview, Captain Walsh had an interview with Mr. Ludwig Wolf, at which time Mr. Wolf was instructed not to forward bids on United States Army contracts until such time as the position of his company was further clarified by their own attorneys through the Treasury Department at Washington.

"The official files of the Quartermaster General further indicate that Captain Walsh of the Jersey City Quartermaster Depot has no desire to refuse to award contracts to the MacFavish Preserves Co., Inc., but that he will not make such awards until it has been legally determined that the subject company is not debarred from receiving War Department contracts under the terms of the "Trading with the Enemy Act of 1917" or Executive Order No. 8389 as amended. The responsibility for clearing up the status of potential War Department contractors with respect to these regular requirements should be that of the company seeking War Department business and should not be the sole responsibility of the purchasing and contracting officer of the War Department.

"Under Executive Order No. 8389, April 10, 1940 as amended, an individual domiciled and resident in the United States on the date indicated for a particular foreign country is not a national of such foreign country within the meaning of the Executive Order, provided, that such person's name does not appear on the proclaimed list of certain blocked nationals which may have been published pursuant to Proclamation of the President No. 2497 dated July 17, 1941. The Proclamation of July 17, 1941, provides that such lists of blocked nationals shall be prepared by the Secretary of State, acting in conjunction with the Secretary of the Treasury, The Attorney General, The Secretary of Commerce, The Administrator of Export Control, and the Coordinator of Commercial and Cultural Relations between the American Republics.

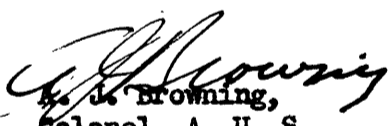
"In view of the above, no further action is deemed necessary on the part of the War Department until such time as the MacFavish Preserves Co., Inc., can establish their standing as an enemy alien company, resident of the United States, which is not subject to the restrictions of the "Trading with the Enemy Act of 1917", Executive Order No. 8389 or Proclamation of the President No. 2497."

I

Memo. for Mr. Howard C. Peterson, Special Ass't to USW (Continued)

3. For the information of your office, the status of a company, with respect to its alien affiliations, may be readily determined from any Federal Reserve Bank or Branch Bank, except as to companies which are being currently investigated or where for some specific reason, a company is not considered desirable as a government contractor and yet has not been barred from receiving contract awards under the provisions of existing law, executive orders, or proclamations. For this reason the purchasing and contracting officer, even after receiving evidence from a Federal Reserve Bank or Branch Bank that a particular company is not barred from receiving an award by reason of law, Executive Order or President's Proclamation, should submit the company name to the Office of the General Council, Treasury Department for final review before making an award in doubtful cases.

For the Commanding General:

  
A. A. Browning,  
Colonel, A. U. S.,  
Director, Purchases Division.  
WEB



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

August 12, 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.

My dear Judge Hastie:

Recently I wrote to you about the case of the MacTavish Preserves Company, Inc., 30-30 Northern Boulevard, Long Island City, N. Y., who alleged that they were denied opportunity to bid on War Department contracts because of their alien status. Since that time I have been informed by the gentlemen that their troubles have been straightened out.

Now comes a letter from Ernest Spielmann, copy of which I transmit herewith, which raises the same question as was raised in the earlier case.

If you are responsible for the reversal in the MacTavish case, can you apply the same formula to the Spielmann Company?

I shall be glad to have your reply concerning this matter.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary

Enclosure



C O P Y

HERMANN SPIELMANN & SON, INC  
444 Madison Avenue  
New York, N.Y.

July 14, 1942

Committee on Fair Employment Practice  
Washington, D. C.

Gentlemen:

We beg to ask you to kindly inform us about the following matter:

For four decades we owned in Vienna, Austria one of the largest silk weaving mills, a picture of which we enclose. In 1937 we were compelled to leave Austria. About 2 years ago we started here with the manufacturing of silk materials. Being thoroughly experienced in the production of all kinds of silk materials we wrote to the Materiel Center of the Army Air Forces in Dayton, Ohio on March 6, 1942 and asked them to place with us orders for parachute silk. On April 18 we received a negative answer which we wish to quote here as follows:

"Army Air Forces  
Materiel Center

Address reply to Commanding General,  
AAF Materiel Center  
Reference: CJC:hmr:56

Wright Field, Dayton, Ohio  
April 28, 1942

Subject: Manufacture of Aeronautical Accessories  
by Non-Citizens.

To: Hermann Spielmann & Son, Inc.  
444 Madison Avenue  
New York, N. Y.

1. The question of manufacturing parachute silk for the Army Air Forces, as covered in your letter of March 6, 1942, has been reviewed, and the final decision is that Paragraph J. Section 10, of the Act of July, 1926 (10 USC 310 J) prohibits the procurement of aeronautical accessories from aliens.

2. Until you can prove citizenship, further discussion of this particular point is unnecessary."

Having heard that a few days ago new rules have been issued concerning the employment of aliens, we beg to ask you if these new provisions make it possible for us to secure orders of the kind mentioned above.

You would greatly oblige us by an early reply.

Very truly yours  
Hermann Spielmann & Son, Inc. -s- Ernest Spielmann

July 30, 1942

MEMORANDUM

TO: The Under Secretary of War

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Fred M. Goldsmith of Elmhurst, Long Island, New York, alleging discrimination against the MacFavish Preserves Company, Inc., Long Island City, New York, in its efforts to secure orders from the Quartermaster Corps for marmalade for the United States Army. The alleged discrimination is attributed to the national origin of the shareholders of the corporation.

Mr. Goldsmith states that all shares in the corporation are in his name and the name of Mr. Ludwig Wolf, although the entire capital was furnished by Mr. Clarence H. Low; that he (Mr. Goldsmith) and Mr. Wolf are of German origin but have declared their intentions to become American citizens and will file petitions for naturalization as soon as they are permitted to do so under the law; that he (Mr. Goldsmith) and his family immigrated to this country in October, 1937; that Mr. Wolf and his family immigrated to this country in December, 1938, and that both of them have been expatriated by the German Government.

Mr. Goldsmith further states that the MacFavish Preserves Company has filled numerous orders for marmalade for the Army since 1940; that in May, 1942, the Quartermaster Corps asked the company to submit bids for 500,000 pounds of orange marmalade; that immediately after receipt of its bid Captain A. F. Walsh, in charge of buying, called the company and stated that "You are enemy aliens and as such not entitled to receive any Army orders" and "Don't send bids in any more for the duration of the war." Since then, Mr. Goldsmith states, the company has not received any invitation for bids or any orders from the office of the Quartermaster Corps in Jersey City, New Jersey, which does the main purchasing of marmalade for the Army.

May this office have a report on the facts in this case in order that it may advise the President's Committee?

Civilian Aide to the Secretary  
of War

*Cancelled  
CO. FEP  
-G-*

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

July 27, 1942

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

Dear Judge Hastie:

I transmit herewith a copy of a letter addressed to the President's Committee on Fair Employment Practice under date of July 20, 1942, by Fred M. Goldsmith, 42-52 Layton Street, Elmhurst, Long Island, New York.

Is this a matter concerning which you can properly make inquiry? Presumably, a company furnishing its products to the War Department is a war industry within the meaning of Executive Order 8802. If denial of contracts to the company will bring about its collapse, there would be possible interpretation that employment of its officers and personnel were involved.

Is it to your knowledge a matter of War Department regulation that aliens may not receive army orders for furnishing supplies to the War Department?

I shall appreciate your giving me your comments on questions raised in Mr. Goldsmith's letter.

Sincerely yours,

  
Lawrence W. Cramer  
Executive Secretary

enclosure



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Y

MACTAVISH PRESERVES COMPANY, Inc.  
Louis Sherry Building  
30-30 NORTHERN BOULEVARD  
Long Island City, NY

July 20, 1942

The Chairman  
The President's Committee on Fair Employment Practice  
Washington, DC

Dear Sir:

This Corporation has been organized on November 21, 1939.

While all the shares are in the names of

Mr. Fred M. Goldsmith, 42-52 Layton Street, Elmhurst, L.I., N.Y.

and

Mr. Ludwig Wolf, 40-40 Hampton Street, Elmhurst, L.I., N.Y.

both being refugees from Germany, nevertheless the entire capital necessary to create and conduct the business has been put up by

Mr. Clarence H. Low, 103 Park Avenue, New York City,

an American-born citizen of the United States of America and all shares of the Corporation are turned over to Mr. Low as collateral security.

Mr. Fred M. Goldsmith immigrated to this country with his wife and their two children on October 26, 1937. Immigration Visas have been issued to him and his family by the American Consulate in London, England. He has declared his intention to become a citizen of the United States of America in December, 1937 and he will file a petition for naturalization as soon as it is possible under the law.

Mr. Ludwig Wolf immigrated to this country with his wife and their daughter on December 15, 1938. Immigration Visas have been issued to him and his family by the American Consulate in Stuttgart, Germany. He has declared his intention to become a citizen of the United States of America in October, 1939, and he will file a petition for naturalization as soon as it is possible under the law.

Both families lost their German citizenship, both being expatriated under a decree of the German Government of November 1941.

Mr. Clarence H. Low formed this Corporation and financed it because he wanted to help Mr. Goldsmith and Mr. Wolf to get organized in this country so that both could find work and could make a living in what was for them a strange new country.

We received regular and numerous orders since 1940 from the U S Army on Orange Marmalade and all these orders have been filled by us to the fullest satisfaction of the Army. These orders have not been secret, confidential or restricted.

Chairman  
The President's Committee on Fair Employment Practice  
Washington, DC

C  
O  
P  
Y

-2-

During the year 1941, the total quantity of Orange Marmalade ordered by the Army from us naturally has been increased considerably and we and ten employees found employment and could make a living on account of those orders.

We have been requested by the Quartermaster Corps, US Army, Jersey City, N.J. in May 1942 to send in bids for 500,000 lbs of Orange Marmalade. However, immediately after receipt of our bid the officer in charge of buying, Captain A.F. Walsh, called us in and declared:

"You are enemy aliens and as such not entitled to receive any Army Orders. Don't send bids in anymore for the duration of the war."

Since then we did not receive any invitation for bids or any order from the Quartermaster Corps, US Army, in Jersey City, N.J., the main purchasing office for Marmalade for the US Army.

We report our case to you because we believe that we should not be refused Army orders solely because we are former nationals of Germany.

Please let us know whether you can do something for us in this matter or advise us what else we could do in order to exclude any further discrimination.

Thank you.

Respectfully yours,

MACTAVISH PRESERVES COMPANY, INC.

/s/ Fred M. Goldsmith

President

FMG:M



November 24, 1942

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

Dear Mr. Cramer:

On August 7, 1942, you forwarded to this office the complaint of Mrs. Nell B. Guess, 241 Third Street, Madison, Indiana, alleging that racial discrimination had been practiced against her in that (1) Mr. Gustave Harrow, Resident Inspector at the plant of Meyers and Son Manufacturing Company, Madison, Indiana, detailed from the Jeffersonville (Indiana) Quartermaster Depot, had advised that company not to employ her because she is a Negro, and (2) she was discharged the next day after she was appointed because white workers threatened to stop work if she were retained.

Attached hereto is a copy of a letter sent to Meyers and Son Manufacturing Company by the Director of the Civilian Personnel Division, Services of Supply, directing the company to reemploy Mrs. Guess.

The Committee may wish to check with Mrs. Guess to find out whether reemployment has been offered her.

Sincerely yours,

Civilian Aide to the Secretary  
of War

*Carded  
Oct 15*

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L  
201 Guess, Mrs. Nell B  
(9-19-42)

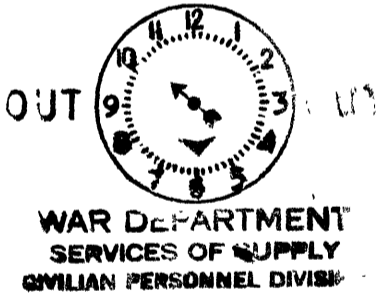
November 17, 1942

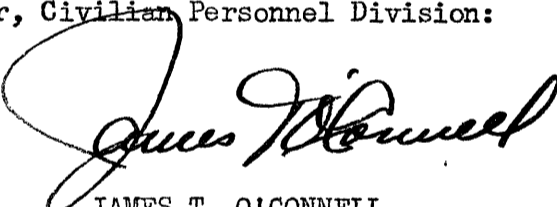
MEMORANDUM FOR THE SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

1. Reference is made to your memorandum of September 19, 1942, concerning racial discrimination involving Mrs. Nell B. Guess, and requesting a letter be sent to Meyers and Son Manufacturing Company directing them to effect the reemployment of Mrs. Guess.
2. Attached are three copies of the letter sent to Meyers and Son Manufacturing Company by this office.

NOV 18 42 PM

For the Director, Civilian Personnel Division:



  
JAMES T. O'CONNELL  
Lt. Colonel, General Staff Corps  
Acting Chief  
Labor Relations Branch

- 1 Incl..  
Cy ltr to Meyers & Son  
Mfg. Co. fm SOS,CPD(10-24-42)





COPY

SPGC-L  
201 Guess, Mrs. Nell B.  
(9-19-42)

October 24, 1942

Mr. Harvey P. Meyers, President  
Meyers and Son Manufacturing Company  
Madison, Indiana

Dear Mr. Meyers:

On August 13, 1942, this office received from Judge William H. Hastie a communication referring for investigation an allegation that racial discrimination had been practiced against Mrs. Nell B. Guess, such complaint having been originally referred to the President's Committee on Fair Employment Practice.

An investigation of this complaint was conducted and a report of said investigation furnished to Judge Hastie. On the basis of this report Judge Hastie again communicated with this office with the comment that the discharge of Mrs. Guess, under the circumstances, clearly violates Executive Order No. 8802, and that the contract provision obligating your company not to discriminate against any worker because of race, creed, color, or national origin, has not been carried out.

In view of the facts contained in this report, I feel that it is necessary that I call to your attention, existence of Executive Order No. 8802 and the provisions regarding discrimination which is contained in your contract with the Quartermaster Corps, and request that Mrs. Guess be offered reemployment in your plant.

It should be the responsibility of you as the contractor to call upon the employees of your company, as patriotic citizens, to remain at their post of duty, making clear to them that no strike under such circumstances will be tolerated any more than any other desertion of duty in time of war.

Yours very truly,

JAMES P. MITCHELL  
Director, Civilian Personnel Division.

September 19, 1942

MEMORANDUM

TO: The Director of the Civilian Personnel Division  
Services of Supply  
Attention: Captain Ira B. Cross, Jr.

Reference is made to your memorandum of September 16, 1942 (SPGC-L 201), reporting the findings of the investigation into the complaint of Mrs. Nell B. Guess alleging that racial discrimination was practiced against her in the termination of her services as a power sewing machine operator at the Meyers and Son Manufacturing Company in Madison, Indiana.

The report shows clearly that the discharge of Mrs. Guess, under the circumstances, violates Executive Order No. 8802 and the contract provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin.

In the circumstances it is recommended that a letter be sent to Meyers and Son Manufacturing Company preferably over the signature of the Under Secretary of War advising them that this discharge violates said Executive Order and contract provision and that reemployment should be effected. Such a letter should also call upon the employees of that company, as patriotic citizens to remain at their post of duty, making clear to them at the same time that no strike under such circumstances will be tolerated any more than any other desertion of duty in time of war.

Civilian Aide to the Secretary  
of War

*Completed  
C. P. F.*

WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SP10-L 201

Guess, Mrs. Nell B.

September 16, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Report of investigation of alleged discrimination  
against Mrs. Nell B. Guess.

1. Reference is made to your memorandum of August 10, 1942, in which it is requested that an investigation be made of alleged racial discrimination against Mrs. Nell B. Guess, who was employed at the Meyers and Son Manufacturing Company in Madison, Indiana. Investigation of this allegation has been made by the Office of the Quartermaster General, the results of which are set forth below:

a. In the early part of 1942, Mrs. Guess asked Mr. Meyers for a job in this plant. Mr. Meyers promised that he would grant her request at the first opportunity. On April 29, 1942, she was brought into the plant and assigned to the job of felling leggings, which involves the operation of a power sewing machine. Despite the fact that Mrs. Guess had not had prior experience as a sewing machine operator, she gave full evidence of being able to adapt herself to the work so as to qualify as a competent operator.

b. On the following day, Inspector Morrow suggested to Mr. Meyers that he investigate trouble which seemed to have resulted from Mrs. Guess's employment. Mr. Meyers talked with Mrs. Guess and informed her that, because the white female employees in the plant had raised such objections to her employment, even to the point of threatening to leave the plant if she were to be retained, it would be necessary to discontinue her services. Upon being so advised, Mrs. Guess requested how she might overcome such discrimination. Mr. Meyers replied that she should communicate with the Jeffersonville Quartermaster Depot, because, at the time, this Depot was working on legging contracts.

c. Mrs. Guess was the first female Negro to be employed by the Meyers and Son Manufacturing Company, although numerous male Negroes have been employed from time to time. Although there are relatively few Negroes in Madison, Indiana, segregation of the white and Negro races is practiced. Negroes have their own school system, and are not allowed in restaurants frequented by white persons, while the theaters provide restricted sections which the Negroes are required to use.



SPCC-L 201  
Guess, Nell B. (9-16-42) Continued

d. Prior to the time that Mr. Meyers employed Mrs. Guess, he was thoroughly cognizant of the discrimination which is practiced against the negroes in Madison, and, accordingly, he made inquiry of and discussed with several employees in the plant the matter of their possible reactions to the employment of a female Negro. At that time none of the employees with whom he talked rendered any objection, and, consequently, Mr. Meyers felt that it would be satisfactory to employ Mrs. Guess.

e. After the incident in question, Mr. Meyers talked with many of the girls in the plant in an attempt to persuade them to change their feeling toward Mrs. Guess and her employment. It appears that the plant is divided into three groups: (a) those who were born and raised in various parts of Indiana, and impose no objection against working with the Negroes; (b) those who were born and raised in Madison, and have known Mrs. Guess for years, and who, although they did not favor the idea of working with her, were willing to condone her presence in the factory in view of the war situation; (c) those employees from Kentucky who bitterly protested, and absolutely refused to work if her employment were continued.

f. At the present time this plant employs approximately 150 people, the largest portion of which are females employed in sewing and inspection operations. The management states that it has been impossible to obtain qualified and trained personnel for these sewing operations, and that all of the employees in this plant have been trained by the company. Thus, if Mrs. Guess is reemployed, and the workers who threatened to leave their jobs were to do so, production would be seriously hampered, and the contractor would be unable to comply with the delivery schedules of his contract.

g. It is stated that Mr. Meyers has definitely indicated, both by his statements and his actions, that he does not intend to discriminate against the Negro race. In fact, in this particular case, it appears to be not so much a question of discrimination as it is a matter of preserving the continuity of production in this plant. It is reported that, although Mrs. Guess would like to have a job in Mr. Meyer's plant, she appears to appreciate the situation, and is willing to refrain from insisting upon being rehired if such action would in any way interfere with production.

h. Mr. Meyers stated that he is willing, if the Government insists, to bring Mrs. Guess back into the plant. On the other hand, because of the acuteness of the labor situation and the urgent demand for production, Mr. Meyers is hesitant about further experimentation in this matter at the present time. He states that there are operations of an

SPAC-L 201  
Guess, Nell B. (9-16-42) Continued

unskilled nature where he could employ her, but, because of the low wage scale in such jobs, he feels sure she would not be interested. He also stated that, following the present emergency, when the plant returns to normal, and the question of urgent production is no longer in the forefront, he will reemploy Mrs. Guess regardless of the consequences. It is interesting to note that Mr. Meyers originally intended to bring several Negro females into the plant, feeling that after the first one was trained, others could be brought in one at a time.

1. The letter of complaint stated that Mr. Morrow, the Government inspector, advised the company not to employ Mrs. Guess, on the basis of her being a Negro. Mr. Morrow states that he had no knowledge whatever that Mr. Meyers intended to hire Mrs. Guess, and did not know that she had been employed until he saw her in the plant. Mr. Morrow further states that approximately 12 of the female employees complained to him on the morning following her employment. Upon receiving these complaints, Mr. Morrow advised Mr. Meyers to investigate what appeared to be potential trouble in the plant, but he did not advise him as to what action to take. Mr. Morrow is thoroughly familiar with Executive Order No. 8802, and it is believed that he knows and appreciates his position as inspector.

2. Should your office feel that this reply is either unsatisfactory or incomplete, we shall be glad to direct a further investigation of this matter.

For the Commanding General:



*James P. Mitchell*

JAMES P. MITCHELL,  
Director, Civilian Personnel Division.

SPGC-L 201  
Guess, Mrs. Nell B.

September 16, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Report of investigation of alleged discrimination  
against Mrs. Nell B. Guess.

1. Reference is made to your memorandum of August 10, 1942, in which it is requested that an investigation be made of alleged racial discrimination against Mrs. Nell B. Guess, who was employed at the Meyers and Son Manufacturing Company in Madison, Indiana. Investigation of this allegation has been made by the Office of the Quartermaster General, the results of which are set forth below:

a. In the early part of 1942, Mrs. Guess asked Mr. Meyers for a job in this plant. Mr. Meyers promised that he would grant her request at the first opportunity. On April 29, 1942, she was brought into the plant and assigned to the job of felling leggings, which involves the operation of a power sewing machine. Despite the fact that Mrs. Guess had not had prior experience as a sewing machine operator, she gave full evidence of being able to adapt herself to the work so as to qualify as a competent operator.

b. On the following day, Inspector Morrow suggested to Mr. Meyers that he investigate trouble which seemed to have resulted from Mrs. Guess's employment. Mr. Meyers talked with Mrs. Guess and informed her that, because the white female employees in the plant had raised such objections to her employment, even to the point of threatening to leave the plant if she were to be retained, it would be necessary to discontinue her services. Upon being so advised, Mrs. Guess requested how she might overcome such discrimination. Mr. Meyers replied that she should communicate with the Jeffersonville Quartermaster Depot, because, at the time, this Depot was working on legging contracts.

c. Mrs. Guess was the first female Negro to be employed by the Meyers and Son Manufacturing Company, although numerous male Negroes have been employed from time to time. Although there are relatively few Negroes in Madison, Indiana, segregation of the white and Negro races is practiced. Negroes have their own school system, and are not allowed in restaurants frequented by white persons, while the theaters provide restricted sections which the Negroes are required to use.

SPIC-L 201

Guess, Nell B. (9-16-42) Continued

d. Prior to the time that Mr. Meyers employed Mrs. Guess, he was thoroughly cognizant of the discrimination which is practiced against the Negroes in Madison, and, accordingly, he made inquiry of and discussed with several employes in the plant the matter of their possible reactions to the employment of a female Negro. At that time none of the employees with whom he talked rendered any objection, and, consequently, Mr. Meyers felt that it would be satisfactory to employ Mrs. Guess.

e. After the incident in question, Mr. Meyers talked with many of the girls in the plant in an attempt to persuade them to change their feeling toward Mrs. Guess and her employment. It appears that the plant is divided into three groups: (a) those who were born and raised in various parts of Indiana, and impose no objection against working with the Negroes; (b) those who were born and raised in Madison, and have known Mrs. Guess for years, and who, although they did not favor the idea of working with her, were willing to condone her presence in the factory in view of the war situation; (c) those employees from Kentucky who bitterly protested, and absolutely refused to work if her employment were continued.

f. At the present time this plant employs approximately 150 people, the largest portion of which are females employed in sewing and inspection operations. The management states that it has been impossible to obtain qualified and trained personnel for these sewing operations, and that all of the employees in this plant have been trained by the company. Thus, if Mrs. Guess is reemployed, and the workers who threatened to leave their jobs were to do so, production would be seriously hampered, and the contractor would be unable to comply with the delivery schedules of his contract.

g. It is stated that Mr. Meyers has definitely indicated, both by his statements and his actions, that he does not intend to discriminate against the Negro race. In fact, in this particular case, it appears to be not so much a question of discrimination as it is a matter of preserving the continuity of production in this plant. It is reported that, although Mrs. Guess would like to have a job in Mr. Meyer's plant, she appears to appreciate the situation, and is willing to refrain from insisting upon being rehired if such action would in any way interfere with production.

h. Mr. Meyers stated that he is willing, if the Government insists, to bring Mrs. Guess back into the plant. On the other hand, because of the acuteness of the labor situation and the urgent demand for production, Mr. Meyers is hesitant about further experimentation in this matter at the present time. He states that there are operations of an



SPIC-L 201

Guess, Nell B. (9-16-42) Continued

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1. The letter of complaint stated that Mr. Morrow, the Government Inspector, advised the company not to employ Mrs. Guess, on the basis of her being a Negro. Mr. Morrow states that he had no knowledge whatever that Mr. Meyers intended to hire Mrs. Guess, and did not know that she had been employed until he saw her in the plant. Mr. Morrow further states that approximately 12 of the female employees complained to him on the morning following her employment. Upon receiving these complaints, Mr. Morrow advised Mr. Meyers to investigate what appeared to be potential trouble in the plant, but he did not advise him as to what action to take. Mr. Morrow is thoroughly familiar with Executive Order No. 8802, and it is believed that he knows and appreciates his position as inspector.

2. Should your office feel that this reply is either unsatisfactory or incomplete, we shall be glad to direct a further investigation of this matter.

For the Commanding General:

JAMES P. MITCHELL,  
Director, Civilian Personnel Division.



August 10, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply  
(Attention: Captain Cross)

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Nell B. Guess, 241 Third Street, Madison, Indiana, alleging that racial discrimination had been practiced against her in that (1) Mrs. Gustave Morrow, Resident Inspector at the plant of Meyers and Son Manufacturing Company, Madison, Indiana, detailed from the Jeffersonville (Indiana) Quartermaster Depot, had advised that company not to employ her because she is a Negro, and (2) she was discharged the next day after she was appointed because white workers threatened to stop work if she were retained.

A memorandum submitted to the Negro Manpower Service by a field representative of that unit of the War Manpower Commission, a copy of which was sent to the Committee with Mrs. Guess's complaint, states that Mrs. Guess was known to Mr. Don Meyers, secretary-treasurer of Meyers and Son Manufacturing Company, as a person of excellent reputation in the community and a woman with good qualifications for performing certain difficult sewing machine operations; that Mr. Morrow on being informed of the intention of Mr. Meyers to employ her advised against doing so on the ground that production might be interrupted if a Negro were hired.

The memorandum further states that notwithstanding the advice of Mr. Morrow, Mr. Meyers employed Mrs. Guess on April 29, 1942, but discharged her on the following day when several white employees persisted in their opposition to her employment and threatened to quit the job if she were retained; that before discharging her, Mr. Meyers held conferences with objecting white employees, singly and in groups, and asked them to cease their opposition to her employment and desist in their threats to quit work because the company had a legal obligation to refrain from discrimination and the employees had a moral obligation to refrain from such undemocratic and unpatriotic tactics.

The field representative of the Negro Manpower Service reported that he got in touch with Mr. Morrow by long distance telephone and that Mr. Morrow informed him that his responsibility did not

COFER

Director of Civilian Personnel Division,  
Services of Supply,  
August 10, 1942  
Page 2

extend to the employment of workers by the Meyers and Son Manufacturing Company and that he was concerned only with uninterrupted production and the delivery of materials to the Quartermaster Department on schedule and in the quantity and of the quality specified.

May the facts in this case be investigated to determine whether there has been any violation of Executive Order No. 8802 forbidding racial discrimination in the employment of workers in defense industries?

May appropriate steps be taken to acquaint Mr. Horner with Executive Order No. 8802?

Inasmuch as the report of the field representative of the Negro Manpower Service indicates that the Meyers and Son Manufacturing Company has a total of 150 employees but none is colored, may appropriate steps also be taken to bring about compliance by it with the President's Executive Order on this subject?

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

August 7, 1942.

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

Dear Judge Hastie:

I am transmitting, herewith, a copy of the memorandum furnished me by Dr. Robert Weaver, in which Mr. Austin Scott, of his staff, reports on certain contacts he has had with Mr. Don Meyers of the Meyers and Son Manufacturing Company, Madison, Indiana, and with Mr. Gustave Morrow, Resident Inspector located at the plant and detailed there from the Jeffersonville Quartermaster Depot.

It appears that Mr. Morrow's attitude, if it is correctly represented in Mr. Scott's report, is not one which would logically lead to the full enforcement of Executive Order 8802.

Would it be possible for you to make clear to Mr. Morrow what the government's and the War Department's position with respect to the employment of qualified Negroes is? I should appreciate your advising me of any action you may take in the matter.

Sincerely yours,

*Lawrence W. Cramer*  
Lawrence W. Cramer  
Executive Secretary

Enclosure



MEMORANDUM

July 3, 1942

To: Dr. Robert C. Weaver, Chief,  
Attention: Miss Pitts

From: Austin H. Scott

Subject: Complaint by Mrs. Nell B. Guess, 241 East 3rd Street, Madison,  
Indiana against Meyers and Son Mfg. Co., Madison, Indiana.

Date of contact: June 24, 1942

Official contacted: Don Meyers, Secretary-Treasurer  
Gustave Morrow, Resident Inspector attached to  
Jeffersonville Quartermaster Depot.

Employment information:

Total number of employees: 150  
Number of Negro employees: 0

Union: None

Training: On the job training

On June 24, 1942 long distance telephone contact was made with Mr. Don Meyers, who informed me as follows:

(1) Mrs. Nell B. Guess, the complainant, was known to him as a person of excellent reputation in the community, and a woman with good qualifications for performing certain difficult sewing machine operations.

(2) Mr. Gustave Morrow, resident inspector located at the plant and detailed from the Quartermaster's Depot in Jeffersonville, on being informed of the intention of Mr. Meyers to employ the complainant advised against employing her on the grounds that production might be interrupted if a Negro were hired.

(3) Despite the advise from the resident inspector, Mr. Morrow, the complainant was employed by Mr. Meyers on April 29th, and discharged on the following day when several white employees persisted in their opposition to the employment of the Negro women, and in their threats to quit the job if this woman were retained. Prior to discharging the complainant, Mr. Meyers held conferences with objecting white employees, singly and in groups, and called on them to cease their opposition, and to desist in their threats, on grounds that the Company had a legal obligation to refrain from discrimination, and that the employees had a moral obligation to refrain from such undemocratic and unpatriotic tactics directed against fellow workers in defense industries.

(over)

(4) Madison, Indiana is a community having segregated schools, segregated recreational facilities, and restricted social contacts between colored and white residents.

(5) The complainant has been offered a civil service appointment which it is believed she has accepted.

Long distance telephone contact was next made with Mr. Gustave Morrow, Resident Inspector, who gave information as follows:

(1) Mr. Morrow's responsibility does not extend to the employment of individuals by the Meyers & Son Manufacturing Company, Inc.

(2) He is concerned with uninterrupted production and with the delivery of materials on schedule to the Quartermaster's Department, and in the quantity and of the quality specified.

(3) Mr. Morrow felt that the employment of a Negro woman would arouse the opposition of white employees and "corrupt production".

On June 24, 1942 I addressed a letter to the Company (copy of which is attached) and received a reply dated June 30th from Mr. Don Meyers. A copy of this reply is also attached.

The Louisville Courier Journal for June 21st carried a statement purporting to be the text of remarks made by Mr. Mark Etheridge of the President's Committee on Fair Employment Practice. These remarks dealt, in part, with the operation of Executive Order 8802 under patters of social segregation in the South. Inasmuch as this pattern appears also to be established in Madison, Indiana, the complaint is being returned for any further action which the Committee may deem appropriate or necessary.

The complaint is attached.

H

October 9, 1942.

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

Dear Mr. Cramer:

On August 27, 1942, you forwarded to this office the complaint of Miss Betsy Ann Hall, 4440 Page Boulevard, St. Louis, Missouri, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Ordnance Department in St. Louis.

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

a. The name of Miss Betsy Ann Hall was certified from the Ninth Civil Service Region to the St. Louis Ordnance District office on Certificate # WSD - 4299, which was requested on July 23, 1942. Upon receipt of this register the individuals listed thereon were contacted to determine their availability for positions in the Office of the Field Director, Ammunition Plants, which was scheduled to be established on or about August 1.

b. Before any selections were made, however, reorganization took place at the St. Louis Ordnance Office which resulted in the creation of a surplus of typists and stenographers, which workers were transferred to the new office, thereby making it unnecessary to take any of the eligibles from the Civil Service register.

Said certificate was returned to the Ninth Civil Service Region with a notation to that effect.

A photostatic copy of said certificate, attached to the report, shows that fifteen eligibles were certified. Miss Hall's name was thirteenth on the list. Of the persons certified, three

MISS HALL  
COPIED





WAR DEPARTMENT  
HEADQUARTERS, SERVICES OF SUPPLY  
WASHINGTON, D. C.

SPGC-L 201/56691  
Hall, Betsy Ann

October 3, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR  
(Attention: Judge William H. Hastie)

Subject: Alleged racial discrimination in St. Louis Ordnance  
Department Office - Miss Betsy Ann Hall.

1. Reference is made to your memorandum dated September 4, 1942, which set forth the complaint of Miss Betsy Ann Hall alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Ordnance Department in St. Louis.

2. This office requested the Ordnance Department to conduct an investigation of this complaint, the results of which are as follows:

a. The name of Miss Betsy Ann Hall was certified from the Ninth Civil Service Region to the St. Louis Ordnance District office on Certificate # WSD - 4299, which was requested on July 23, 1942. Upon receipt of this register the individuals listed thereon were contacted to determine their availability for positions in the Office of the Field Director, Ammunition Plants, which was scheduled to be established on about August 1.

b. Before any selections were made, however, reorganization took place at the St. Louis Ordnance Office which resulted in the creation of a surplus of typists and stenographers, which workers were transferred to the new office, thereby making it unnecessary to take any of the eligibles from the Civil Service register.

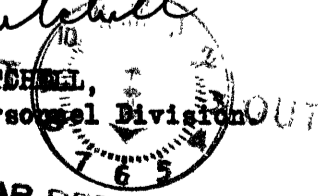
Said certificate was returned to the Ninth Civil Service Region with a notation to that effect.

c. A photostatic copy of this certificate has been forwarded by the St. Louis Ordnance District Office and is attached.

For the Commanding General:

*James P. Mitchell*  
JAMES P. MITCHELL,  
Director, Civilian Personnel Division

TTTT 3:42 PM



1 Incl.  
Certificate # WSD - 4299

WAR DEPARTMENT  
SERVICES OF SUPPLY  
CIVILIAN PERSONNEL DIVISION

Form 107

REPORT OF DISTRICT MANAGER ON CERTIFICATION  
United States Civil Service Commission

This information  
is Confidential

District Manager NINTH U. S. Civil Service District

Cert. No. WSD-4299

Commanding Officer  
St. Louis Ordnance District  
3663 Lindell Blvd.  
St. Louis, Mo.

St. Louis, Mo.  
MEB:SEL

Date 7/23/42

Request No.

Request Date 7/23/42

REPORT OF THIS CERTIFICATE MUST BE MADE WITHIN FIFTEEN DAYS

Jr. Typist, \$1260

War Service

St. Louis, Mo.

Jr. Typist

	NAME	ADDRESS
X	Miss Lorraine A. Robke	2025 So 11 St., St. Louis, Mo.
	Mrs. Helen Marsh	6225 Stillwell Drive, St. Louis, Mo.
D	X Mrs. Leona Weingaertner	4412 Arsenal St., St. Louis, Mo.
D	Miss Alvia M. Bell	4332 Cottage Ave., St. Louis, Mo.
NS	Mrs. Evelyn B. Jones	919a N. 19 St., St. Louis, Mo.
NS	Miss Lorraine L. Pugh	4452 Kennerly Ave., St. Louis, Mo.
NS	Miss Natalina Bonfa	6010 Washington, St. Louis, Mo.
NS	Miss Lucille Hermanson	1371 Goodfellow Ave., St. Louis, Mo.
NS	Mrs. Eileen Mason	5297 Washington, St. Louis, Mo.
NS	Mrs. Pauline E. Dickerson	2812 Thomas St., St. Louis, Mo.
D	Miss Edith E. Rosenbach	3452a Sidney St., St. Louis, Mo.
D	Miss Rose Bobroff	5746 Westminster, St. Louis, Mo.
NS	Miss Betsy A. Hall	4440 Page Blvd., St. Louis, Mo.
FR	Mrs. Lillian M. Lane	6182 Waterman Blvd., St. Louis, Mo.
FR	X Miss Pauline E. Moreland	3653 Shaw Blvd., St. Louis, Mo.

\* Papers not available at the present time.

THIS CERTIFICATE TO TAKE CARE OF EXISTING VACANCIES

NOTE:—The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager.

THE DISTRICT MANAGER: Certificate returned with examination papers and prescribed forms. August 13, 1942  
Due to the reorganization of the St. Louis Ordnance District it was not thought advisable to effect the appointment of these under clerk-typists at this time.

\*KEY TERMS: A—Selected.  
D—Declined.  
FR—Failed to reply.  
NS—Considered but not selected.  
CRU—Communication returned unfiled.

M. A. Poletti, Capt., Ord. Dept., Assistant

SIGNATURE

OFFICIAL TITLE

September 4, 1942.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,  
Services of Supply,  
Attention: Captain Ira B. Cross, Jr.

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Betsy Ann Hall, 4440 Page Boulevard, St. Louis, Missouri, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Ordnance Department in St. Louis.

Miss Hall states that she reported for an interview at the Ordnance Department, 3663 Lindell Boulevard, St. Louis, in response to a letter notifying her that the Civil Service Commission had certified her for a vacancy; that her interviewer told her that her references were excellent; that the Ordnance Department was moving next door to larger quarters and that more employees would be needed, but she would have to work with white girls.

Miss Hall further states that she replied that she did not mind working in a mixed group as she had done so while employed by the St. Louis Relief Administration and also on a private job; that the interviewer then said that he would do what he could, but that he could give her no definite assurance of her employment; that he then wanted to know whether she could not get work from Negro doctors and lawyers.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? In this connection, a copy of the Civil Service certificate, upon which the name of Miss Hall appeared and from which the vacancy concerned was filled, showing the notations with which it was returned to the Commission, would be informative.

Civilian Aide to the Secretary  
of War

*Cross  
Cof.*

35276

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

Date August 27, 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 Miss Betsy Ann Hall of 4440 Page Blvd., St. Louis, Mo., under date of August 4, 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 by George W. Johnson*  
Lawrence W. Cramer  
Executive Secretary

Enc.

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE FOR EMERGENCY MANAGEMENT

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

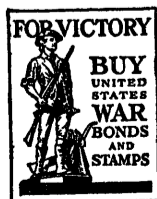
Chairman  
PAUL V. McNUTT  
FEDERAL SECURITY ADMINISTRATOR

August 27, 1942.

Excerpts from statement of:

Miss Betsy Ann Hall  
4440 Page Boulevard  
St. Louis, Missouri  
Dated: August 4, 1942.

"Last Monday July 27th I received a letter from the 'Army Ordnance' office at 3663 Lindell Blvd., St. Louis, Mo., asking me to come in for an interview concerning a typist vacancy, as my name had been submitted by the Civil Service Board. That I did too, the letter stated that I should see A Captain M. Poletti, but as he was out I was interviewed by another male member of the staff. He told me my references were excellent and that they were moving next door to larger quarters and that they would need more girls, but that I would have to work with the other girls. I told him I certainly did not mind that, as I had worked in a mixed group when I was connected with the St. Louis Relief Administration, and also on a private bakery job. He then said he would do what he could, but could give me no definite assurance as to employment. He then wanted to know if I could get work from the Negro doctors and attorneys that I had worked for, I said indeed so but not at the same salary the government is paying, and since I was intelligent enough to pass the Civil Service examination, and receive these letters of interview, I thought I should be given a chance to work".



July 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 April 25, 1942, you transmitted to this office the complaint of Miss Ruby Lee Hall of New York City alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Stenographer with the New York Ordnance District.

The initial report of the investigation into the complaint disclosed that the Civil Service Commission furnished the names of seven eligibles and of fifteen applicants for temporary appointment and that the New York Ordnance District selected one of the applicants from the temporary list to fill the vacancy. A copy of the certificate was forwarded with the report. The certificate showed that four eligibles failed to reply, one declined and another was not available for immediate appointment. Miss Hall was considered but not selected.

This office raised the question of whether Miss Hall should not have been selected in preference to one of the applicants who were eligible for temporary appointment. A supplemental report states as follows:

1. The action of the New York Ordnance District in failing to select for appointment Miss Ruby L. Hall, whose name appeared on Certificate G-1145, issued on January 29, 1942, by the Second U. S. Civil Service District in filling five vacancies in the position of Junior Clerk-Stenographer, CAF-2, at \$1440 per annum is in no way a violation of Civil Service Rules and Regulations. Section 2 of Civil Service Rule VII provided in part as follows: "The nominating or appointing officer shall request the certification of eligibles, and the Commission shall certify, from the head of the appropriate register of eligibles, a number of persons sufficient to permit the nominating or appointing officer to consider three persons in connection with each vacancy." Since an appointing officer under the Civil Service Regulations was entitled to the names of at least three eligibles

*Cancelled  
COFE/P  
"H"*

Mr. Lawrence W. Cramer  
July 11, 1942  
Page 2

for consideration in filling each vacancy, the New York Ordnance District in the present instance was well within its rights in considering the list of applicants for the position of Junior Clerk-Stenographer furnished by the Second U. S. Civil Service District. It may also be noted that the letter "C" appearing opposite the name of Miss Hall was the symbol used for many years in the field service to denote "Considered" - the equivalent of the present symbol "HS".

2. As Miss Adelaide A. Graccolici was selected in regular order under Civil Service Regulations for appointment to fill the single vacancy which had been determined to exist at the time selection was made, it is not apparent to this office that there is any basis for the charge of racial discrimination in the case of Miss Ruby L. Hall, or that any further action should be required of the New York Ordnance District.

You may wish to verify this interpretation of the Civil Service Rules with the Commission.

Sincerely yours,

Civilian Aide to the Secretary  
of War

7th Ind.

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

mfb/vh  
July 7, 1942

Forwarded.

By authority of the Secretary of War:

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



W.O. 201/75036  
Ruby Lee Hall  
Attn: SPOGC - Exec. Sec.

6th Ind.


Carpenter/cbb

War Department, Ordnance Office, Washington, July 1, 1942  
To: Office, Secretary of War

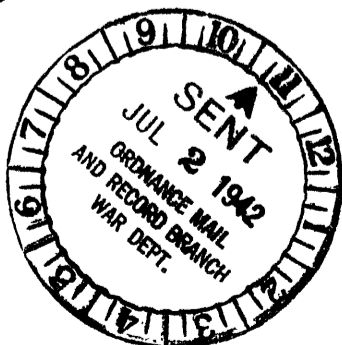
1. The action of the New York Ordnance District in failing to select for appointment Miss Ruby L. Hall, whose name appeared on Certificate G-1145, issued on January 29, 1942, by the Second U. S. Civil Service District in filling five vacancies in the position of Junior Clerk-Stenographer, CAF-2, at \$1440 per annum is in no way a violation of Civil Service Rules and Regulations. Section 2 of Civil Service Rule VII provided in part as follows: "The nominating or appointing officer shall request the certification of eligibles, and the Commission shall certify, from the head of the appropriate register of eligibles, a number of persons sufficient to permit the nominating or appointing officer to consider three persons in connection with each vacancy". Since an appointing officer under the Civil Service Regulations was entitled to the names of at least three eligibles for consideration in filling each vacancy, the New York Ordnance District in the present instance was well within its rights in considering the list of applicants for the position of Junior Clerk-Stenographer furnished by the Second U. S. Civil Service District. It may also be noted that the letter "C" appearing opposite the name of Miss Hall was the symbol used for many years in the field service to denote "Considered" - the equivalent of the present symbol "NS".

2. As Miss Adelaide A. Cracolici was selected in regular order under Civil Service Regulation for appointment to fill the single vacancy which had been determined to exist at the time selection was made, it is not apparent to this office that there is any basis for the charge of racial discrimination in the case of Miss Ruby L. Hall, or that any further action should be required of the New York Ordnance District.

By order of the Chief of Ordnance:

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

 Incls. n/c



JUL 2 AM 9 07

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

May 7, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Ruby Lee Hall of New York City alleging racial discrimination against her in her effort to secure employment as a junior stenographer with the New York Ordnance District, 80 Broadway, New York City.

Miss Hall's complaint states that she reported on February 3, 1942, for an interview as the result of certification by the Civil Service Commission. She says Mr. Lana interviewed her and told her he had to clear all applicants and send them to be interviewed by the officer requisitioning eligibles in their categories. She also states as follows:

I asked him (Mr. Lana) if there were any vacancies and he replied in the affirmative, but cautioned me that the officers had the right to make a selection. He then gave me a slip and sent me to be interviewed by a Mr. Omnahunter in the Administrative Department.

Mr. Omnahunter took one look at me and said "I've just filled my vacancy." I told him that Mr. Lana in the Personnel Clearance office told me there were vacancies in that department.

I returned with the slip to Mr. Lana and told him what Mr. Omnahunter had said. Mr. Lana said, "Well if Mr. Omnahunter doesn't want you, we can use you in another department. We need qualified stenographers." He then gave me another slip and sent me to be interviewed by Mr. Leo Powell, of the Ammunition Dept.

Mr. Powell interviewed me, gave me an application form to fill out, marked assigned 2/4/42, and asked me would I mind working in Long Island City or any of their branch offices.

I told Mr. Powell, "No, I didn't mind working anywhere in New York City so long as the carfare was only 5¢."

104 13  
U. S. WAR DEPT.  
901  
MAY 27 1942  
36  
Hall,  
Ruby Lee

PERSONNEL DIVISION  
NAVY DEPARTMENT

1042 MAY 8 - AM 9 37 03

OFFICE OF THE VICE PRESIDENT  
NAVY DEPARTMENT

105

VP. 201/75076 Hall, Ruby Lee  
Director of Civilian Personnel and Training  
May 7, 1942  
Page 2

Mr. Powell told me that he would have to see two other people and if I were selected, he would notify me.

On February 4, I telephoned Mr. Powell and asked him if he had interviewed the other girls yet and could he please assign me as I knew I was well qualified. I had the second highest rating of the six or seven girls on the list submitted to Mr. Lana on 2/3/42.

Mr. Powell said that he hadn't seen any other girls, but that he expected to see some that day. He said they were going to get another list. He then referred me to Mr. Lana. Mr. Lana said he could do nothing more for me. His job was to send the people where there were vacancies. If the person refused to hire me, that was too bad.

This is the second complaint of this nature involving the New York Ordnance District that this office has received within the past three days. The other one was the case of Mrs. Eunice I. Brown, in which a report on the facts was requested on May 5. May the facts in the instant case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection a copy of the certificate upon which the name of Miss Hall appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission, is desired.

*William H. Hastie*  
Civilian Aide to the Secretary  
of War

11  
MAY 11 9 37  
JUL 11 07  
63

11  
MAY 11 9 37  
JUL 11 07  
63

no. 201  
75036 Hall, Ruby Lee  
1st Ind.

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

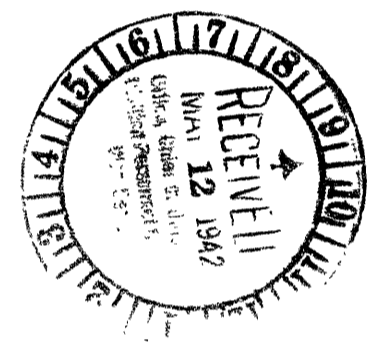
mfb/vh  
May 8, 1942

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

OFFICE OF THE  
COMMISSIONER OF THE  
REVENUE DEPARTMENT  
NEW YORK  
JUL 14 11 30 AM '42





O.O. 201/75036  
Hall, Ruby Lee  
Attn: SPOGC - Exec. Sec.                      2nd Ind.                      Barber/mef

War Department, Ordnance Office, Washington, June 3, 1942  
To: Office, Secretary of War

1. The New York Ordnance District has advised that the Civil Service Commission furnished the names of 7 eligibles on Certificate G-1145, and the names of 15 applicants for temporary appointment. There is attached hereto copy of the certificate which is self-explanatory. The one selection was in accordance with Civil Service rules and regulations. No additional list was requested as only one vacancy existed at the time selection was made. Appointments in the New York Ordnance District are made of applicants considered best qualified on the basis of merit and suitability to fill the vacancy.

For the Chief of Ordnance:

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

100  
1 Inc.  
Certificate G-1145

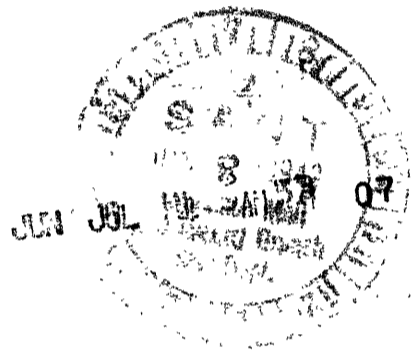
*ud 201*  
*75036 Hall*  
*Ruby Lee*  
3rd Ind.  
War Department, Office of the Secretary  
To: Civilian Aide to the Secretary of War

mfb/vh  
June 5, 1942

1. Forwarded.

By authority of the Secretary of War:

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



60 201  
75036 Hall Ruby Lee 4th Ind.

51

June 16, 1942

War Department, Office of the Civilian Aide to the Secretary of War  
To: The Director of Civilian Personnel and Training

1. In the absence of any information in addition to that contained in the second indorsement this office can only conclude that Miss Ruby Lee Hall was not selected because of her race or color. The copy of the Civil Service certificate attached to the report of the Ordnance Office shows that the Civil Service Commission certified seven eligibles. Of that number four failed to reply, one declined, and another was not available for immediate appointment. The letter "C" appears opposite the name of Miss Hall in the column denoting the action taken. This letter does not appear in the legend of appropriate types of action at the bottom of the certificate. Moreover, it appears that Miss Hall should have been selected in preference to one of the applicants who were eligible for temporary appointment especially in view of the fact that the temporary authority granted by the Commission was to be used only for the filling of vacancies which could not be filled from the certificate.

2. On the evidence at hand this appears to be a case of racial discrimination in violation of Civil Service rules and War Department policy.

3. May such action be taken with a view to the placement of Miss Hall and the disciplining of any person who may have been derelict, as may be appropriate?

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

✓ 60 201  
75036 Hall Ruby Lee

16  
5th Ind.

mfb/vh  
June 23, 1942

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

1. Attention is invited to the preceding indorsement.

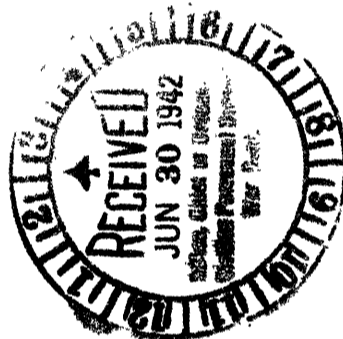
By authority of the Secretary of War:

51  
✓ 2 incs use

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

CIVILIAN PERSONNEL DIV  
WAR DEPARTMENT

JUL 4 AM 9:07  
1942 JUN 17 AM 9:06



**SECRET**

(P) I TO THE DISTRICT MANAGER ON CERTIFICATE (N) CERTIFICATE No. **6-2145**  
 UNITED STATES CIVIL SERVICE COMMISSION  
**SECOND** U. S. CIVIL SERVICE DISTRICT  
 OFFICE OF THE DISTRICT MANAGER

Deputy District Chief,  
 New York Ordnance District,  
 80 Broadway,  
 New York City.

New York, New York  
 January 29, 1942.

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

A-27 6/15/40    A-28 Open  
 A2-121 10/1/38

Five (Vacancies)    Jr. Clerk Stenographer \$3440 p.a.    Jr. Stenographer  
 (Title of position and salary)    (Register from which drawn)

1/29/42 (Date of request)    Probationary (Nature of appointment) (Temporary or probational)

ACTION	SALARY OFFERED	NAME	PLACE OF REGISTRATION	RATING	POST OFFICE ADDRESS
FR		Blanche Becker		82.01	120-08 97th. Ave., Richmond Hill, N.Y.
G		Ruby L. Hall		80.00	208 West 111th. St., New York, N.Y.
FR		Ethel M. Kent		80.00	603 Forest Ave., Brooklyn, N.Y.
FR		Paula Kaphtalis		80.00	1359 Lynn Place, New York, N.Y.
D		Florence Schou (Mrs.)		78.70	405 Cleveland St., Brooklyn, N.Y.
FR		Floren Seiden		77.16	967 Holly St., New York City.
Note 1		Ethel Rosen		77.00	1339 Clay Ave., New York City.
Please use the enclosed form 2677 (a) in directing persons to report for the physical examination. The enclosed temporary authority may be used for the filling of any vacancy that cannot be filled from this certificate.					

NOTE.—The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager. Blank spaces may be used for any necessary remarks or explanations. For further instructions see other copy.

THE DISTRICT MANAGER,

February 4, 1942

Respectfully returned, together with examination papers and prescribed forms, inviting attention to action taken on names certified, as shown in first column above.

1. ~~Not available for immediate appointment.~~  
 Note 2. ~~It is advised that Miss Adelaide A. Graocoli was only one selected from the attached temporary authority. Due to a change in the requirements of this office, no additional list is requested at this time.~~

A—Selected.  
 CRU—Communication returned undelivered.  
 D—Declined.  
 FR—Failed to reply.  
 NS—Not selected.

Official title: S. F. Roach 1st Lt. Ord. Dept.  
 Chief, Personnel Division.

NY 6-2145-1-29-42  
 1-29-42



SECOND UNITED STATES CIVIL SERVICE DISTRICT  
OFFICE OF THE DISTRICT MANAGER  
FEDERAL BUILDING - CHRISTOPHER STREET  
NEW YORK, N. Y.

C - 105.1  
MAY 1941

FILE CAUTIONS

DATE January 28, 1942

Deputy District Chief  
New York Ordnance District  
Ordnance Department at Large  
80 Broadway, New York, N. Y.

DATE OF REQUEST 1-23-42  
POSITION: Jr. Clerk Stenographer  
SALARY: \$1440 p.a.  
NUMBER OF VACANCIES: 5 (Female)  
PLACE OF EMPLOYMENT: New York, N. Y.

This temporary authority may be used for the filling of  
any vacancies which cannot be made from Cert. 6-1145.

DEAR SIR:

REFERRING TO YOUR REQUEST MENTIONED ABOVE FOR THE CERTIFICATION OF ELIGIBLES TO FILL THE POSITION OR POSITIONS INDICATED, YOU ARE ADVISED THAT THERE ARE APPARENTLY NO ELIGIBLES AVAILABLE ON APPROPRIATE REGISTERS AT THIS TIME. YOU ARE HEREBY AUTHORIZED UNDER SECTION 2 OF CIVIL SERVICE RULE VIII TO APPOINT A QUALIFIED PERSON WHO HAS ALREADY FILED APPLICATION (SEE THE NEXT PARAGRAPH) PENDING THE ESTABLISHMENT OF A REGISTER OF ELIGIBLES.

AN EXAMINATION FOR POSITIONS OF THIS KIND WAS RECENTLY HELD, AND IT IS EXPECTED THAT A REGISTER OF ELIGIBLES WILL BE ESTABLISHED AT A REASONABLY EARLY DATE. THE PERSONS NAMED BELOW HAVE FILED APPLICATIONS FOR THE EXAMINATION, AND THEIR NAMES ARE SUBMITTED FOR YOUR CONSIDERATION IN MAKING TEMPORARY APPOINTMENT AT THIS TIME. ADDITIONAL NAMES WILL BE SENT UPON REQUEST.

See list attached.

A SEARCH WILL BE MADE OF THE CENSUS RECORDS TO CONFIRM PLACE AND DATE OF BIRTH OF PERSONS APPOINTED TO ARMY ARSENALS OR NAVAL ESTABLISHMENTS AND OF PERSONS APPOINTED TO POSITIONS FOR WHICH CHARACTER INVESTIGATION IS CONDUCTED. IN ORDER TO EXPEDITE SUCH SEARCH FORM 2933A OR FORM 2933B, IF ENCLOSED SHOULD BE RETURNED TO THIS OFFICE WITH YOUR NOMINATION FOR THE PROPOSED APPOINTEE.

SINCE THE DECLARATION OF APPOINTEE (FORM 124B) IS NO LONGER REQUIRED IN CONNECTION WITH TEMPORARY APPOINTMENT, THE RESPONSIBILITY OF DETERMINING THAT PROPOSED APPOINTEES ARE CITIZENS OF THE UNITED STATES AND THAT THEIR APPOINTMENT IS NOT IN CONTRAVENTION EITHER TO SECTION 9 OF THE CIVIL SERVICE ACT (MEMBERS OF FORUM) OR THE EXECUTIVE ORDER OF JANUARY 17, 1929 (HOLDING OFFICE UNDER STATE, COUNTY, OR MUNICIPALITY, UNLESS THE APPOINTMENT IS TO A POSITION IN A NATIONAL DEFENSE AGENCY) RESTS WITH THE APPOINTING OFFICER.

ATTENTION IS INVITED TO THE FACT THAT FINGERPRINT CHARTS ARE NECESSARY IN CONNECTION WITH TEMPORARY APPOINTMENTS MADE IN NATIONAL DEFENSE AGENCIES.

TEMPORARY APPOINTMENT WILL NOT BE APPROVED IN THE CASE OF ANY PERSON WHOSE APPLICATION IS NOT ALREADY ON FILE. PERSONS SELECTED UNDER THIS AUTHORIZATION SHOULD BE FULLY INFORMED AS TO THE CONDITIONS UNDER WHICH THEY ARE BEING APPOINTED. THEY SHOULD BE ADVISED THAT THE APPOINTMENT IS STRICTLY TEMPORARY, AND THAT THEIR ULTIMATE RETENTION IN THE SERVICE WILL BE CONDITIONAL UPON THEIR QUALIFYING IN THE EXAMINATION WITH A RATING SUFFICIENTLY HIGH TO ENABLE THEM TO BE REACHED FOR PROVISIONAL APPOINTMENT.

THE TEMPORARY APPOINTMENT SHALL CONTINUE ONLY FOR SUCH PERIOD AS MAY BE NECESSARY TO MAKE APPOINTMENT THROUGH CERTIFICATION AND IN NO CASE WITHOUT PRIOR APPROVAL OF THIS OFFICE BEYOND THIRTY DAYS FROM THE RECEIPT BY THE APPOINTING OFFICER OF THE COMMISSION'S CERTIFICATION OF ELIGIBLES.

ISSUED IN TRIPLICATE.  
THIS COPY FOR THE NOMINATING  
OFFICER'S FILES \_\_\_\_\_  
THIS COPY TO BE RETURNED TO DISTRICT MANAGER  
WITH FORM 2933A OR 2933B, IF ENCLOSED,  
AND APPLICATION FORM \_\_\_\_\_  
THIS COPY FOR DISTRICT MANAGER'S  
FILE \_\_\_\_\_

VERY TRULY YOURS,

*James E. Russell*  
JAMES E. ROSSSELL  
DISTRICT MANAGER

BY: amb

For: Deputy District Chief  
New York Ordnance District  
Ordnance Department at Large  
80 Broadway, New York, New York

AXA:MDB  
# 2-273  
1-29-42

LIST OF APPLICANTS FOR THE POSITION OF  
JUNIOR STENOGRAPHER (FEMALE), NEW YORK, NEW YORK  
(For filling the position of Junior Clerk Stenographer)

Mrs. Helen G. Berman  
446 East 98th Street  
Brooklyn, New York

Esther Jaeger  
661 Stone Avenue  
Brooklyn, New York

Miss Mary Camero  
808 Watchogue Road  
Port Richmond, S.I., N.Y.

Miriam Kluger  
493 East 162nd Street  
New York, New York

Miss Adelaide A. Cracolici  
1281 Bradford Avenue  
Bronx, New York

Jean Licourse  
1344 Dickens Avenue  
Far Rockaway, New York

Iris P. Eaton  
175 West 137th Street  
New York, New York

Frances Claire McManus  
3287 Decatur Avenue  
Bronx, New York

Mae Gleitzman  
2063 Grand Avenue  
Bronx, New York

Charlotte Morse  
1675 Grand Concourse  
New York, New York

Mrs. Gwendolyn Gordon  
1614 St. Johns Place  
Brooklyn, New York

Ethel Palevsky  
449 Barbey Street  
Brooklyn, New York

Adele C. Hershkowitz  
1932 Bergen Street  
Brooklyn, New York

Mrs. Jean Rich  
205 West 88th Street  
New York, New York

Roslyn S. Singer  
78-05-141st Street  
Kew Gardens, L.I., N.Y.



4th Ind.

June 16, 1942

War Department, Office of the Civilian Aide to the Secretary of War  
To: The Director of Civilian Personnel and Training

1. In the absence of any information in addition to that contained in the second indorsement this office can only conclude that Miss Ruby Lee Hall was not selected because of her race or color. The copy of the Civil Service certificate attached to the report of the Ordnance Office shows that the Civil Service Commission certified seven eligibles. Of that number four failed to reply, one declined, and another was not available for immediate appointment. The letter "C" appears opposite the name of Miss Hall in the column denoting the action taken. This letter does not appear in the legend of appropriate types of action at the bottom of the certificate. Moreover, it appears that Miss Hall should have been selected in preference to one of the applicants who were eligible for temporary appointment especially in view of the fact that the temporary authority granted by the Commission was to be used only for the filling of vacancies which could not be filled from the certificate.

2. On the evidence at hand this appears to be a case of racial discrimination in violation of Civil Service rules and War Department policy.

3. May such action be taken with a view to the placement of Miss Hall and the disciplining of any person who may have been derelict, as may be appropriate?

Civilian Aide to the Secretary  
of War

Car. Lee  
COPIED

May 7, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Ruby Lee Hall of New York City alleging racial discrimination against her in her effort to secure employment as a junior stenographer with the New York Ordnance District, 80 Broadway, New York City.

Miss Hall's complaint states that she reported on February 3, 1942, for an interview as the result of certification by the Civil Service Commission. She says Mr. Lana interviewed her and told her he had to clear all applicants and send them to be interviewed by the officer requisitioning eligibles in their categories. She also states as follows:

I asked him (Mr. Lana) if there were any vacancies and he replied in the affirmative, but cautioned me that the officers had the right to make a selection. He then gave me a slip and sent me to be interviewed by a Mr. Omsahunter in the Administrative Department.

Mr. Omsahunter took one look at me and said "I've just filled my vacancy." I told him that Mr. Lana in the Personnel Clearance office told me there were vacancies in that department.

I returned with the slip to Mr. Lana and told him what Mr. Omsahunter had said. Mr. Lana said, "Well if Mr. Omsahunter doesn't want you, we can use you in another department. We need qualified stenographers." He then gave me another slip and sent me to be interviewed by Mr. Leo Powell, of the Ammunition Dept.

Mr. Powell interviewed me, gave me an application form to fill out, marked assigned 2/2/42, and asked me would I mind working in Long Island City or any of their branch offices.

I told Mr. Powell, "No, I didn't mind working anywhere in New York City so long as the salary was only \$4."

Copy  
CAFEP  
4/11/42

Director of Civilian Personnel and Training  
May 7, 1942  
Page 2

Mr. Powell told me that he would have to see two other people and if I were selected, he would notify me.

On February 4, I telephoned Mr. Powell and asked him if he had interviewed the other girls yet and could he please assign me as I knew I was well qualified. I had the second highest rating of the six or seven girls on the list submitted to Mr. Lana on 2/3/42.

Mr. Powell said that he hadn't seen any other girls, but that he expected to see some that day. He said they were going to get another list. He then referred me to Mr. Lana. Mr. Lana said he could do nothing more for me. His job was to send the people where there were vacancies. If the person refused to hire me, that was too bad.

This is the second complaint of this nature involving the New York Ordnance District that this office has received within the past three days. The other one was the case of Mrs. Eunice I. Brown, in which a report on the facts was requested on May 5. May the facts in the instant case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection a copy of the certificate upon which the name of Miss Hall appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission, is desired.

Civilian Aide to the Secretary  
of War

9282

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

Date April 25, 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 Miss Ruby Lee Hall of New York, New York, under date of February 28, 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

Enc.

UNITED STATES OF AMERICA  
BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE  
OF  
THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

In the Matter of
and
Complainant
Case No.....

Date..2/28/42.....

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed)(national origin)by cross out words not applicable

War - Ordnance Dept. At Large  
New York Ordnance District

Name of Firm, Agency, School, Union

Room 1900 - 80 Broadway

Address

in

New York, N. Y.

City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro
2. Job, position or classification for which application was made Stenographer
3. Qualifications for such job, position or classification:
  - A. Education High School graduate (3 yrs. CC. N.Y. Eve. College
  - B. Experience and Work history On and off W. P.A. since 1933. Secretary to Administrator Federal Theatre, Musical Artists' Bureau Leopold Stokowski.
- |   |                            |                 |                      |
|---|----------------------------|-----------------|----------------------|
| <u>Jr. Typ. &amp; Sr. Typ. May 22, 1939</u> | <u>Jr. 81.16</u>           | <u>Sr 71.64</u> |                      |
| <u>Jr. Stenog. Typ.</u>                     | <u>June, 1941</u>          | <u>97.75</u>    | <u>Stenog. 89.88</u> |
| <u>C. Civil Service List</u>                | <u>Date of Examination</u> | <u>Rating</u>   |                      |
4. Date of application certification (in person) (by letter) for position 2/3/42
5. Date of refusal to employ or admit 2/3/41
6. Name and official position of person refusing or transmitting refusal
 

<u>Mr. Lana</u>	<u>Personnel Clearance Officer</u>
<u>Mr. Omnahunter</u>	<u>Administration Dept.</u>
<u>Mr. Leo Powell</u>	<u>Ammunition Dept.</u>

C - O - P - Y

(1)

On February 3, 1942, I reported for an interview regarding employment as Stenographer to the War Ordnance Dept. at Large. I went in answer to a letter of Certification from the Civil Service Comm.

A Mr. Lana, of the Personnel Clearance Dept. interviewed me and said he had to clear all applicants and send them to be interviewed by the Officer requesting Stenographers. I asked him if there were vacancies and he replied in the affirmative, but cautioned me that the officers had the right to make a selection. He then gave me a slip and sent me in to be interviewed by a Mr. Omnahunter in the Administration Dept.

Mr. Omnahunter took one look at me and said "I've just filled my vacancy." I told him that Mr. Lana in the Personnel Clearance office told me there were vacancies in that department.

I returned, with the slip to Mr. Lana and told him what Mr. Omnahunter had said. Mr. Lana said, "well if Mr. Omnahunter doesn't want you, we can use you in another department. We need qualified stenographers." He then gave me another slip and sent me to be interviewed by Mr. Leo Powell, of the Ammunition Dept.

Mr. Powell interviewed me, gave me an application form to fill out. Marked assigned 2/4/42 and asked me would I mind working in Long Island City or any of their branch offices.

I told Mr. Powell, "No, I didn't mind working anywhere in New York City so long as the carefare was only 5¢.

Mr. Powell told me that he would have to see two other people and if I were selected, he would notify me.

On February 4, I telephoned Mr. Powell and asked him if he had interviewed the other girls yet and could he please assign me as I know I am well qualified. I had the second highest rating of the six or seven girls on the list submitted to Mr. Lana on 2/3/42. One girl having received 91. (?) and I had 89.88 The other girls were all in the low 70's - 71. -etc.

Mr. Powell said that he hadn't seen any other girls, but that he expected to see some today (2/4/42). I questioned this statement because the selection should have been made 2/3/42, and from that list. He said they were going to get another list. He then referred me to Mr. Lana.

Mr. Lana said he could do nothing more for me. His job was to send the people where there were vacancies. If the person refused to hire me, that was too bad. He asked me if I didn't think he had treated me kindly.

I told Mr. Lana I didn't know whether or not he had treated me kindly. I realized he had sent me to two people, but I still had no appointment. That the receptionist had tried to send me home after

- 2 -

my interview with Mr. Omnhunter, saying that he, Mr. Lana, had seen me once and couldn't see me again because he was too busy.

I saw Mr. Lana the second time only because I threatened to sit there all day if necessary so the girl left me alone.

About an half hour later Mr. Lana came out to see me and gave me the second slip to Mr. Leo Powell which I mentioned before.

The only reason I was so insistent was because Mr. Lana, the Personnel Clearance Officer, told me they needed stenographers and if one person didn't want me in his department they certainly should be able to place me in one of their many departments. He said they did not discriminate as they had Negroes in their employ.

I didn't see any Negroes in the three offices I went into. However, all I know is, I got the "run-around."



10520

7. Reason given for such refusal They had the right to select the highest qualified person out of three applicants.

8. Statement of additional facts and/or circumstances indicating discrimination on account of race, religion or national origin:

See Back

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names

Addresses

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to  
before me this 28 day  
of February 19  
At New York, N. Y. ....  
... Gertrude P. Kraus ...

\_\_\_\_\_  
Notary Public.

Name and Address of Person Claiming  
Discrimination.

Ruby Lee Hall

Name

309 West 111 Street

Address

New York, N. Y.

City and State



10520

UNITED STATES OF AMERICA  
BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE  
OF  
THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

In the Matter of
and
Complainant
Case No.....

Date...2/28/42.....

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed)(national origin) by cross out words not applicable

**War - Ordnance Dept. At Large  
New York Ordnance District**

Name of Firm, Agency, School, Union  
**Room 1900 - 80 Broadway**  
Address  
**New York, N. Y.**  
City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro
2. Job, position or classification for which application was made Stenographer
3. Qualifications for such job, position or classification:
  - A. Education High School graduate (3 yrs. CC. N.Y. Hvs. College)
  - B. Experience and Work history On and off W. P.A. since 1933. Secretary to Administrator Federal Theatre, Musical Artists' Bureau Leopold Stokowski.
- C. Civil Service List
 

<u>Jr. Typ. &amp; Sr. Typ. May 23, 1939</u>	<u>Jr. 81.16 Sr 71.64</u>	
<u>Jr. Stenog. Typ.</u>	<u>June, 1941</u>	<u>97.75 Stenog. 89.88</u>
C. Civil Service List	Date of Examination	Rating
4. Date of application (in person) (by letter) for position 2/3/42  
certification
5. Date of refusal to employ or admit 2/3/41
6. Name and official position of person refusing or transmitting refusal
 

<u>Mr. Lane</u>	<u>Personnel Clearance Officer</u>
<u>Mr. O'Connell</u>	<u>Administration Dept.</u>
<u>Mr. J. Powell</u>	<u>Administration Dept.</u>

C - O - P - Y

(1)

On February 3, 1942, I reported for an interview regarding employment as Stenographer to the War Ordnance Dept. at Large. I went in answer to a letter of Certification from the Civil Service Comm.

A Mr. Lana, of the Personnel Clearance Dept. interviewed me and said he had to clear all applicants and send them to be interviewed by the Officer requesting Stenographers. I asked him if there were vacancies and he replied in the affirmative, but cautioned me that the officers had the right to make a selection. He then gave me a slip and sent me in to be interviewed by a Mr. Omnahunter in the Administration Dept.

Mr. Omnahunter took one look at me and said "I've just filled my vacancy." I told him that Mr. Lana in the Personnel Clearance office told me there were vacancies in that department.

I returned, with the slip to Mr. Lana and told him what Mr. Omnahunter had said. Mr. Lana said, "well if Mr. Omnahunter doesn't want you, we can use you in another department. We need qualified stenographers." He then gave me another slip and sent me to be interviewed by Mr. Leo Powell, of the Ammunition Dept.

Mr. Powell interviewed me, gave me an application form to fill out. Marked assigned 2/4/42 and asked me would I mind working in Long Island City or any of their branch offices.

I told Mr. Powell, "No, I didn't mind working anywhere in New York City so long as the carefare was only 5¢.

Mr. Powell told me that he would have to see two other people and if I were selected, he would notify me.

On February 4, I telephoned Mr. Powell and asked him if he had interviewed the other girls yet and could he please assign me as I know I am well qualified. I had the second highest rating of the six or seven girls on the list submitted to Mr. Lana on 2/3/42. One girl having received 91. (?) and I had 89.88 The other girls were all in the low 70's - 71. -etc.

Mr. Powell said that he hadn't seen any other girls, but that he expected to see some today (2/4/42). I questioned this statement because the selection should have been made 2/3/42, and from that list. He said they were going to get another list. He then referred me to Mr. Lana.

Mr. Lana said he could do nothing more for me. His job was to send the people where there were vacancies. If the person refused to hire me, that was too bad. He asked me if I didn't think he had treated me kindly.

I told Mr. Lana I didn't know whether or not he had treated me kindly. I realized he had sent me to two people, but I still had no appointment. That the receptionist had tried to send me home after

- 2 -

my interview with Mr. Omnhunter, saying that he, Mr. Lana, had seen me once and couldn't see me again because he was too busy.

I saw Mr. Lana the second time only because I threatened to sit there all day if necessary so the girl left me alone.

About an half hour later Mr. Lana came out to see me and gave me the second slip to Mr. Leo Powell which I mentioned before.

The only reason I was so insistent was because Mr. Lana, the Personnel Clearance Officer, told me they needed stenographers and if one person didn't want me in his department they certainly should be able to place me in one of their many departments. He said they did not discriminate as they had Negroes in their employ.

I didn't see any Negroes in the three offices I went into. However, all I know is, I got the "run-around."

10520

7. Reason given for such refusal ~~qualified person out of three applicants.~~ **They had the right to select the highest**

8. Statement of additional facts and/or circumstances indicating discrimination on account of race, religion or national origin:

**See Back**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names	Addresses
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to  
before me this **28** day  
**February**  
of 19  
**New York, N. Y.**  
At.....  
**Gertrude P. Kraus**  
.....

\_\_\_\_\_  
Notary Public.

Name and Address of Person Claiming  
Discrimination.  
**Ruby Lee Hall**  
\_\_\_\_\_  
Name  
**309 West 111 Street**  
\_\_\_\_\_  
Address  
**New York, N. Y.**  
\_\_\_\_\_  
City and State

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

July 9, 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:

This is in further reference to the complaints of Mrs. Lucille Allison Hendrieth of 219 Kenilworth Street, Detroit, Michigan and Miss Bernice Metcalfe of 115 East Wellington Avenue, Flint, Michigan which is reported upon in your communication of June 22. It was stated that the Detroit Ordnance office could not give the number of Negro clerical workers because their records were not complete.

It is requested that the Detroit Ordnance District submit the desired information as soon as possible.

Sincerely yours,

*George M. Johnson*  
George M. Johnson  
Assistant Executive Secretary



*Concluded  
CO. FEEL  
CO. H.*

C  
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P  
Y

February 24, 1942

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 February 5 in which you discuss the cases of Mrs. Hendrieth, Miss Redd and Miss Fuentis as submitted by Senator Charles C. Diggs of Michigan. For your further information I transmit herewith copies of letters submitted to the Committee by Miss Evelyn Williams of 6307 Hartford Avenue, Detroit, Michigan and Miss Bernice Metcalfe of 115 East Wellington Avenue, Flint, Michigan in which the experiences of these women in connection with their failure to secure appointments in War Department offices in Michigan are discussed. Each of them believes that she has been discriminated against because of her race.

In addition to these cases and those referred to in my letter of February 3, complaints have also been made to the Committee by Miss Clarissa Hardy of 1422 St. Aubin, Detroit, Michigan and Miss Willie Mae Pattman of 13971 Lumpkin, Detroit, Michigan alleging that they have been discriminated against because of their color by agencies of the War Department. The information that they furnish does not, however, make a prima facie case that they were discriminated against because of their racial origin. I cite them merely to indicate that there are a considerable number of complaints against field agencies of the War Department in the Detroit area that Negroes are discriminated against in their effort to secure employment in these agencies. Possibly you may find it worthwhile to make a special investigation in the area to determine whether or not War Department offices in this area are carrying out the directions issued by the Secretary of War with respect to non-discrimination which, I understand, require that divisions of the War Department take in a stated percentage of Negroes in order to make it clear that the non-discrimination policy laid down by the President and the Secretary of War is actually being carried out in practice.

I shall be glad to have your comments on this suggestion.

Sincerely yours,

Lawrence W. Cramer  
Executive Secretary

*carded  
COFEP  
11/11*

June 22, 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 3 and 24, 1942, you transmitted to this office the complaints of Mrs. Lucille Allison Hendrieth, 219 Kenilworth Street, Detroit, Michigan, and Miss Bernice Metcalfe, 115 East Wellington Avenue, Flint, Michigan, respectively, alleging racial discrimination in their efforts to secure employment in the Detroit Ordnance District.

The report of the investigation into these complaints has been received. It states as follows:

1. The Detroit Ordnance District has advised that the position of Under Clerk Typist for which Miss Bernice Metcalfe applied had already been filled at the time she appeared at that office for interview. However, she was granted an interview to determine her qualifications.

2. The Detroit Ordnance District has also advised that they are unable to locate any information in their files regarding Mrs. Lucille Hendrieth.

3. That office has stated that their records are not complete to the extent of showing the exact number of Negro clerical workers, but it is estimated that a much larger percentage of Negro clerical workers is employed in that District than there is by population in that area.

As I advised you in my letter of February 5, 1942, the information given you by Senator Charles C. Diggs of Michigan and a delegation from Detroit was insufficient to establish a prima facie case of racial discrimination, but the cases of Miss Metcalfe and Mrs. Hendrieth were submitted for investigation because it was thought that they indicated devices which were used to avoid appointment of Negro applicants.

copy  
COFE P  
"A"

Mr. Lawrence W. Cramer  
June 22, 1942  
Page 2

You may wish to check this report with Senator Diggs and the complainants. If you are given any additional information, I shall be pleased to consider it.

Sincerely yours,

Civilian Aide to the Secretary  
of War



102

O.O. 230.2/1576 Misc.

Attn: SPOGC - Exec. Sec.

2nd Ind.

Barber/mef

War Department, Ordnance Office, Washington, June 6, 1942


To: Office, Secretary of War

1. The Detroit Ordnance District has advised that the position of Under Clerk Typist for which Miss Bernice Metcalfe applied had already been filled at the time she appeared at that office for interview. However, she was granted an interview to determine her qualifications.

2. The Detroit Ordnance District has also advised that they are unable to locate any information in their files regarding Mrs. Lucille Allison Hendrieth.

3. That office has stated that their records are not complete to the extent of showing the exact number of negro clerical workers, but it is estimated that a much larger percentage of negro clerical workers is employed in that District than there is by population in that area.

For the Chief of Ordnance:

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

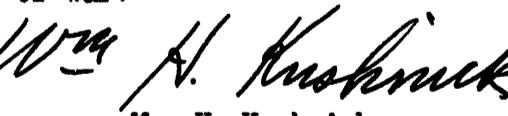
3rd Ind.

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

mfb/vh  
June 10, 1942

Forwarded.

By authority of the Secretary of War:

  
Wm. H. Kushnick  
Director of Civilian Personnel  
and Training

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

February 26, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice a number of complaints of applicants for jobs charging racial discrimination by various War Department offices in the Detroit (Michigan) area. Several of these complaints involve the Detroit Ordnance District. Taken singly they do not appear to establish a prima facie case of racial discrimination, but collectively they indicate a resort to various subterfuges to avoid appointment of Negro applicants.

In one of these complaints Miss Bernice Metcalfe, 115 East Wellington Avenue, Flint, Michigan, alleges discrimination against her in her effort to secure employment as an under clerk-typist in the Detroit Ordnance District. After indicating her willingness to accept an appointment, she states, she was instructed on November 13, 1941, and on January 23, 1942, to get in touch for interviews with the Resident Inspector, Ordnance Material, and the Assistant Army Inspector of Ordnance, respectively, at the A. C. Spark Plug Division, General Motors Corporation, Flint, Michigan. She further states that when she arrived for her interview, she was met by one of the office employees who had her type-write a short paragraph and told her that was all that would be required of her; that she thought it a rather strange and too brief an interview; that she asked permission to speak with the Assistant Army Inspector, with whom she was supposed to have had the interview, but she was not allowed to do so.

In another complaint, Mrs. Lucille Allison Hendrieth, 219 Kenilworth Street, Detroit, states that upon reporting for an interview in response to a special delivery letter from the Detroit Ordnance District for a position as Assistant Statistical Clerk she was told after considerable questioning that since she had no experience in graph-making she was not properly equipped for the position.

In the report of the investigation into the complaint of Mrs. Hazel Gillespie, 585 West Minster Avenue, Detroit, forwarded by the Ordnance Office under date of February 17, it is noted that

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15-76  
Mason

The Director of Personnel  
February 26, 1942  
Page 2

after she had been called for an interview upon the recommendation of the Civil Service Commission for temporary appointment as an assistant statistical clerk "a decision was made to promote the personnel already employed in the Detroit Ordnance District to grade CAF-3, Assistant Statistical Clerk."

In the light of these circumstances may an investigation be had in the cases of Miss Metcalfe and Mrs. Hendrieth to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees by the Detroit Ordnance District?

Request is also made that the case of Mrs. Gillespie be reconsidered along with these newly reported cases to determine whether the rejection of Negro eligibles certified by the Civil Service Commission is a general practice of the Detroit Ordnance District inconsistent with policies and instructions of the War Department. In this connection a report on the extent of the employment of Negro clerical workers will be informative.

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

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157 Misc. 1st Ind.

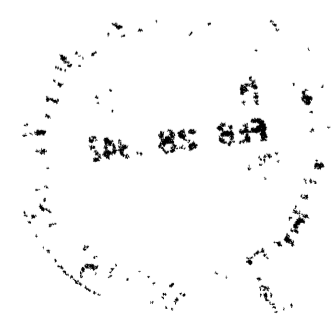
War Department, Office of the Secretary  
To: Chief of Ordnance

mfb/vh  
February 27, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

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





JUN 10 1942 12 21 PM '42

February 26, 1944.

MEMORANDUM

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The Director of Personnel  
February 26, 1942  
Page 2

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Civilian Aide to the Secretary  
of War



February 5, 1942

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

Dear Mr. Cramer:

Your letter of February 3, presents the cases of Mrs. Hendrieth, Miss Radd and Miss Fuentes as submitted by Senator Charles C. Diggs of Michigan.

I talked with Senator Diggs and other members of his delegation who complained of widespread discrimination in War Department offices in the Detroit area. I suggested that they obtain detailed and documented cases, submitting several cases involving a single office wherever possible. Such information as Senator Diggs gives you does not seem to establish a prima facie case of discrimination against any one of the applicants in question. However, it may be that when he returns to Detroit, the Senator will be able to obtain more detailed statements.

Sincerely yours,

William H. Eastle

Civilian Aide to the Secretary  
of War

*Handwritten:*  
Cramer  
cc 1/5/42  
+ file  
FD

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 3, 1942

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


Dear Judge Hastie:

Senator Charles C. Diggs of Detroit has referred to this office several complaints against different branches of the War Department in the Detroit region and requests that action be taken upon them:

1. Mrs. Lucille Allison Hendrieth, 219 Kenilworth, Detroit, Michigan states that upon reporting for an interview in response to a special delivery letter from the Detroit Ordnance District, War Department, for a position as Assistant Statistical Clerk, she was told after considerable questioning that since she had no experience in graph-making she was not properly equipped for the position.
2. Miss Maxine Redd, 2940 Hendricks, Detroit, Michigan, states that in response to a letter received from Fort Wayne she reported for an interview at the administration building there. Along with four white girls she was interviewed by a Major Taussy. At the conclusion of the interview she was told that she would be notified. She states further: "I was told by one of the white girls whose mark was 80 (mine was also 80) that she was told to report that Saturday. I haven't received a notice yet."
3. Miss Zenobia Fuentes, 599 King Avenue, Detroit, Michigan, alleges that she reported for an interview at Fort Wayne in response to a letter and when she arrived three girls ahead of her were being interviewed. The first two of the three girls were hired. She states further: "I was not accepted, the reason given that the vacancies had been all filled. However, I was not given an opportunity to tell of any of my qualifications."

Would you kindly inform me as to what action might be taken on these cases so that I may notify Senator Diggs of this fact?

Sincerely yours,

  
Lawrence W. Cramer  
Executive Secretary

HILL, LLOYD W.  
901 Fifth Street, S. E.,  
Guard, Washington Aqueduct, McMillan Filtration  
Plant, First and Douglass Streets, N. W.,  
United States Engineer Office

Appointed February 12, 1940; salary \$1,320  
Promoted January 8, 1942, salary, \$1,500

CU-5 (Salary schedule begins at \$1,500 and  
increases by \$60 steps to \$1,860, average  
being \$1,680).

Question: Did promotion of January 8, 1942,  
involve reclassification from ~~CU-4~~  
~~to~~ CU-5?

Interviewed March 17, 1942: Complained of  
racial discrimination in promotions-- white  
guards, who are juniors of three colored guards,  
being made sergeants and lieutenants with  
salary increases to \$1,800 for lieutenants  
and from \$1,500 to \$1,680 for sergeants.  
One colored guard is receiving salary of  
\$1,980 (evidently his classification is CU-9).  
He is Mansfield Bransom.

Suggested that three colored guards lay  
their grievances before their superiors and,  
if not adjusted, all three join in complaint.

*Hill told me Mar. 23, 1942,  
read clips re - 1 of 4  
- 19 - 02, 1/10/42 -  
having - 1 - Mar. 23, 1942*

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

Mr. Louis R. Lautier  
Administrative Assistant  
Room 2064  
War Department  
Washington, D. C.

Dear Mr. Lautier:

Following our conversation this morning, I am sending you the enclosed complaint, signed by Lloyd W. Hill. You will probably want to reach him at his home, since he works the night shift. His address is 901 Fifth Street, S. E., Washington. His telephone is Ludlow 3044. I was impressed with his presentation.

We will be interested in the outcome of your consideration.

Sincerely yours,

*Ruth Landes*  
Ruth Landes  
Field Representative

Enclosures

*Carded  
Cofp*

COPY

McMillan Filtration Plant  
First and Douglass Street, N. W.  
Washington, D. C.

March 11, 1942

**TO:** Fair Employment Practices Committee  
1406 G Street, N. W.  
Washington, D. C.

**SUBJECT:** Discriminatory policy relative to promotions and attendant salary increases prevailing in the Washington Aqueduct Police Department - U. S. Engineers Office, War Department, Washington, D. C.

**DUTIES:** To patrol and maintain order on and near the several properties under the supervision of the District Engineer, remaining on the alert against unlawful entry, destruction of government property, water pollution, sabotage, etc. (See attached booklet.)

**BACKGROUND:** In order to provide twenty-four hour protection for McMillan Reservoir and Filtration Plant, the U. S. Engineers Office, functioning under and responsible to the War Department through the Army Engineers, appointed in February, 1940, from the Junior Custodial Officers Civil Service roster, two Negroes to supplement the one-man guard force previously maintained for twenty-four years. These were the first such appointments and were made through the regular Civil Service channels at \$1320 per annum, notwithstanding the fact that the examination announcement called for a salary of \$1860.

The increasing gravity of the national situation has necessitated further additions to the force (lately without Civil Service under Rule VIII) with the result that the total personnel at present numbers well over sixty. The bulk of these appointments has been made within the last twelve month period, but to date only one

additional Negro has been successful in winning an appointment.

To expedite handling the enlarged force, several officers (lieutenants, sergeants, acting sergeants) have been made with corresponding salary increases, none of whom have been Negroes, irrespective of the fact that the three Negroes concerned, without exception, outrank all officers in seniority, and if Civil Service marks and ratings are indicative, -- ability.

Six weeks ago, through the #2 man in seniority, Emmett R. Brown, Negro, we verbally requested of Captain Kimball and Mr. Radcliffe a statement of policy covering promotions, etc. to which they replied respectively:

Captain Kimball:

"I am responsible only to my immediate superior for my actions and in the absence of any established policy my personal recommendation is the only prerequisite."

Mr. Radcliffe:

"The entire force is going to be reorganized, after which time subsequent promotions will be on the basis of seniority, ability and a written examination."

The natural conclusion is that the department's needs pertaining to officers have been carefully predetermined and after reorganization no additional officers will be required.

The #2 man was selected to seek the clarification of policy because the senior member, as a result of his 24 years of satisfactory service, commanded a salary in excess of \$1900.

Further, we have been excluded from lectures and instruction by members of the F.B.I. and Metropolitan Police officials and denied the use of the pistol range constructed on a government reservation and in part, with "Guard" labor.

- 3 -

The discrimination is so evident and so vicious as to have incurred the condemnation of several of the more democratic and liberal office personnel. We are seeking redress through the Fair Employment Practices Committee.

/s/ Lloyd W. Hill

Other signatures are available if and when desired.

PARTIAL PICTURE OF SENIORITY LIST

\$1980	(Mansfield Bransom ( (	Negro	Appointed from the U. S. Park Police roster	24 years service
	(3 yrs. U. S. Army Service - honorable discharge. Recommended for officers' school; (Has endeared himself to both colored and white citizens adjacent to the reservation (through 24 years of efficient, faithful and understanding service.			
\$1500	(Emmett R. Brown, (	Negro	Appointed from the Jr. Custodial Officers roster	2 years + service
	(Lloyd W. Hill	Negro	" " "	2 years + service
\$1800	(Lt. Jos. Bogan (Lt. H. Heitman	White White	Appointment status unknown " " "	Less than 2 years Less than 2 years

All sergeants and acting sergeants (all white). All less than 2 years

✓Winstead -----Made sergeant before he became eligible for an efficiency rating

✓Runkle

Steinbach

Paradise

✓ W. R. Johnson

\$1500-1680 Campbell

Hanson

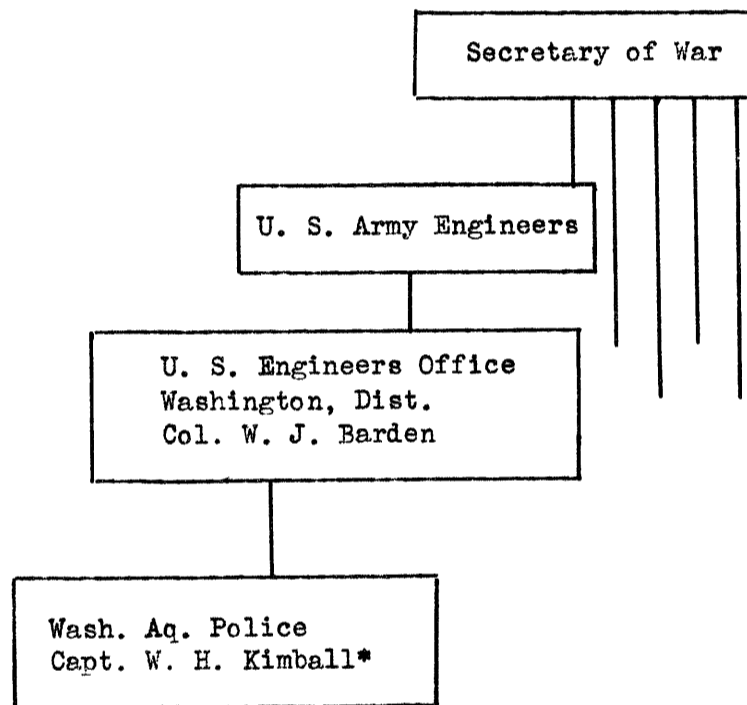
✓ Kearns

✓ Fifer - Mt. Joy -- Twice failed non-competitive guards examination

Mortfeld

Evans





\*Captain Kimball's title is questionable inasmuch as he is listed with the Civil Service Commission as a Senior Pump Operator. Assumed command, May 1941.

ADDRESS REPLY TO  
THE DISTRICT ENGINEER  
UNITED STATES ENGINEER OFFICE  
FIRST AND DOUGLAS STREETS NW.  
WASHINGTON, D. C.

WAR DEPARTMENT  
UNITED STATES ENGINEER OFFICE  
FIRST AND DOUGLAS STREETS NW.  
WASHINGTON, D. C.

March 21, 1942

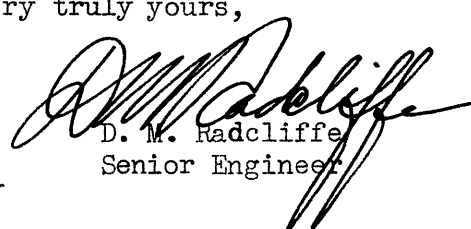
Mr. Lloyd W. Hill  
901 - 5th St., S.E., Apt. 23  
Washington, D. C.

Dear Sir:

The petition jointly filed by you and Messrs. Bransom and Brown is in hand, and your protest relative to advancement of officers on the Washington Aqueduct guard force has been given full consideration. Judging from the tenor of your petition, you are under the impression that advancement is or should be made on the basis of seniority. This, however, is not the case. Reference to paragraph 1017.7 of the Administration of the Civil Service in the Engineer Department at Large states that "all promotions and increases in pay shall be based on relative efficiency as shown by the current efficiency report, and other things being equal, on length of service in the department."

Upon investigation of your individual case, it appears that you have been treated fairly commensurate with your efficiency rating. Should you have additional facts which you wish to be considered a personal visit to my office will be appreciated.

Very truly yours,

  
D. M. Radcliffe  
Senior Engineer

901 5th. St. S. E. # 23  
Washington, D. C.  
March 18, 1942.

Mr. D. M. Radcliffe,  
Washington Aqueduct Operator  
First & Douglass Sts. N. W.  
Washington, D. C.

My dear Mr. Radcliffe,

We, the undersigned, wish to record a protest in connection with the manner in which the Officers of the Washington Aqueduct Police Force are recommended and commissioned.

In this connection we would point out that the signators, in the absence of a qualifying examination, (with the exception of Lieut. Bissett) outrank the existing officers in seniority and, if Civil Service ratings and resultant relative standings are indicative - ability.

Because of previous experience, we realize that certain exceptions are admissible but maintain that the policy is, in the main, discriminatory and as such merits your reconsideration.

In this matter, which so vitally affects the morale of all concerned, we would appreciate some expression from you.

Respectfully yours,

Mansfield Branson.

Emmett B. Brown.

Lloyd W. Hill.

901 5th St. S. E. 423  
Washington, D. C.  
March 25, 1942.

Mr. Louis Lautier,  
Munitions Building,  
Washington, D. C.

My dear Mr. Lautier,

I am enclosing the correspondence between Mr. Radcliffe and myself in connection with the promotion of personnel in the U. S. Engineers Office, War Department, of which you have prior knowledge.

Mr. Radcliffe admits that my personal efficiency rating is "Good" which according to his own estimate is considered high, but to date of resignation, I too have been consistently passed over in the event of promotions. The two remaining complainants, Messrs. Bransom and Brown, are appealing their respective ratings to the board established for that purpose, the result of which appeal you will be notified as soon as possible.

Thanking you again for your interest and advice I remain,

Respectfully yours,

*Lloyd W. Hill.*

Lloyd W. Hill.

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