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WAR DEPARTMENT
Headquarters, Army Service Forces
WASHINGTON

SPGC-L
201-Thomas, W. E.

April 6, 1945

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING, OFFICE
OF THE SECRETARY OF WAR
(Attention: Acting Civilian Aide, Mr. Truman K. Gibson, Jr.)


Subject: Alleged Racial Discrimination practiced against
Mr. W. E. Thomas.

1. As requested in a memorandum from your office, an investigation of this case of alleged racial discrimination was requested, results of which are as follows:

"1. This office has been advised that Mr. William E. Thomas was inducted into the Army, October 2, 1942, Cincinnati, Ohio. For this reason steps can not be taken as required in Mr. William H. Hastie's memorandum of December 28, 1942."

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

For the Director, Industrial Personnel Division:


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

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POSTAL
DIVISION
WASHINGTON, D.C.

Headquarters, Army Service Forces

SPGC-L
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For the Director, Industrial Personnel Division:

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

December 28, 1942

MEMORANDUM

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

Attached hereto is a copy of the basic memorandum and the report covering the investigation into the complaint of Mr. William E. Thomas, who alleged that racial discrimination was practiced against him by the Lexington Signal Corps Depot, Lexington, Kentucky, in his effort to secure appointment and training as an Assistant Power Mechanic.

The Civilian Personnel Division, Office of the Secretary of War, advises that this report was forwarded to this office on September 21, 1942, but this office has no record of having received it until a copy was furnished under date of December 12. That fact accounts for the delay in requesting further action in this matter.

Paragraph 3 of the second indorsement shows clearly that Mr. Thomas was refused appointment and training solely because he is a Negro. Such action violates Executive Order No. 8802 and the directives of this Department prohibiting racial discrimination in the selection of Federal employees. It, therefore, appears appropriate that steps be taken to accomplish his appointment and training, if he has not yet been inducted into the armed forces and expresses a willingness to enlist in the Reserve.

It may be pointed out that colored and white personnel are attending both the Enlisted School and the Officer Candidate School of the Armored Forces at Fort Knox, Kentucky, as well as Officer Candidate Schools in States further South.

Civilian Aide to the Secretary
of War

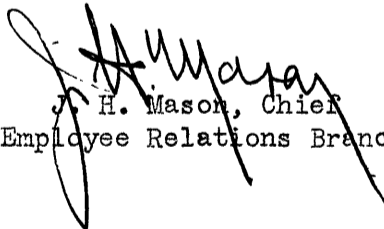
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WAR DEPARTMENT
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

December 12, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. There is attached a copy of a report from the Civilian Personnel Field Office at Fort Hayes, Ohio in regard to the complaint of Mr. William E. Thomas who alleged racial discrimination in his effort to secure appointment and training at the Lexington Signal Depot, Lexington, Kentucky.
2. The original report was forwarded to your office September 21, 1942.


J. H. Mason, Chief
Employee Relations Branch

1 Incl.



COPY -

1st Ind.

wbc/elb

War Department, Civilian Personnel Division, OSW, August 27, 1942.
To: Manager, Civilian Personnel Field Office, OSW, Fort Hayes, Columbus,
Ohio.

1. Forwarded for compliance with request contained in memorandum
from Employee Relations Section.

Edward B. Persons
Chief, Field Office Section

2nd Ind.

rls/ds

War Department, Civilian Personnel Field Office, Office of the
Secretary of War, Fort Hayes, Ohio, September 15, 1942. To:
Civilian Personnel Division, Washington D.C., Attention: Field
Office Section.

1. Contact was made with Lt. Edward Duvall and Mr. J.
Eshelby of the Training Division, Lexington Signal Depot
September 10th, 1942 to ascertain the facts in the case of
alleged discrimination against William E. Thomas.

2. At the time Mr. Thomas was certified by the Civil
Service Commission to the Depot they were recruiting for the
Power School at Paris, Kentucky. This was the only Power
School being conducted at that time and is still the only
power school which they have. It was not contrary to law to
have mixed classes, since the school is under the jurisdiction
of the Federal Government, rather than the State of Kentucky.
The State schools are forbidden by State law to have colored
and white students in the same school.

3. When Mr. Thomas reported to the Depot for an inter-
view he was told that he could not be used since there was no
colored school at that time, but that his name would be
maintained on file for any such school which might be estab-
lished in the future. Representatives of the Depot stated
they took this action since they did not feel it to be advisable
to establish mixed schools at Paris, Kentucky or other towns
throughout the State.

The racial feeling which prompted the passage of the State
law mentioned above was such that the effectiveness of the
school would be hampered thereby.

The Lexington Signal Depot has three colored schools
for Mechanic Learners as follows:

West Kentucky at Paducah	66 students
Dunbar at Lexington	120 students

COPY -

-2-

Lincoln Institute at Lincoln Ridge - 94 students

They have a Junior Repairman Trainee Colored School at Dunbar in Lexington with 164 students. They also are training colored students on the Post of the Lexington Signal Depot where they have mixed classes. I was unable to determine the number of colored students in training on the Post. The Power School now has 118 students. The total number of students in training under the jurisdiction of the Depot is 6773. They do not contemplate being able to establish the colored power school in the near future, one reason for this is the small number of applicants for this type of work who are colored; another reason is that the percentage of training of the power school nature is so small.

Mr. Thomas was tested by the Otis Self-Administered Test of Mental Ability and received a "raw" score of 25. The Depot has recently established a policy of not accepting applicants who received a score of less than 36 on this test. His percentilerate on the test was 8. It is now the policy of the Depot to require all students to become members of the Enlisted Reserve or Specialists Corps. However, in view of Mr. Thomas's low score on the Otis test they would not now accept him at the Depot for the Enlisted Reserve. This fact was not used as a basis for deciding that he would not be accepted for the Power School when originally interviewed. It would preclude action being taken at this date to place him in the school.

Contact was made with Mr. Thomas on September 11th. He substantiated the statements made by representatives at the Depot. He stated that he could have gotten into one of the colored mechanic learner schools but was not interested in radio repair work. All of his experience had been in Maintenance and repair of motors and he wished to continue in that line of work. He stated he had recently been classified in 1 A by his draft board and supposed he would be inducted in the near future.

Robert L. Smith
Manager

December 1, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

On July 28, 1942 this office sent you a memorandum requesting an investigation into the complaint of Mr. William E. Thomas, 415 Ohio Street, Lexington, Kentucky, alleging racial discrimination in his effort to secure employment and training as an Assistant Power Mechanic under the Lexington Signal Depot, Lexington, Kentucky.

This office has not yet received a report of the investigation into this case. May inquiry be made to ascertain what disposition has been made of this case?

Civilian Aide to the Secretary
of War

July 26, 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. William E. Thomas, 415 Ohio Street, Lexington, Kentucky, alleging racial discrimination in his effort to secure appointment and training as an Assistant Power Mechanic under the Lexington Signal Depot, Lexington, Kentucky.

Mr. Thomas avers that he received a communication from the Sixth Civil Service District directing him to report to the Lexington Signal Depot for acceptance for training as an Assistant Power Mechanic; that when he reported he was told that it had been thought that he was white and that there were no classes training Negroes as Assistant Power Mechanics; and that when he reported the substance of the interview to the Sixth Civil Service District he was informed that his rejection was due probably to the fact that a Kentucky law forbids the training of white persons and Negroes in the same class rooms.

A copy of an affidavit made by Mr. Thomas and furnished the President's Committee is attached hereto.

This case is similar to that of Mr. Harry L. Terry, of Washington, D. C., in which a request for an investigation was submitted under date of July 17, 1942.

If the facts are as represented, Negro eligibles in Kentucky are being subjected to discriminatory treatment. May the matter be investigated with a view to any corrective action which may be necessary?

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 22, 1942.

MEMORANDUM

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

FROM: George M. Johnson *G.M.J.*
Assistant Executive Secretary
President's Committee on Fair Employment Practice

I am enclosing a copy of an affidavit of William E. Thomas in which he alleges that he has been discriminated against in his effort to secure an appointment for training as an Assistant Power Mechanic in the Lexington Signal Depot.

It is my understanding that this Depot is under the jurisdiction of the War Department.

Accordingly, it is requested that you investigate this complaint and furnish the Committee with a report.

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STATE OF KENTUCKY
COUNTY OF FAYETTE

The Affiant William E. Thomas after being duly sworn before me a Notary Public in and for Fayette County Kentucky certifies that he is resident of 415 Ohio Street Lexington Kentucky and twenty one years of age and that on May 6th 1942 he applied thru the 6th Civil Service Dist. for the position of assistant power mechanic which calls for training in Paris Ky. at the Power Supply School. He took a civil service examination for the said position and passed with the grade of 73%, after which eh passed a physicial examination. The examination was given by Dr. H. G. Herring a civil service examing Dr.

On May 12th, 1942 he received a communication from the SIXTH CIVIL SERVICE DISTRICT to report to the Lexington Signal Depot called Avon, Stipulating that he had been accepted for the training of an assistant Power Mechanic. When he reported for the training as authorized he contacted some men, Names, Mr. Kenneth Eckells, Mr. Shelby and Lieut. Cherry who are in the Dept of Civilian training, they told him that they thought he was a member of the White race and that there are no classes as yet for Negroes in that course.

When he reported the same to the authorities at the Sixth Civil Service Dist he was informed that probably the Day Law a Ky law that forbids White and Negro Students from receiving training in the same class room was responsible for him being rejected. No disposition has been made of his case as far as the Avon Authorities are concerned.

-s-

William E. Thomas

Date July 4, 1942
My Commission Expires Feb. 5, 1946

William H. Ballard, Sr
Notary Public, Fayette Co., Ky.

June 30, 1942.

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

Dear Mr. Cramer:

Receipt is acknowledged of your communication of June 22, 1942, forwarding to this office the complaint of Mrs. Mabel E. Taylor, 619 North Frazer Street, Philadelphia, Pennsylvania, alleging racial discrimination in her efforts to secure employment as a Female Trainee, Aircraft, and as a Shop Checker.

The complaint does not state sufficient facts upon which to base a request for an investigation. If you will obtain from Mrs. Taylor a statement giving the details of any interview she may have had at the Frankford Arsenal, which led her to believe that racial discrimination was practiced against her, careful consideration will be given her complaint.

The Frankford Arsenal would not be concerned with the selection of Student-Trainees, Aircraft. Those positions are under the Air Corps.

This office has already requested an investigation into a complaint alleging that racial discrimination was practiced against a group of about thirty Negro women in their effort to obtain employment as Shop Checkers at the Frankford Arsenal. Perhaps Mrs. Taylor was in this group of women who were interviewed at the Frankford Arsenal on April 22, 1942.

Sincerely yours,

Civilian Aide to the Secretary
of War

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COPEL

January 8, 1942

Mr. George A. Johnson
Assistant Executive Director
President's Committee on
Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Johnson:

On January 2, you submitted to me a list of complaints which had been transmitted by your office and which you report as pending in the War Department.

Paragraph 2 of your letter lists 17 cases in which you had received no report from us. At the time of your writing we had submitted reports on 7 of these cases, namely, Mrs. Mary S. Nickerson, Harry C. Shellhammer, Mrs. Hazel Gillespie, Miss Virgie L. Smith, David H. Bowen, Edward W. Burre, and Miss Verna M. Parks. Copies of the reports are enclosed herewith.

We have sent you a report on the case of Herbert G. Chissell, Jr., this week. We have no record of three of the cases, namely, Jason P. Craig, Jack Haley, and Marion Officer. Field reports on the complaints of Henrietta C. Taylor, Louisa E. Hill, and Ernest E. Mair were so patently inadequate that this office requested supplementary reports which have not yet been received.

The case of Frankie C. Willis has been the subject of an exchange of letters between our offices and investigation has been initiated pursuant to your letter of December 17, 1941. A report has just been received on the case of Leon Dingle, showing that it raises squarely a fundamental issue which I shall discuss with you and Mr. Gramer within a few days.

I am advised that some communication has been sent to Ruth Wallace as a result of a complaint which she made direct to the White House. However, we shall supply you with a report on that case as soon as possible.

Of the four cases which you list in which we requested that your office obtain additional information, three are still pending, awaiting your reply. In the fourth, the case of Catherine B. Wright, we have instituted an investigation, a report has been made on the case and submitted to your office as of this date.

Mr. George M. Johnson
Page - 2 -
January 8, 1942

There are two cases in your final group. One is the case of Mildred A. John, an employee of the War Department who is, I believe, now satisfactorily placed. This case was submitted to us by the National Association for the Advancement of Colored People. The other is the case of Oliver W. Jackson which you sent us only last week.

In summary, I believe that only in the cases of Henrietta C. Taylor, Louise E. Hill, Ernest E. Mair, and Leon Dingle should your records show that we have not responded to your request for investigation and report. In these cases we will move as speedily as possible.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

January 2, 1942

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

Dear Judge Hastie:

Pursuant to suggestion advised by you in our conversation a few days ago, I am submitting herewith a memorandum prepared by Mr. Elmer W. Henderson. You will note that Mr. Henderson has classified the various cases which we discussed. The second group of cases may be in our file, but I am including them for your information.

Sincerely yours,


George M. Johnson
Assistant Executive Secretary

Enclosure

C E OF PRODUCTION MANAGEMENT

OFFICE MEMORANDUM

To: Mr. George M. Johnson

DATE: January 2, 1942

FROM: Elmer W. Henderson

SUBJECT:

At your request I am submitting the following information:

1. On the basis of an analysis of complaints and reports, it was found that there was an average of thirty-four days between the date a complaint is referred from this office to the War Department and the date a report is received on this complaint by this office. This does not include the complaints which have been referred but not reported upon.

2. The following cases referred to the War Department on the approximate date indicated have not been reported upon:

Henrietta C. Taylor	10/ 9/41
Jason F. Craig	11/27/41
May S. Nickerson	9/20/41
Henry C. Shellhamer	8/29/41
Hazel Gillespie	11/24/41
Virgie S. Smith	8/19/41
Herbert G. Chissell, Jr.	8/28/41
Ruth Wallace	
Louise E. Hill	11/ 4/41
Ernest E. Mair	9/16/41
David H. Bowen	10/29/41
Leon Dingle	10/27/41
Edward W. Burrs	9/ 3/41
Verna M. Parks	9/ 2/41
Jack Haley	
Marion Officer	
Frankie C. Willis	11/19/41

The following cases were referred to the War Department, but a request was received for more information. Final reports have not been received:

Lorraine Contrell	9/ 8/41
Julius D. Eastman	9/17/41
Catherine B. Wright	10/24/41
Oscar B. Perkins	9/ 5/41

OFFICE OF PRODUCTION MANAGEMENT

OFFICE MEMORANDUM

TO: Mr. George M. Johnson (Cont'd)

DATE: January 2, 1942

FROM: Elmer W. Henderson

SUBJECT:

The following cases are believed to have been submitted to the War Department:

Mildred A. John
Oliver W. Jackson

11/25/41

Lauder ✓

Name	Date Rec'd from COFEP	Date of our memo.
Herbert G Chisnelly ✓	Aug. 28, 1941	Sept. 17, 1941 to Maj Wesson thru CPD
Harry C. Shellhammer ✓	Aug. 29, 1941 Sept. 6, 1941	Ex C 31, Sept. 6, 1941 to Gen Sommersell Nov. 26, 1941 re same (Inv. still in process)
Henriette C Taylor, + Misses Kurn ✓	Oct. 28 ⁹ , 1941	Oct. 20, 1941 to CPD + suppl. Dec. 17, 1941.
Mrs Frankie C. Willis ✓	Nov. 19, 1941	Dec. 22, 1941 to CPD
Hazel P. Oliver	Dec 4, 1941	Nov. 26, 1941 to CPD (before COFEP letter)
Leon Dingle ✓	Oct. 27, 1941	Oct. 30, 1941 to CPD
Louise E. Hill ✓	Nov. 4, 1941	Oct 17, 1941 to CPD (before COFEP letter.)

August 14, 1942

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

Dear Mr. Johnson:

On July 16, 1942, you forwarded to this office the complaint of Mr. Harry L. Terry, 1943 Alabama Avenue, S. E., Washington, D. C., alleging that racial discrimination had been practiced against him in his effort to secure appointment and training as a Mechanic Learner, Signal Corps, in the Third Service Command.

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

Many hundreds of applicants for trainee positions regardless of race, creed, or color have been requested to report at various points within the continental limits of the United States where the training could be given in the most expeditious manner. Heretofore, no applicant has been accepted for enrollment unless he or she were willing to cooperate in reporting for training at the time and place requested.

After receipt of this report the matter was taken up directly with Major A. W. Adams of the Civilian Training Branch of the Signal Corps for clarification. I am advised that the classes at the Chamberlain Vocational School were established for observation so that the officers concerned with this training could note the response of the trainees to the courses and that at the time of their establishment no thought was given to the admission of any class of trainees. I am further advised that after classes had been established at the Chamberlain Vocational School, the question of training Negro eligibles arose and it was decided that inasmuch as there were not enough candidates for the establishment of classes in one of the schools of Division 10 to 13 of the local public school system, classes should be established in Baltimore, to include trainees from Washington.

I am also advised that training classes for Mechanic Learners and Junior Radio Mechanics have been established throughout the country

Carved
CJFER

Mr. George H. Johnson
August 14, 1942
Page 2

by the Signal Corps in cooperation with the United States Office of Education to the extent of available funds. The number of Negro trainees is considerable although total figures are not now available.

There are fourteen Negro trainees from Washington now in training in Baltimore.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

gfb/vh
July 23, 1942

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

SPSCT 300.6
Civilian Training

2nd Ind.

War Department, OCSigO, Washington, D. C., August 7, 1942,
To: Director of Civilian Personnel and Training, Office of Secretary of War
Attention: Mr. William H. Hastie

1. It is understood that Mr. Wm. H. Kushnick has already handled this matter personally. However, the information contained herein is furnished as a matter of record for your files.

2. A full investigation has been made of the complaint of Mr. Harry L. Terry referred to in basic communication. Many hundreds of applicants for trainee positions regardless of race, creed, or color have been requested to report at various points within the continental limits of the United States where the training could be given in the most expeditious manner. Heretofore, no applicant has been accepted for enrollment unless he or she were willing to cooperate in reporting for training at the time and place requested.

For the Chief Signal Officer:

H. W. Adams
H. W. Adams,
Major, Signal Corps,
OIC, Civilian Training Branch.

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

July 17, 1942

MEMORANDUM:

TO: The Director of Civilian Personnel and Training

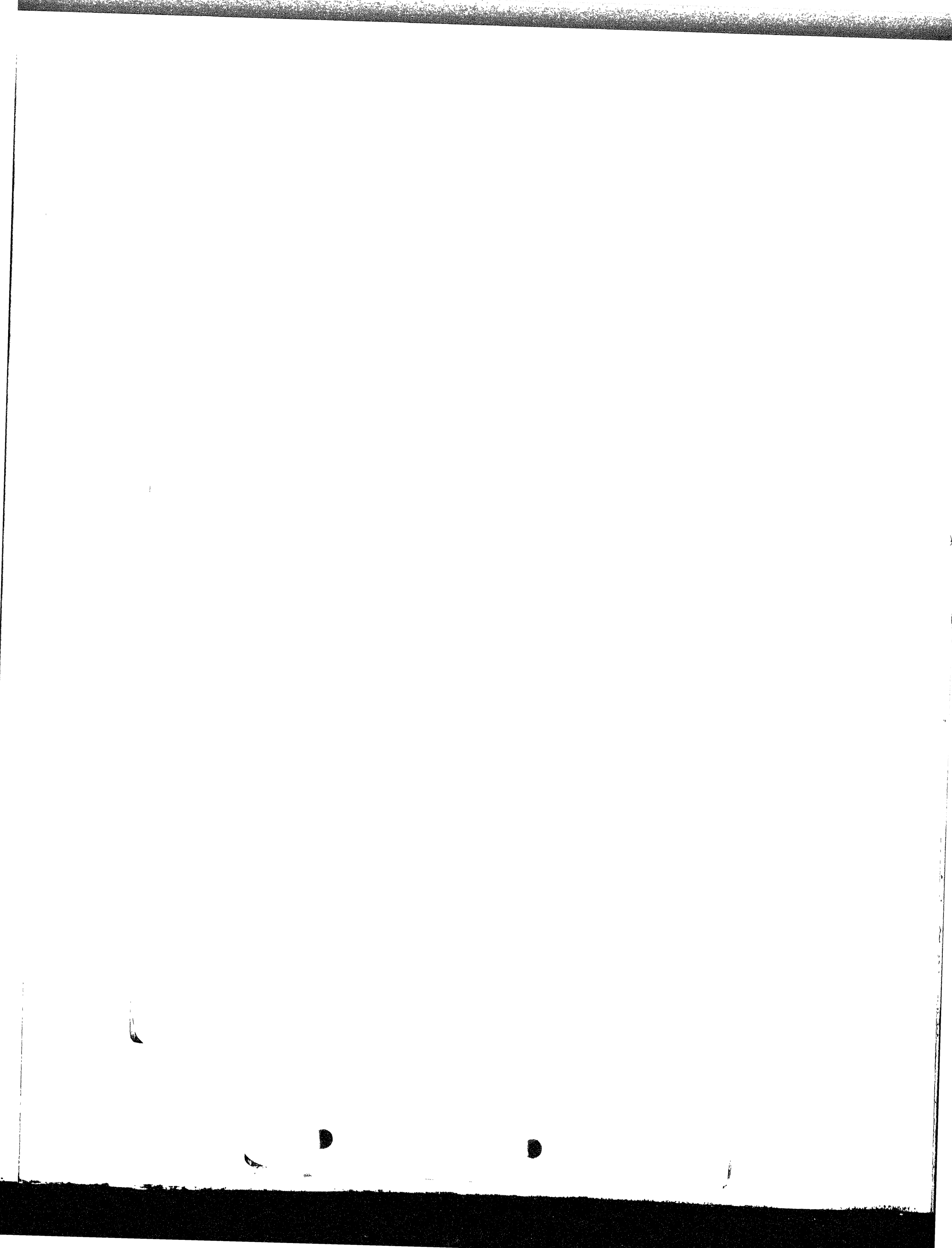
This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Harry L. Terry, 1943 Alabama Avenue, S. E., Washington, D. C., alleging racial discrimination in his effort to secure appointment as a Mechanic Learner, Signal Corps, in the Third Corps Area.

Mr. Terry states in his complaint that he passed the Civil Service examination for the position of Mechanic Learner and was told by Mr. Ward on July 16, 1942, that he was eligible for the training but would have to go to Baltimore, Maryland, to take the course because there was no school in Washington offering the course to colored trainees.

In transmitting the complaint the President's Committee on Fair Employment Practice stated that it was informed by the Civil Service Commission that the Third Corps Area has decided upon a policy of separate schools for colored and white trainees; that arrangements have been made for separate schools in Baltimore; that in Washington the Chamberlain Vocational School is giving the course to white trainees, but no arrangements have been made for offering it to colored trainees, and that the reason given therefor is a lack of funds.

If the facts are as represented, Negro eligibles in Washington are being subjected to discriminatory treatment. May the matter be investigated with a view to any corrective action which may be necessary.

William Hastie
Civilian Aide to the Secretary
of War



COLORED TRAINEES FROM WASHINGTON, D.C. NOW IN TRAINING IN BALTIMORE, MD.

Carroll Porter - 127 "F" Street, N.W., Washington, D. C.
Reginald Kendall - 35 Que Street, N.W., Washington, D.C.
Harvey W. G. Edwards - 1126 10th Street, N.W., Washington, D.C.
Samuel Wimberly - 4617 Clay Street, N.E., Washington, D.C.
Bernard W. Cheatham - 729 Third Street, N.E., Washington, D.C.
2460 Druid Hill Avenue, Baltimore, Md.
George W. Harris - 608 Fairmont Street, N.W., Washington, D.C.
1133 Sarah Ann Street, Baltimore, Md.
James I. Harris - 608 Fairmont Street, N.W., Washington, D.C.
1133 Sarah Ann Street, Baltimore, Md.
Andrew T. Richardson - 409 Columbia Road, N.W., Washington, D.C.
Charles K. Harden - 1424 "W" Street, N.W., Washington, D.C.
1510 Pennsylvania Avenue, Baltimore, Md.
John A. Wells - 1748 Benning Road, N.E., Washington, D.C.
William W. Powell - 757 19th Street, N.E., Washington, D.C.
913 Edmondson Avenue, Baltimore, Md.

APPLICANTS EXPECTED TO REPORT FOR DUTY - MONDAY, AUGUST 3, 1942

William E. Tatum - 231 Florida Avenue, N.W., Washington, D.C.
P. Abbott Wallace - 210 "S" Street, N.W., Washington, D.C.
Robert E. House - 1725 Tea Street, N.W., Washington, D.C.

AUG 2 2 26 PM '42

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

hfb/vh
Jul 23, 1942

For information and report to this office.

By authority of the Secretary of War:

~~W. H. KUSHNICK~~

W. H. KUSHNICK
Director of Civilian Personnel
and Training

SPSST 300.C
Civilian Training

2nd Ind.

War Department, OCSigC, Washington, D. C., August 7, 1942,
To: Director of Civilian Personnel and Training, Office of Secretary of War
Attention: Mr. William H. Hastie

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For the Chief Signal Officer:

A. W. Adams,
Major, Signal Corps,
CIC, Civilian Training Branch.

July 17, 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. Harry L. Terry, 1943 Alabama Avenue, . . . , Washington, D. C., alleging racial discrimination in his effort to secure appointment as a Mechanic Learner, Signal Corps, in the Third Corps Area.

M. Terry states in his complaint that he passed the Civil Service examination for the position of Mechanic Learner and was told by Dr. Ward on July 16, 1942, that he was eligible for the training but would have to go to Baltimore, Maryland, to take the course because there was no school in Washington offering the course to colored trainees.

In transmitting the complaint the President's Committee on Fair Employment Practice stated that it was informed by the Civil Service Commission that the Third Corps Area has decided upon a policy of separate schools for colored and white trainees; that arrangements have been made for separate schools in Baltimore; that in Washington the Chamberlain Vocational School is giving the course to white trainees, but no arrangements have been made for offering it to colored trainees, and that the reason given therefor is a lack of funds.

If the facts are as represented, Negro eligibles in Washington are being subjected to discriminatory treatment. May the matter be investigated with a view to any corrective action which may be necessary.

WILLIAM H. HASTIE
Civilian Aide to the Secretary
of War

July 17, 1942

MEMORANDUM

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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

July 16, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

Transmitted herewith are two copies of an allegation made by Mr. Harry L. Terry, 1943 Alabama Avenue, S. E., Washington, D. C., under date of July 16, 1942, charging discrimination against the War Department.

In addition to the facts stated in this complaint, this office, through the Civil Service Commission, has information that the Third Corp Area has decided upon a policy of colored and white trainees, and has made preparations for schools in Baltimore for both white and colored; that in Washington, arrangements have been made for a class in the Chamberlain Vocational School for whites only; that no arrangements have been contemplated for Negroes in Washington, D. C.; that the reason given, therefore, was lack of funds.

It is requested that this matter be investigated and that the President's Committee on Fair Employment Practice be furnished a report thereon.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



35275

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	}	Date... July 16, 1942.....
and		
Complainant		
Case No.....		

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 Department	
Name of Firm, Agency, School, Union	<input type="checkbox"/> Private Defense Industry
Washington, D. C.	<input type="checkbox"/> Vocational or Training Program
Address	<input type="checkbox"/> Government Agency
	<input type="checkbox"/> Labor Organization
in	
City	

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 Mechanic Learner Signal Corp
3. Qualifications for such job, position or classification:
 - A. Education Three years college Hampton Institute
 - B. Experience and Work history
4. Date of application (in person) (~~by letter~~) for position July 16, 1942
5. Date of refusal to employ or admit to Washington Class, July 16, 1942
6. Name and official position of person refusing or transmitting refusal

<u>Dr. Ward</u>	<u>Third Corp Area Officer</u>
Name	Position

(OVER)

35275

7. Reason given for such refusal No class for colored in Washington

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

I passed the examination and was told that I was eligible for the
course but I would have to go to Baltimore to take the course.
There is no school in Washington for colored.

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.

Name and Address of Person Claiming Discrimination.

Harry L. Terry
Name
1943 Alabama Avenue, S. E.
Address
Washington, D. C.
TR. 4049
City and State

July 16, 1942

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

Dear Judge Hastie:

Transmitted herewith are two copies of an allegation made by Mr. Harry L. Terry, 1943 Alabama Avenue, N. W., Washington, D. C., under date of July 16, 1942, charging discrimination against the War Department.

In addition to the facts stated in this complaint, this office through the Civil Service Commission, has information that the Third Corp Area has decided upon a policy of colored and white trainees, and has made preparations for schools in Baltimore for both white and colored; that in Washington, arrangements have been made for a class in the Chamberlain Vocational School for whites only; that no arrangements have been contemplated for Negroes in Washington, D. C., that the reason given, therefore, was lack of funds.

It is requested that this matter be investigated and that the President's Committee on Fair Employment Practice be furnished a report thereon.

Sincerely yours,

George E. Johnson
Assistant Executive Secretary

Revised/vb

35275

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... July 16, 1942.....

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.

<u>War Department</u>	<input type="checkbox"/> Private Defense Industry
Name of Firm, Agency, School, Union	<input type="checkbox"/> Vocational or Training Program
<u>Washington, D. C.</u>	<input type="checkbox"/> Government Agency
Address	<input type="checkbox"/> Labor Organization
in	
<u> </u>	
City	

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 Mechanic Learner
~~Signal Corp~~
3. Qualifications for such job, position or classification:
 - A. Education Three years college Hampton Institute
 - B. Experience and Work history
4. Date of application (in person) (by letter) for position July 16, 1942
~~xxxxxxx~~
5. Date of refusal to employ or admit to Washington Class, July 16, 1942
6. Name and official position of person refusing or transmitting refusal
Dr. Gard Third Corp Area Officer
Name Position

(OVER)

35275

7. Reason given for such refusal no class for colored in Washington

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

I passed the examination and was told that I was eligible for the
course but I would have to go to Baltimore to take the course.
There is no school in Washington for colored.

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.

Name and Address of Person Claiming Discrimination.

Harry L. Terry
Name
1943 Alabama Avenue, S. E.
Address
Washington, D. C.
TR. 4049
City and State

May 14, 1942

Mr. George M. Johnson
Assistant Executive Secretary
President's Committee on
Fair Employment Practice
1406 G Street, Northwest
Washington, D. C.

Dear Mr. Johnson:

The attached letter has been referred to this office
by Dr. Robert C. Weaver. I think it should be brought to
the attention of the Committee because of the larger union
issue involved.

Yours very truly,

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

In man: Will you handle this?

OFFICE OF PRODUCTI' MANAGEMENT

729 Office of Robert C. Weaver

5/4 1942

The attached is respectfully referred to

Mrs. Mary McLeod Bethune, NYA

Mr. Walter Burr, BES

Mr. Martin Carpenter, BES

Judge William H. Hastie, WAR

Dr. Frank Horne, USHA

Major Campbell C. Johnson, SSS

Mr. Clarence Johnson, USHA

Mr. Charles Piozet, NAVY

Dr. Ira deA. Reid, BES

Mr. Alfred E. Smith, WPA

Commissioner Studebaker, EDUCATION

Mr. Robert Taylor, DEFENSE HOUSING

Mr. William J. Trent, jr., FWA

For your information

For consideration and reply, direct

For advice to me

We have advised the writer of
have not
this reference.

The attachments should be
should not
returned to me.

Remarks:

Robert C. Weaver
Administrative Assistant

Form WPB-3

WAR PRODUCTION BOARD
OFFICE MEMORANDUM

To: Judge William H. Hastie

Date: May 9, 1942

From: Robert C. Weaver

Subject: Attached Communication from Mr. James M. Thomas, Houston, Texas

The attached letter is self-explanatory.

It is my understanding that any information that would be of help to Mr. Thomas should come from the Chief Engineer of the War Department. I should appreciate, therefore, your advising me on this matter.

Attachment: as above

BROTHERHOOD OF SKILLED NEGRO MECHANICS
2015 Brackenridge
Houston, Texas

C
O
P
Y

May 1, 1942

Dr. Robt. C. Weaver
Co-ordinator Race Relations
War Department
Washington, D. C.

Dear Sir:

In this locality there is a grave situation, as to Negroes that work in the building trades, particularly contractors, carpenters, bricklayers, cement finishers, painters and paper hangers.

I am, James M. Thomas, part owner of the Thomas Construction Company, a Negro Construction firm, that employs forty-two persons, and does annually over One Hundred Thousand Dollars' (100,000.00) worth of construction, consisting of church buildings, apartments, and residential building. Recently, we have completed a group of F.H.A. homes in the Parkwood Addition to the City of Houston.

This is our problem: The Labor Unions here definitely bar Negroes in the building trades.

All of the defense contracts and all other work that the Government has anything to do with have a closed shop agreement with the white labor unions.

We were doing a thriving business in private construction before the "Stop Order" of April 9th. Since that time, we are all out of work. Of the forty-two carpenters, painters, and paper hangers, and cement finishers that work for us, thirty-nine are now out of work. The same condition exists with all the other Negro builders in this section.

There are fully one hundred fifty or more skilled Negro mechanics here out of work. This is what we would appreciate your doing for us, if it is humanly possible, see if you can work it so that we can get to figure on some of those construction jobs, or a part of some job, directly out of Washington, D.C. That will be the only way that we can get to work on any Government job.

Government jobs are the only ones going on in this section and if the white people in this city have anything to do with our getting any of this work, we will not get.

I am the same James M. Thomas on the Citizens Committee of the Negro Housing Authority in this city. You may get any information about us from Maceo Smith of the U.S. Housing Authority.

We are capable of handling any type of construction that the Army is using, such as; soldiers' barracks, officers' buildings, Ordnance buildings or just any type of construction.

I was with the construction department at Prairie View College before coming to Houston.

I know, from your experience with the Housing Authority, that you are a man of power. Any consideration that you can show us, and anything that you can do for us will be highly appreciated.

(sgd) Very truly yours,
James M. Thomas
Of the James M. Thomas Construction Co.

June 19, 1942.

Mr. Lawrence T. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1406 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

On March 18, 1942, you transmitted to this office the complaint of Mr. Sydney O. Thompson, 1980 Seventh Avenue, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, New Jersey.

The first report of the investigation into his complaint stated that Mr. Thompson was interviewed by Major U. Cormier at the Picatinny Arsenal and after being informed of the educational requirements and duties of the position he declined. I asked Mr. Thompson whether this statement was correct. He emphatically denied that he had declined the position. In view of this conflict, a further investigation was requested. This office has now received a supplemental report which states as follows:

Mr. Sydney O. Thompson was certified by the Second United States Civil Service District for the position of Assistant Inspector, Powder and Explosives, and after interview with Major U. Cormier, in whose department the vacancy existed, indicated his unwillingness to accept the position. This action, as may be understood, is considered a declination. Copy of this declination should be available with the Manager of the Second United States Civil Service District, New York City.

With regard to the matter of Mr. Thompson's claim of discrimination, it is believed that the remarks by Major Cormier were misunderstood. Major Cormier has stated that what he feared in this particular case was the possibility of Mr. Thompson himself feeling that he would be discriminated against, if he were required to perform the same manual tasks performed by other employees in the position of Assistant Inspector,

Page 2

Powder and Explosives as a trainee for a Foremanship in the Explosive Department.

The Inspectors appointed to this position are performing arduous, manual labor as trainees and whether or not they will ever become Foremen depends entirely upon the satisfactory completion of the training period and the satisfactory further grooming for a Foremanship. With Mr. Thompson's extensive educational background, it was believed that he would consider himself out of place and possibly discriminated against, if subjected to the duties required in this position.

Notwithstanding the above, if Mr. Thompson agrees to accept the position of Assistant Inspector, Powder and Explosives under the same conditions and performing the same manual labor as performed by other employees with the understanding that promotion to a Foremanship will be based entirely on his satisfactoriness as a trainee for such, Picatinny Arsenal will interpose no objection to offering him employment as an Assistant Inspector, Powder and Explosives. It should be understood, however, that if Mr. Thompson accepts, he should not consider himself discriminated against in performing the duties referred to above.

Although the report and Mr. Thompson's statements still disagree on the matter of declination, you will no doubt wish to advise Mr. Thompson of the opportunity now open to him.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

March 18, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Sydney O. Thompson, 1980 Seventh Avenue, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, New Jersey.

Mr. Thompson charges that although he was sixth on the Civil Service certificate furnished the Personnel Office at Picatinny Arsenal, Captain U. Cormier refused to consider him because he is a Negro. A copy of the complaint from the Committee is enclosed herewith.

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? It is suggested that the officer in charge of the installation be requested to furnish a copy of the Civil Service certificate in question, showing the notations and endorsements with which it was returned to the Civil Service Commission.

William H. Astie
Civilian Aide to the Secretary
of War

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D. O. Thompson
201 / 303071
MAY 2 1942
Thompson, Sydney O.

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35379

Tompson, Raymond A.
1st Inf.

mfb/vh

March 20, 1942

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

1. For investigation and report to this Office.

230.741
203

By authority of the Secretary of War:

F. H. Powell

F. H. Powell
Acting Director of Personnel

1/14/42

1942

III
9 1942
OFFICE

RECEIVED

O.O. 201/35379

Thompson, Sydney O.

Attn: SPOGC - Exec. Sec.


2nd Ind.

Barber/mef

War Department, Ordnance Office, Washington, April 18, 1942
To: Office, Secretary of War

1. The Commanding General, Picatinny Arsenal has advised that Mr. Sydney O. Thompson was certified by the Second United States Civil Service District for the position of Assistant Inspector, Powder and Explosives. Mr. Thompson was interviewed by Major U. Cormier and after being informed of the educational requirements and duties of the position Mr. Thompson declined. The certificate was returned to the Second United States Civil Service District noting his declination. In view of the above there appears to be no question of racial discrimination.

For the Chief of Ordnance:


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

Incl.
n/c

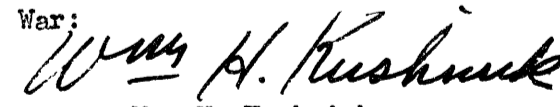
3rd Ind.

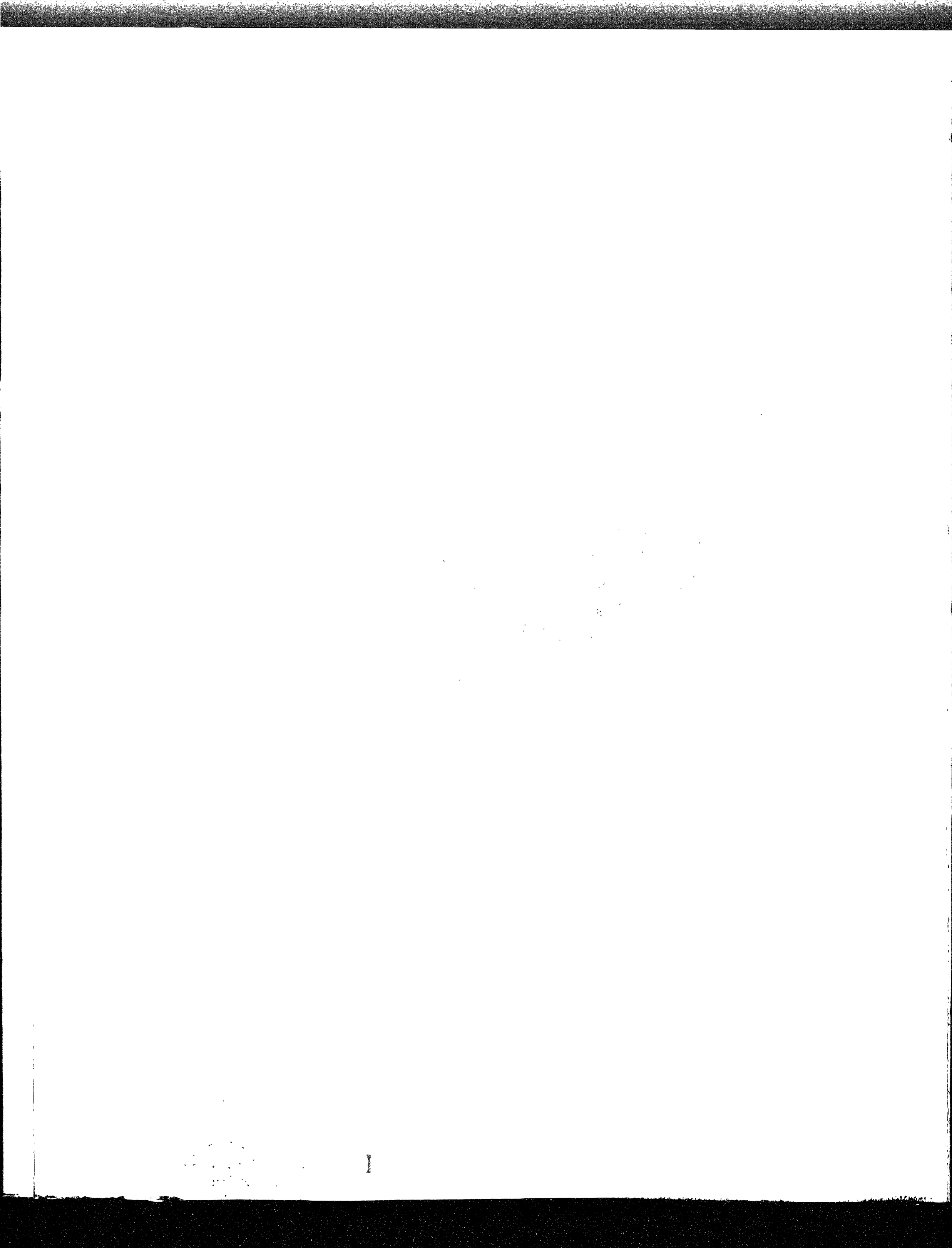
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
April 22, 1942

Forwarded.

By authority of the Secretary of War:


Wm. H. Kushnick
Director of Civilian Personnel
and Training



4th Ind.

May 12, 1942

War Department, Office of the Civilian Aide to the Secretary of War
To: The Director of Civilian Personnel and Training

1. Mr. Sydney O. Thompson denies emphatically the statement in the second indorsement that he declined the position of Assistant Inspector, Powder and Explosives, at the Picatinny Arsenal, after Major U. Cormier, who interviewed him, had explained the educational requirements and duties of the position. He states that he did not decline any appointment because he was not offered any.

2. Mr. Thompson makes the following allegations in addition to those contained in the letter from the President's Committee on Fair Employment Practice, a copy of which is attached to the basic communication:

Captain Cormier, whom I saw, told me I would not be suitable before he even knew any of my qualifications. Up to the present time he does not know what specific qualifications I have for the duties of the position.

I am basing my allegations of discrimination on the part of this officer on these grounds:

1. He rejected me as an appointee before he knew any of my educational or industrial qualifications.

2. He told me this job was that of a foreman and I would not do. I asked him if it was because I was a Negro. He said, "Yes."

3. I then stated, "Then your reason (for saying I would not do) is that you didn't want a Negro giving orders to white workers." He stated that such a thing had not occurred before and certainly would not work out in this situation.

4. After about 3 minutes of conversation in which he established the fact that he was hiring no Negroes, he asked me the school I went to and whether I was a chemical engineer. There was no real interrogation as to my ability to fill the job.

5. Two witnesses to this conversation, whom I can identify, are Mr. Hicks of the same office and an office worker whose name I do not know.



MAY 28 PM 2 43



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Faint, illegible text, likely a letter or document body.

Faint, illegible text, likely a signature or name.

4th Ind. Continued

When I received this present job I have with the Ordnance Department I was told I would remain there temporarily until an opening in Powder and Explosives occurred. Then when I receive certification for such an opening, I am discriminated against.

In view of the conflict between the statement in the second indorsement and the denial by Mr. Thompson, may the facts in this case be investigated further to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees?

William H. Justice
Civilian Aide to the Secretary
of War

5th Ind.

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

mfb/vh
May 15, 1942

1. Referred, inviting attention to the previous indorsement and return to this Office.

By authority of the Secretary of War:

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

220.74/600.1
1.009/46.027
Sheet 1



OFFICE
CHIEF OF ORDNANCE

MAY 22 11 32 AM '42

IN



March 13, 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 an affidavit from Mr. Sydney O. Thompson, 1980 Seventh Avenue, New York City, in which he alleges that he has been discriminated against in his effort to secure an appointment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, New Jersey, solely because of his race.

Mr. Thompson's education, experience and work history indicate that he has an M.A. in Chemistry, University of Toronto; that he has studied the chemistry of powder and explosives at C.O. N.Y.; that in 1937 he was Assistant Chemist - Milling of Gold Ores; that in 1938 he was Assayer and Chemist - Gold Mines; that from 1939 to 1941 he was Instructor of Chemistry; that in June 1941 he passed a civil service examination for Assistant Inspector of Powder and Explosives with a rating of 81 per cent, and on February 7, 1942 was certified to the Picatinny Arsenal.

He alleges that Captain U. Cormier, Military Official of Explosives Department at Picatinny Arsenal refused to consider him because he was a Negro. Mr. Thompson states as follows:

"Captain Cormier stated he couldn't use me. This was his first statement to me. Then I asked him whether it was because I was a Negro and he said Yes. He then stated that the job he had was a foreman's job. When I asked him whether his reason for refusing to consider me was based on his belief that a Negro could not supervise white laborers he hedged and would not reply directly. After this he asked me what school I went to and what

RECEIVED
MAR 15 1942
U.S. DEPARTMENT OF WAR
WASHINGTON, D. C.

25379
Thompson, Sydney O.

RECEIVED
FEB 27 1976

TO: DIRECTOR, FBI
FROM: SAC, NEW YORK
SUBJECT: [Illegible]

[Illegible typed text]

[Illegible typed text]

[Illegible typed text]

FEB 27 1976

Honorable William H. Hastie

-2-

March 13, 1942

degree I had. This is all the information on my qualifications he had.

"When I suggested I would make further inquiries as to why I could not be hired, he stated he would 'let me know'."

Mr. Thompson's affidavit states that he was sixth on the civil service list at the Personnel Office at the Arsenal for this particular grade. Will you please investigate this complaint and advise me of the results of your investigation.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary



MAR 13 1942

U.S. DEPARTMENT OF THE ARMY
PERSONNEL OFFICE

45 11 2 43

O.O. 201/35379
Thompson, Sydney O.
Attn: SPOGC - Exec. Sec.

101
6th Ind.

Barber/mef

War Department, Ordnance Office, Washington, June 10, 1942
To: Office, Secretary of War

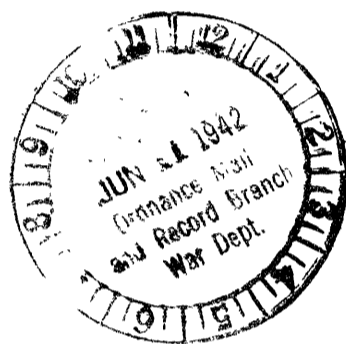
1. With further reference to the case of Mr. Sydney O. Thompson, the Commanding General, Picatinny Arsenal has furnished the following supplementary report:

Mr. Sydney O. Thompson was certified by the Second United States Civil Service District for the position of Assistant Inspector, Powder and Explosives, and after interview with Major U. Cormier, in whose department the vacancy existed, indicated his unwillingness to accept the position. This action, as may be understood, is considered a declination. Copy of this declination should be available with the Manager of the Second United States Civil Service District, New York City.

With regard to the matter of Mr. Thompson's claim of discrimination, it is believed that the remarks made by Major Cormier were misunderstood. Major Cormier has stated that what he feared in this particular case was the possibility of Mr. Thompson himself feeling that he would be discriminated against, if he were required to perform the same manual tasks performed by other employees in the position of Assistant Inspector, Powder and Explosives as a trainee for a Foremanship in the Explosives Department.


The Inspectors appointed to this position are performing arduous, manual labor as trainees and whether or not they will ever become Foremen depends entirely upon the satisfactory completion of the training period and the satisfactory further grooming for a Foremanship. With Mr. Thompson's extensive educational background, it was believed that he would consider himself out of place and possibly discriminated against, if subjected to the duties required in this position.

Notwithstanding the above, if Mr. Thompson agrees to accept the position of Assistant Inspector, Powder and Explosives under the same conditions and performing the same manual labor as performed by other employees with the understanding that promotion to a Foremanship will be based entirely on his satisfactoriness as a trainee for such, Picatinny Arsenal will interpose no objection to offering him employment as an



Assistant Inspector, Powder and Explosives. It should be understood, however, that if Mr. Thompson accepts, he should not consider himself discriminated against in performing the duties referred to above.

For the Chief of Ordnance:


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

101
Inc. n/c

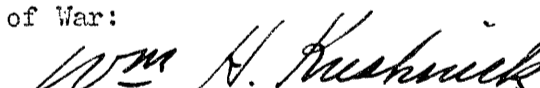
7th Ind.

mfb/vh
June 17, 1942

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

1. Forwarded.

By authority of the Secretary of War:


Wm. E. Kushnick
Director of Civilian Personnel
and Training

4th Ind.

May 12, 1942

War Department, Office of the Civilian Aide to the Secretary of War
To The Director of Civilian Personnel and Training

1. Mr. Sydney O. Thompson denies emphatically the statement in the second indorsement that he declined the position of Assistant Inspector, Powder and Explosives, at the Picatinny Arsenal, after Major U. Cormier, who interviewed him, had explained the educational requirements and duties of the position. He states that he did not decline any appointment because he was not offered any.

2. Mr. Thompson makes the following allegations in addition to those contained in the letter from the President's Committee on Fair Employment Practice, a copy of which is attached to the basic communication:

Captain Cormier, whom I saw, told me I would not be suitable before he even knew any of my qualifications. Up to the present time he does not know what specific qualifications I have for the duties of the position.

I am basing my allegations of discrimination on the part of this officer on these grounds:

1. He rejected me as an appointee before he knew any of my educational or industrial qualifications.

2. He told me this job was that of a foreman and I would not do. I asked him if it was because I was a Negro. He said, "Yes."

3. I then stated, "Then your reason (for saying I would not do) is that you didn't want a Negro giving orders to white workers." He stated that such a thing had not occurred before and certainly would not work out in this situation.

4. After about 8 minutes of conversation in which he established the fact that he was hiring no Negroes, he asked me the school I went to and whether I was a chemical engineer. There was no real interrogation as to my ability to fill the job.

5. Two witnesses to this conversation, whom I can identify, are Mr. Hicks of the same office and an office worker whose name I do not know.

4th Ind. Continued

When I received this present job I have with the Ordnance Department I was told I would remain there temporarily until an opening in Powder and Explosives occurred. Then when I receive certification for such an opening, I am discriminated against.

In view of the conflict between the statement in the second indorsement and the denial by Mr. Thompson, may the facts in this case be investigated further 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

300 Quincy street
Brooklyn, N. Y.
April 30, '42.

Mr. William H. Hastie
Civilian Aide to Secretary of War
Office of Assistant Secretary
Washington, D. C.

Dear Mr. Hastie:

I am in receipt of your letter of April 27.

I wish to state categorically that I did not decline any appointment whatsoever. I was not offered any. This I will restate under oath.

The certain Captain Cormier whom I saw, told me I would not be suitable before he even knew any of my qualifications. Up to the present time he doesn't know what specific qualifications I have for the duties of the position.

I am basing my allegations of discrimination on the part of this man on these grounds.

1. He rejected me as an appointee before he knew any of my educational or industrial qualifications.

2. He told me this job was that of a foreman and I would not do. I asked him if it was because I was a Negro. He said, "Yes."

3 I then stated, "Then your reason (for saying I would not do) is that you didn't want a Negro giving orders to white workers." He stated that such a thing had not occurred before and certainly would not work out in this situation.

4. After about 8 minutes of conversation in which he established the fact that that he was hiring no Negroes, he asked me the school I went to and whether I was a chemical engineer. There was no real interrogation as to my ability to fill the job.

5. Two witness to this conversation whom I can identify, are Mr. Hicks of the same office and an office worker whose name I do not know.

When I received this present job I have with the Ordnance Department I was told I would remain there temporarily till an opening in Powder and Explosives occurred. Then when I receive certification for such an opening I am discriminated against.

2.

I hope that this will be of assistance
to you.

There is another question about which I
was going to write you.

I have been studying the methods of
aerial photographic mapping and have had experience in
map making and surveying. Appointments for this work
are in Washington and at Army Camps. Could you let me know
if any of this work is done in the Negro Units and whether
they are with the ground forces or the Air Corps.

Thanking you for your co-operation.

Yours very truly,

S. O. Thompson
S. O. Thompson.

April 27, 1942.

Mr. Sydney O. Thompson,
1980 Seventh Avenue,
New York, New York.

Dear Mr. Thompson:

The President's Committee on Fair Employment Practice has referred to this office your complaint alleging that racial discrimination was practiced against you in your effort to secure employment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, Dover, New Jersey.

A report of the investigation into your complaint states that after you were interviewed at the Picatinny Arsenal and informed of the educational requirements and duties of the position, you declined appointment. Will you please advise me whether you declined the position and, if so, under what circumstances?

Sincerely yours,

Civilian Aide to the Secretary
of War

April 27, 1942.

Mr. Sydney O. Thompson,
1900 Seventh Avenue,
New York, New York.

Dear Mr. Thompson:

The President's Committee on Fair Employment Practice has referred to this office your complaint alleging that racial discrimination was practiced against you in your effort to secure employment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, Dover, New Jersey.

A report of the investigation into your complaint states that after you were interviewed at the Picatinny Arsenal and informed of the educational requirements and duties of the position, you declined appointment. Will you please advise me whether you declined the position and, if so, under what circumstances?

Sincerely yours,

Civilian Aide to the Secretary
of War

COPIED
7

March 10, 1944.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Sydney O. Thompson, 1900 Seventh Avenue, New York City, alleging that racial discrimination was practiced against him in his effort to secure employment as Assistant Inspector of Powder and Explosives at Picatinny Arsenal, New Jersey.

Mr. Thompson charges that although he was sixth on the Civil Service certificate furnished the Personnel Office at Picatinny Arsenal, Captain U. Cormier refused to consider him because he is a Negro. A copy of the complaint from the Committee is enclosed herewith.

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? It is suggested that the officer in charge of the installation be requested to furnish a copy of the Civil Service certificate in question, showing the notations and endorsements with which it was returned to the Civil Service Commission.

Civilian Aide to the Secretary
of War

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

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

March 13, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of an affidavit from Mr. Sydney O. Thompson, 1980 Seventh Avenue, New York City, in which he alleges that he has been discriminated against in his effort to secure an appointment as Assistant Inspector of Power and Explosives at Picatinny Arsenal, New Jersey, solely because of his race.

Mr. Thompson's education, experience and work history indicate that he has an M.A. in Chemistry, University of Toronto; that he has studied the chemistry of powder and explosives at C.C. N.Y.; that in 1937 he was Assistant Chemist - Milling of Gold Ores; that in 1938 he was Assayer and Chemist - Gold Mines; that from 1939 to 1941 he was Instructor of Chemistry; that in June 1941 he passed a civil service examination for Assistant Inspector of Powder and Explosives with a rating of 81 per cent, and on February 7, 1942 was certified to the Picatinny Arsenal.

He alleges that Captain U. Cormier, Military Official of Explosives Department at Picatinny Arsenal refused to consider him because he was a Negro. Mr. Thompson states as follows:

"Captain Cormier stated he couldn't use me. This was his first statement to me. Then I asked him whether it was because I was a Negro and he said Yes. He then stated that the job he had was a foreman's job. When I asked him whether his reason for refusing to consider me was based on his belief that a Negro could not supervise white laborers he hedged and would not reply directly. After this he asked me what school I went to and what

Honorable William H. Hastie

-2-


March 13, 1942

degree I had. This is all the information on my qualifications he had.

"When I suggested I would make further inquiries as to why I could not be hired, he stated he would 'Let me know'."

Mr. Thompson's affidavit states that he was sixth on the civil service list at the Personnel Office at the Arsenal for this particular grade. Will you please investigate this complaint and advise me of the results of your investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

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

August 6, 1942.

MEMORANDUM FOR THE FILES

In response to the letter of August 1, 1942, of Mr. George M. Johnson, Assistant Executive Secretary of the President's Committee on Fair Employment Practice, requesting advice as to whether the statements of Mr. William Thompson, of Chicago, and the report of the Signal Section, Chicago Quartermaster Depot, were in conflict, I took in person all papers relating to Mr. Thompson's case to Mr. Johnson's office.

Mr. Johnson looked at the papers. He said he was not familiar with the case and suggested that they be shown to Mr. Eugene Davidson, who had handled the matter. This was done. After Mr. Davidson had examined the papers and discussed the case at length, he decided to write Mrs. A. Schriener, the woman employee of the Signal Section, Quartermaster Depot, Chicago, whom Mr. Thompson is alleged to have accosted, and Pauline Weinstein, another employee of that Depot who affirmed the statement of Lieutenant Hoepfner regarding Thompson's accosting Mrs. Schriener. His purpose is to obtain corroboration of the statement of Mr. Thompson or the report of the Signal Section, Chicago Quartermaster Depot.

Louis R. Lautier
LOUIS R. LAUTIER

August 6, 1942.

MEMORANDUM FOR THE FILES

In response to the letter of August 1, 1942, of Mr. George M. Johnson, Assistant Executive Secretary of the President's Committee on Fair Employment Practice, requesting advice as to whether the statements of Mr. William Thompson, of Chicago, and the report of the Signal Section, Chicago Quartermaster Depot, were in conflict, I took in person all papers relating to Mr. Thompson's case to Mr. Johnson's office.

Mr. Johnson looked at the papers. He said he was not familiar with the case and suggested that they be shown to Mr. Eugene Davidson, who had handled the matter. This was done. After Mr. Davidson had examined the papers and discussed the case at length, he decided to write Mrs. A. Schriener, the woman employee of the Signal Section, Quartermaster Depot, Chicago, whom Mr. Thompson is alleged to have accosted, and Pauline Weinstein, another employee of that Depot who affirmed the statement of Lieutenant Hoepfner regarding Thompson's accosting Mrs. Schriener. His purpose is to obtain corroboration of the statement of Mr. Thompson or the report of the Signal Section, Chicago Quartermaster Depot.

LOUIS R. LAUTIER

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 1, 1942

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

Dear Judge Hastie:

On July 10, 1942 you transmitted to this office a report of the investigation into the complaint, referred to you, of Mr. William Thompson, 438 East 43rd Street, Chicago, Illinois, that he was discriminated against on account of his race in the termination of his War Service appointment as a Laborer with the Signal Section, Chicago Quartermaster Depot.

Your report of investigation indicated that Mr. Thompson was discharged because he "approached a woman employee at the safety island of the Ashland Avenue street car line at Thirty-ninth Street, Chicago, and allegedly made overtures to her." The Committee has received from Mr. Thompson, at its request, a statement concerning this alleged incident, a copy of the essential parts of which are attached hereto.

You are requested to advise whether any of the statements made by Mr. Thompson are in conflict with the statement of facts made by the Investigation Officer of the War Department, and if so in what particulars.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

attachment



STATEMENT OF WILLIAM THOMPSON
to the
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

"..... I make no denial of speaking to a lady employe at the Safety Island 39th and Ashland Ave., but do most emphatically deny making any overtures to her, or offering my telephone number for any improper purpose.

"The fact was exactly as follows:- Almost exactly 3 weeks prior to our meeting at this point, Col. Thomas L. Clark, gave a Social Party at the Signal Corps Office, to which all employes were invited. Each employe was asked to donate 0.25 for refreshments (Whiskey and Punch) and urged to come and get acquainted. I paid the fee and attended, but declined to dance though insisted upon by several ladies to do so. My reason for refusal was, that I doubted that some after effect might disturb my employment. I conversed with several ladies during the party and endeavored to make myself agreeable.

"Following this affair, several called me by first name (Bill) and became friendly. One particular girl attempted several times to converse, but my attitude was to "keep as much as I could to myself", notwithstanding, at times we would meet on the work floor or in the dining room or on the street car going to or from work and become engaged in a short conversation. My telephone number was on record in the office and was given only one time to a woman worker because of her assumed familiarity about the office and outside when we happened to meet. My reason was that I could warn her against such folly and criticism as I knew would follow. No explanation was requested by Mr. Clark and I was never called in or given an opportunity to explain and never made any explanation to any person before now concerning this matter.

"On demand by me to the cause of my dismissal, the only reply I could get was- "Think."

Respectfully yours,

/s/ WILLIAM THOMPSON

July 10, 1942.

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

Dear Mr. Cramer:

On June 4, 1942, you transmitted to this office the complaint of Mr. William Thompson, 438 East Forty-third Street, Chicago, Illinois, alleging that racial discrimination was practiced against him in the termination of his War Service appointment as a Laborer with the Signal Section, Chicago Quartermaster Depot.

The report of the investigation into this complaint indicates that Mr. Thompson approached a woman employee at the safety island of the Ashland Avenue street car line at Thirty-ninth Street, Chicago, and allegedly made overtures to her; that an investigation by the Office of the Signal Supply Officer disclosed that Mr. Thompson could be located at the telephone number given the woman employee, and that it was deemed best to discharge him.

The notice given to employees whose services are terminated during the trial period need not specify in full the reasons for termination. It is only necessary that the notice state that the services of the employee are being terminated because of unsatisfactory conduct or services, or for administrative reasons.

Sincerely yours,

Civilian Aide to the Secretary
of War

6-11-42

201-Thompson, William
(6/18/42)


3rd Ind.

GSD-1

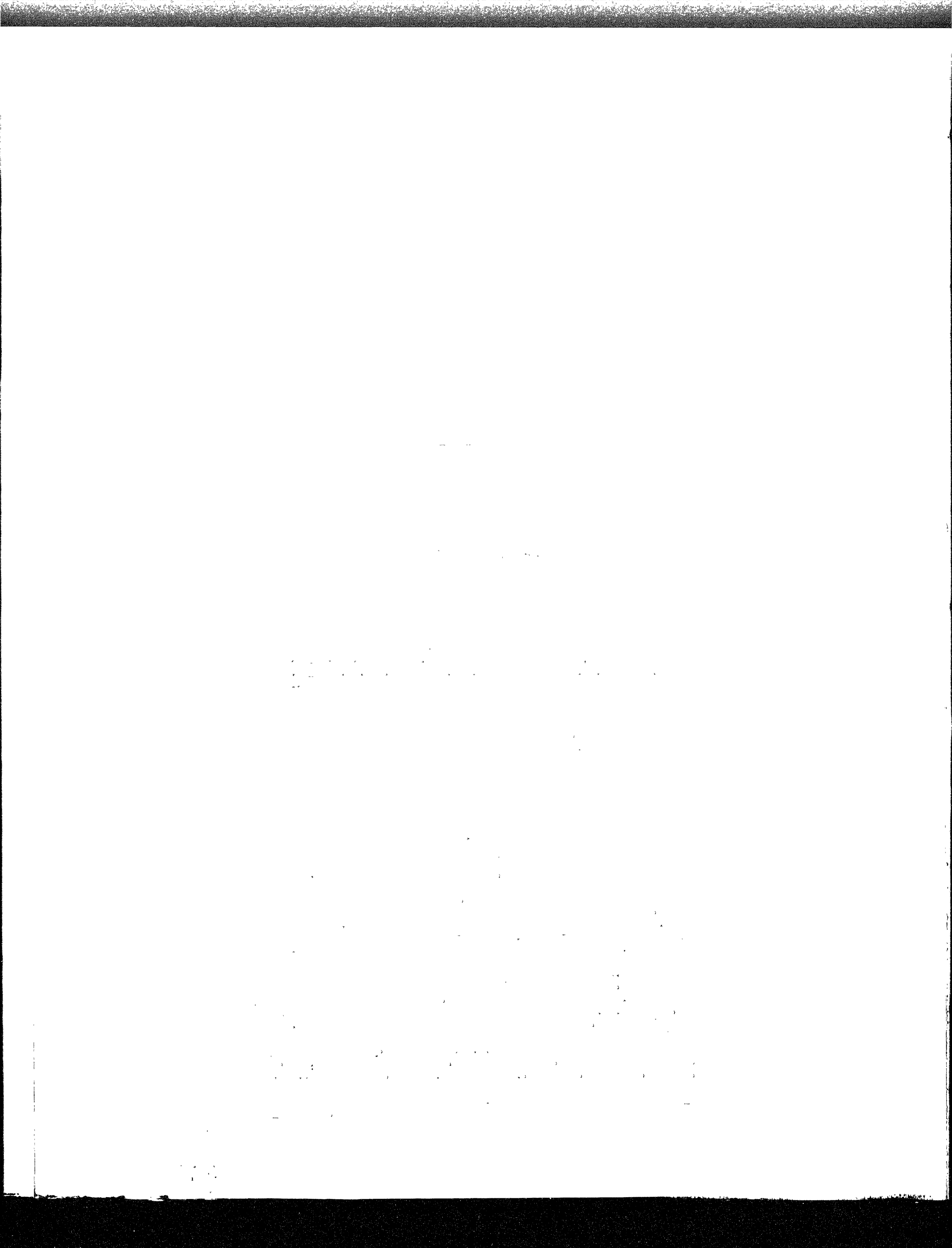
Sig.Sec., Chicago QMD, 1819 W. Pershing Rd., Chicago, Illinois, July 3,
1942, To: Chief Signal Officer, Materiel Branch, Temporary Building A,
Second and T Streets, Washington, D.C.

1. With reference to the previous correspondence, attention is invited to the photostatic copy of the complaint by Mrs. A. Schrian, an employee of the Signal Section, Chicago Quartermaster Depot. The above young woman is of pleasing disposition and very personable, hence the attempted liberties as described in the inclosed photostat.

2. An investigation by this office disclosed that Mr. William Thompson could be located at Atlantic 1019. There was no mistake but what it was Mr. Thompson who initiated this attempted familiarity. In the best interests of harmony and safety of the female employees, it is deemed best to discharge Thompson, as the lady in question was almost in hysterics and was afraid he may attempt to harm or kill her for reporting the facts. Based on the above incident, there has been much uneasiness among the remaining employees who work on the night shift and who are forced to traverse the dark street leading up to the safety island of the Ashland Avenue street car line.


THOMAS L. CLARK
Colonel, Signal Corps
Signal Supply Officer

2 Incls.
Incl.#1-Phot.cy.ltr.5/8/42 fr. Lt. Hoepfner re Mrs. A. Schrian.
Incl.#2-Cy.ltr.5/22/42 fr. William Thompson to Comm.Fair Employment
Practice (in dupl).



Cal O'Brien about 5:15 Pm 7th

Wm. Oronson #4110, colored, who lives at 39th St. Mrs. W. Schriber #4110 on the safety island of the down Ave street car line at 39th St. "I want you to come see me at Atlantic 1014 at 7:PM. I will ask for "Bill" Mrs. Oronson replied I am much obliged for that and he replied that is too bad, I will not meet you and I will make it up to you white."

I recommend that this man be discharged at once, as he is not the type that we want here at the depot.

at. 10/10/1915

Pauline Weinstein
The statements here are
true to the best of my
knowledge.

1/25

SPSCP 201-Thompson, William

4th Ind.

SPSCP-2

War Department, Hq. S.O.S., CCSigO, Washington, D. C., July 6, 1942. - To
Secretary of War.

With reference to report requested in 1st Ind., dated June 20, 1942,
attention is invited to 3rd Ind., preceding as well as statement made by
Pauline Weinstein.

For the Chief Signal Officer:



E. F. Jeffrey
Major, Signal Corps.

Incls. n/c

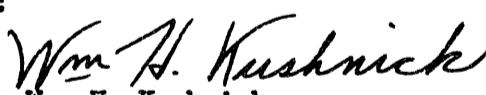
5th Ind.

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

mfb/vh
July 8, 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.

June 13, 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. William Thompson, 438 East 43d Street, Chicago, Illinois, alleging that racial discrimination was practiced against him in the termination of his War Service appointment as a Laborer with the Signal Service at Large, Chicago (Quartermaster Depot).

Mr. Thompson's services were terminated for administrative reasons on May 15, 1942. He alleges that he knows of no reason for the termination of his services other than that he is a Negro. A copy of his complaint is attached hereto.

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

William H. Hastie
Civilian Aide to the Secretary
of War

100-100000-1
100-100000-1

JUN 10 11 3 05

Chicago
May 22nd 1942

Committee on Fair Employment Practice
Mr. Lawrence W. Cramer- Ex-Secty.
New Social Security Bldg-
Washington D. C.

Gentlemen:

Permit me submit the following facts for consideration in regard to my employment with the Signal Section, Chicago Quartermaster Depot, Chicago, Illinois:

I was assigned to work at this section by the civil service Board and commenced working March 25th 1942, and worked continuously up to May 15th 1942, when I received notice, issued by Col. Thos. L. Clark, my services were discontinued for administrative reasons. My services were in the Labor Department and salary \$1200.00 per annum.

I inquired of Mr. Clark if my services had been satisfactory and he said, yes, one hundred per cent, I asked why I was dismissed and received no satisfaction, except he told me "to think" which was all he would say.

There are about 600 employees on our floor- racially subdivided - all are white and mostly women - except about 20 colored men of whom I am one.

Army Day, a party was given the employees and we all were given a lecture by a General and Col. Clark who admonished all to work in harmony and as one family. There was refreshments served another time of which everybody who cared to partook, and dancing likewise in the same order. I did not dance, but accepted refreshments. Being told "to think" I can imagine no other reason for my dismissal than that I commingled, laughing and chatting with my fellow workers, women as well as men. I have never had a quarrel or in any way have I had a misunderstanding with anyone, and have received friendly treatment from all, women and men alike.

I passed a civil service examination and as such was employed, and can see no other reason for my dismissal than that I was a colored man, working like any other person and trying to make an honest living. I am referring this matter to your honorable body for consideration and advice of Mr. Earl B. Dickerson, also a member on the Fair Employment Practice Committee.

I want to work and ask to be reinstated.

Respectfully submitted,

#438 East 43rd Street /s/ William Thompson
Chicago, Illinois

Rec'd # 2

Original received. 11
10/19/04

JUN 19 PM 3 04

1st Ind.

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

hfb/vh
June 29, 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

201-Thompson, William

2nd Ind.

SPCCP-2

War Department, OCSigO, Washington, June 23, 1942. To: Signal Supply
Officer, Chicago Quartermaster Depot, Chicago, Illinois.

For information on which to base a reply to the Office of
the Secretary of War.

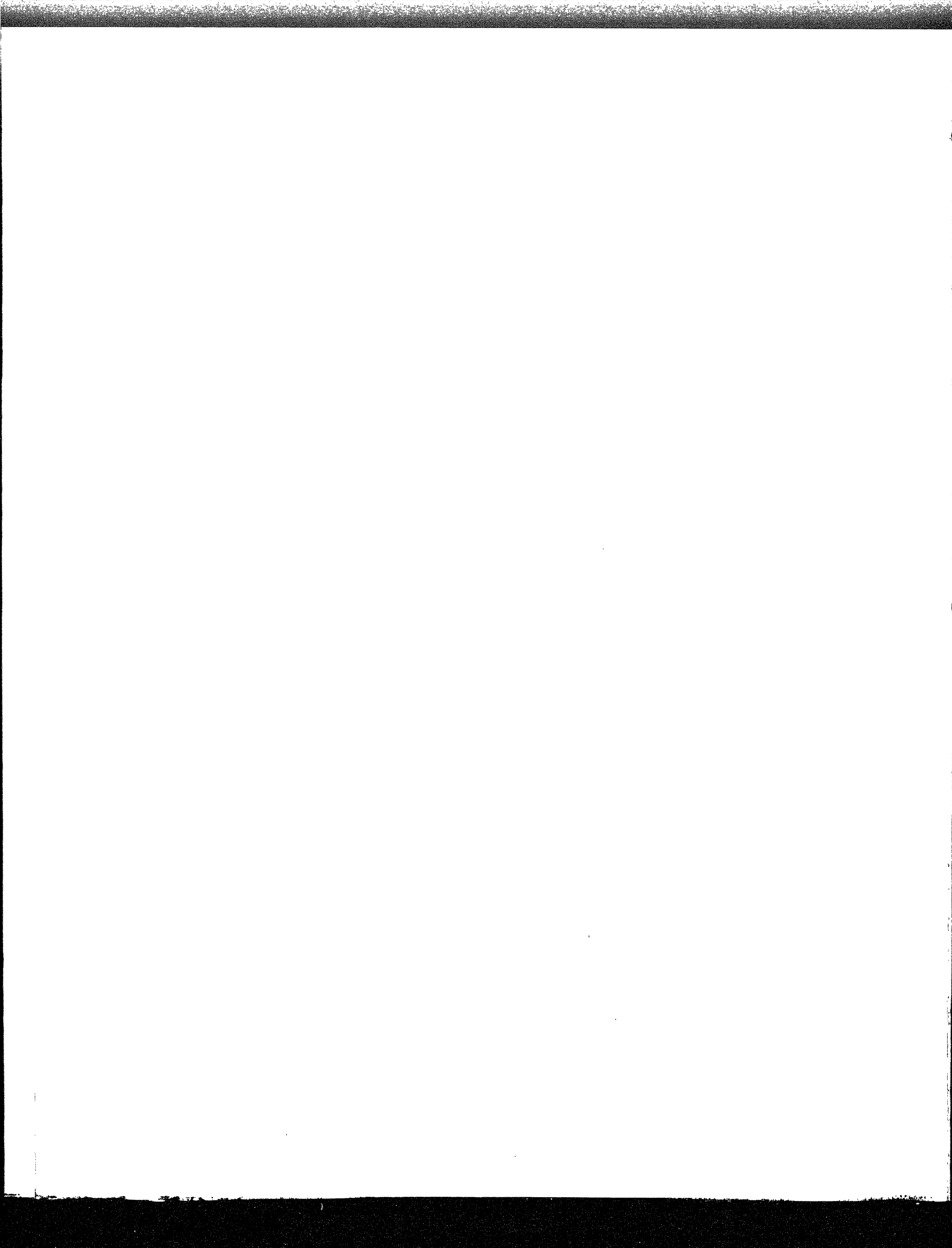
By order of the Chief Signal Officer:



E. F. Jeffe

E. F. Jeffe,
Major, Signal Corps.

XXXXXXXXXXXX
XXXXXXXXXXXX



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. William Thompson, 438 East 43d Street, Chicago, Illinois, alleging that racial discrimination was practiced against him in the termination of his War Service appointment as a Laborer with the Signal Service at large, Chicago Quartermaster Depot.

Mr. Thompson's services were terminated for administrative reasons on May 15, 1942. He alleges that he knows of no reason for the termination of his services other than that he is a Negro. A copy of his complaint is attached hereto.

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

Civilian Aide to the Secretary
of War

150
CIVILIAN

35276

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

Date June 4, 1942

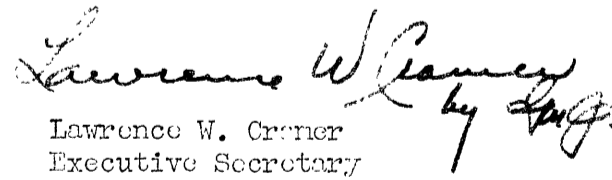
The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by William Thompson of Chicago, Illinois, under date of May 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. Croner
Executive Secretary

Enc. 2

June 4, 1942

Mr. William Thompson
438 East 43 Street
Chicago, Illinois

Dear Mr. Thompson:

Acknowledgment is made of your letter of May 22, 1942 in which you make complaint that you have been discriminated against on account of your race by the Signal Section, Chicago Quartermasters Depot, Chicago, Illinois, through discharge from the service as a laborer.

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

Chicago
May 22nd 1942

Committee on Fair Employment Practice
Mr. Lawrence W. Cramer- Ex-Secty.
New Social Security Bldg-
Washington D. C.

Gentlemen:

Permit me submit the following facts for consideration in regard to my employment with the Signal Section, Chicago Quartermaster Depot, Chicago, Illinois:

I was assigned to work at this section by the civil service Board and commenced working March 25th 1942, and worked continuously up to May 15th 1942, when I received notice, issued by Col. Thos. L. Clark, my services were discontinued for administrative reasons. My services were in the Labor Department and salary \$1200.00 per annum.

I inquired of Mr. Clark if my services had been satisfactory and he said, yes, one hundred per cent, I asked why I was dismissed and received no satisfaction, except he told me "to think" which was all he would say.

There are about 600 employees on our floor- racially subdivided - all are white and mostly women - except about 20 colored men of whom I am one.

Army Day, a party was given the employees and we all were given a lecture by a General and Col. Clark who admonished all to work in harmony and as one family. There was refreshments served another time of which everybody who cared to partook, and dancing likewise in the same order. I did not dance, but accepted refreshments. Being told "to think" I can imagine no other reason for my dismissal than that I commingled, laughing and chatting with my fellow workers, women as well as men. I have never had a quarrel or in any way have I had a misunderstanding with anyone, and have received friendly treatment from all, women and men alike.

I passed a civil service examination and as such was employed, and can see no other reason for my dismissal than that I was a colored man, working like any other person and trying to make an honest living. I am referring this matter to your honorable body for consideration and advice of Mr. Earl B. Dickerson, also a member on the Fair Employment Practice Committee.

I want to work and ask to be reinstated.

Respectfully submitted,

#438 East 47rd Street /s/ William Thomson
Chicago, Illinois

C
O
P
Y

UNITED STATES ARMY
SIGNAL SECTION
CHICAGO QUARTERMASTERS DEPOT
1819 West Pershing Road
Chicago, Illinois

May 15, 1942

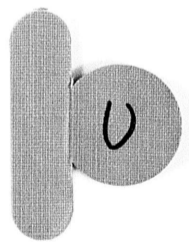
Subject: Termination of Appointment.

To: Mr. William Thompson
438 East 43rd Street
Chicago, Illinois

L. This is to advise you that your War Service Appointment as Laborer - \$1200.00 per annum, Signal Service at large, Chicago Quartermaster Depot, is hereby terminated for administrative reasons, as of the close of business May 15, 1942.

/s/ Thomas L. Clark
Colonel, Signal Corps.
Signal Supply Officer.

Copy to: Chief Signal Officer
Washington, D. C.
(2 duplicate copies).



10

June 23, 1942.

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

Dear Mr. Cramer:

On March 17, 1942, you forwarded to this office the complaint of Mr. John C. Vaughns, Maywood, Illinois, alleging that racial discrimination was practiced against him in his effort to secure appointment as a Junior Inspector Trainee, Ordnance Materials, in the Chicago Ordnance District.

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

The Chicago Ordnance District has stated that at the time Mr. Vaughns was interviewed he was informed that he was qualified for the position of Under Inspector, CAF-2, \$1440 per annum, without the Junior Inspector Trainee Course. Mr. Vaughns, however, insisted on being admitted to the course for training but was refused inasmuch as the course was specifically for men without previous inspection education and experience. He was requested to go to the Civil Service Commission to be listed for a CAF-2 rating, but refused because he was interested only in being admitted to the course.

After you have informed Mr. Vaughns of this report, if he wishes to comment on the statement that he refused appointment as an Under Inspector, I shall be pleased to consider his statement.

Sincerely yours,

Civilian Aide to the Secretary
of War

CAF-2
CONFIDENTIAL

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

March 21, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. John C. Vaughns, Maywood, Illinois, alleging racial discrimination against him in his effort to secure appointment as a "Junior Inspector Trainee, Ordnance Material," in the Chicago Ordnance District.

A copy of his complaint is attached hereto. In it he alleges that he qualified for appointment by a Civil Service examination; that he had an interview at the Chicago Ordnance District on February 20, 1942, and was told that if he were selected, he would be notified; that several young white men, with whom he talked in the waiting room, told him that at the conclusion of their interviews they were sent to take medical examinations, although their education and Civil Service ratings were less than his.

Mr. Vaughns also states that after not hearing from the Chicago Ordnance District in two weeks he made a personal inquiry and was told that the Civil Service examination, in which he had qualified with a rating of 95.00 meant nothing; that selection of junior inspector trainees was left to his interviewer; that the class had been selected and nothing could be done.

He further states that Lieutenant Dombrow told him later that he was qualified for Under Inspector without further training; that the War Department had to be careful about the number of Negroes it trained as junior inspectors because training of them might result in financial loss and that consideration had to be given to social problems.

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

William Hastie
Civilian Aide to the Secretary
of War

108
J. J. ...
261 / 33348
APR 3 1942
③ 870 230.14
Vaughns, John C.
(3-21-42)

MAY 23 1942

MAY 23 1942

MAR 23 1942

Post Office Box 212
Maywood, Illinois
March 7, 1942

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

Dear Sir:

I should like to submit to the President's Committee on Fair Employment Practice my experiences in a recent case with the Civil Service Commission, Federal, and the Chicago Ordnance District.

There is being conducted here in Chicago a series of Civil Service examinations given by the United States Civil Service Commission titled "Junior Inspector Trainee, Ordnance Material." An examination is held approximately every three or four weeks and from the list of eligibles a class is selected to begin training at the Illinois Institute of Technology.

The educational requirement for the applicants is two years of college training with courses in physics and trigonometry or one year of college training in engineering.

I am a college graduate holding a Bachelor of Science degree from Southern University, a summer's study at the University of Chicago, and I took an Engineering Defense Course in Metallography offered by the United States Office of Education at the Illinois Institute of Technology from April 1941 to July 1941.

I took the examination for Junior Inspector Trainee on January 31, 1942 and on February 11, 1942 I received a report of rating of 95.00. I was asked to report for an interview with Mr. Frank Richards at the Chicago Ordnance District on February 20, 1942. I was given a cold reception by Mr. Richards who also asked me of my educational background and told me that I should try for something else of a higher nature. After telling me that if I were selected I would be notified by him, the interview was ended. In the waiting room I talked with several white boys who told me that they were sent for medical examinations at the conclusion of their interviews. They told me of their education and their marks on the examination, both of which were much lower than mine.

Two weeks passed and I heard nothing from Mr. Richards and decided to make a personal inquiry. It was during this inquiry that Mr. Richards stated to me that the Civil Service examination which I took meant nothing and that the selection of the applicants was left up to him; that the class had been selected and that nothing could be done.

06. 201/35388
Cramer, Lawrence W. Box 1

1000

1000

MAR 22 1966

The next step to take, I thought, was to talk with the manager of the Seventh United States Civil Service District, Mr. Swanson, who could not see me because he was busy.

I again went to the Chicago Ordnance District Headquarters and asked to speak to the Personnel Director who suggested that I speak to the Executive Officer. I was finally sent to the office of Lieutenant Dombrow. After telling Lieutenant Dombrow of my rating and education, he stated that I was qualified for an Under Inspector even without further training. He stated that the War Department had to be careful about the number of Negroes that it trained as Junior Inspectors because it might result in a loss of money. He said that they had to think of the social problems before training Negroes. When I told him that I thought my case was one of discrimination he said he thought not because if they wanted to use discrimination against me, they could give me the three months of training, appoint me to an inspector position and let me work one week then say I was unsatisfactory because of the way I dotted the "I" or crossed the "T".

When I told Lieutenant Dombrow that I was going to report the case to the President's Committee on Fair Employment Practice, he asked me to give him three days to investigate the matter before making the report. As yet, I have not heard from him.

I am very interested in being appointed to the position of Junior Inspector Trainee and am without a doubt qualified for such an appointment. It is very evidence that in violation to Executive Order 8802 I have been discriminated against because of my race, Negro.

Consequently, I have cited the facts of the matter to you for your consideration and action. I shall be eagerly waiting for the forthcoming results, and stand ready to cooperate with you in any way that I can.

Thank you.

MAR 29 1945

Sincerely yours,

/s/ John C. Vaughns

John C. Vaughns

MAR 6 12 44 PM '42

RECEIVED
MAR 6 1942

MAR 20 1942

MAR 23 1942

10

100: 201/3530 *Campbell, John C.*
100
1st Ind.

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

mfb/vh
March 27, 1942

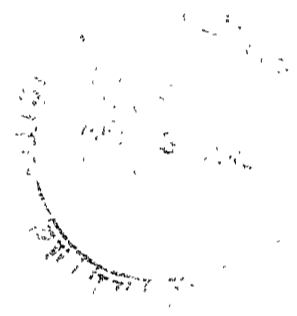
1. For investigation and report to this office.

By authority of the Secretary of War:

F. H. Powell

F. H. Powell
Acting Director of Personnel

To the Chief of Ordnance
106



O.O. 201/35388

Vaughns, John C.

Attn: SPOGC - Exec. Sec.

181

2nd Ind.

Barber/mef


War Department, Ordnance Office, Washington, June 10, 1942

To: Office, Secretary of War

1. The case of Mr. John C. Vaughns has been investigated and the following report received:

The Chicago Ordnance District has stated that at the time Mr. Vaughns was interviewed he was informed that he was qualified for the position of Under Inspector, CAF-2, \$1440 per annum, without the Junior Inspector Trainee Course. Mr. Vaughns, however, insisted on being admitted to the course for training but was refused inasmuch as the course was specifically for men without previous inspection education and experience. He was requested to go to the Civil Service Commission to be listed for a CAF-2 rating, but refused because he was interested only in being admitted to the course.

For the Chief of Ordnance:


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

181
Inc.
n/c

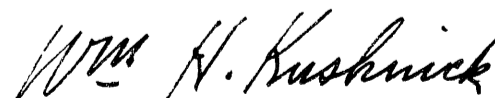
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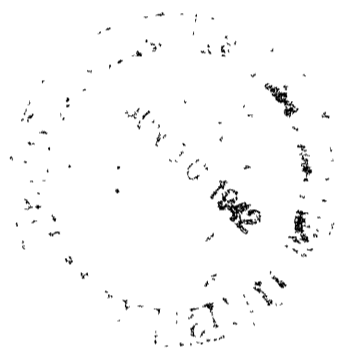
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

nfb/vh
June 18, 1942

1. Forwarded.

By authority of the Secretary of War:


Wm. H. Kushnick
Director of Civilian Personnel
and Training



Inspection Div.

COPY

FLR/jm

Mr. John C. Vaughns
P. O. Box 212
Maywood, Illinois.

Dear Mr. Vaughns:

Pursuant to previous discussions, this letter is written to clarify the procedure followed by this office in making selections.

It is the policy of the Civil Service Commission in all cases to certify to the appointing office a greater number of applicants than are actually needed. It is the duty and privilege of the appointing officer to select those individuals whom he deems are best qualified to fill the available positions.

The position for which you were being considered included a three month intensive technical training course dealing with advanced engineering subjects. Therefore, individuals with engineering educations and experience, especially mechanical engineering, were selected in preference to others.

It might be further added that you indicated on the form signed in this office that you had three persons dependent upon you for support. It is felt by this office that more can be derived from the course by the trainees if they have a minimum of responsibility, and this fact was taken into consideration in each case. As a result of its intensity and scope, this course requires the full time effort of each student in order to adequately prepare for a responsible assignment in the Inspection Division.

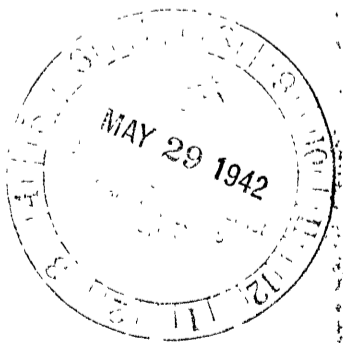
The names of those individuals not selected from a certificate in this office are returned to the Civil Service Commission for restoration to the register, and they will be considered for such appointments in the future. If your name should again be certified to this office, you will be given every consideration.

Very truly yours,

Roman J. Dombrow
2nd Lt., Ord. Dept.
Assistant Army Inspector of Ord.

APR 28

SECTION



March 21, 1942.

MEMORANDUM

TO The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. John C. Vaughns, Maywood, Illinois, alleging racial discrimination against him in his effort to secure appointment as a "Junior Inspector Trainee, Ordnance Material," in the Chicago Ordnance District.

A copy of his complaint is attached hereto. In it he alleges that he qualified for appointment by a Civil Service examination; that he had an interview at the Chicago Ordnance District on February 20, 1942, and was told that if he were selected, he would be notified; that several young white men, with whom he talked in the waiting room, told him that at the conclusion of their interviews they were sent to take medical examinations, although their education and Civil Service ratings were less than his.

Mr. Vaughns also states that after not hearing from the Chicago Ordnance District in two weeks he made a personal inquiry and was told that the Civil Service examination, in which he had qualified with a rating of 95.00 meant nothing; that selection of junior inspector trainees was left to his interviewer; that the class had been selected and nothing could be done.

He further states that Lieutenant Dombrow told him later that he was qualified for Under Inspector without further training; that the War Department had to be careful about the number of Negroes it trained as junior inspectors because training of them might result in financial loss and that consideration had to be given to social problems.

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

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

March 17, 1945

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a letter from John C. Vaughns dated March 7 in which he describes his difficulty in connection with his effort to secure a civil service appointment as Junior Inspector Trainee with the Chicago Ordnance District. I am attaching herewith a copy of Mr. Vaughns' letter.

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

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

C
O
P
Y

Post Office Box 212
Maywood, Illinois
March 7, 1942

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

Dear Sir:

I should like to submit to the President's Committee on Fair Employment Practice my experiences in a recent case with the Civil Service Commission, Federal, and the Chicago Ordnance District.

There is being conducted here in Chicago a series of Civil Service examinations given by the United States Civil Service Commission titled "Junior Inspector Trainee, Ordnance Material." An examination is held approximately every three or four weeks and from the list of eligibles a class is selected to begin training at the Illinois Institute of Technology.

The educational requirement for the applicants is two years of college training with courses in physics and trigonometry or one year of college training in engineering.

I am a college graduate holding a Bachelor of Science degree from Southern University, a summer's study at the University of Chicago, and I took an Engineering Defense Course in Metallography offered by the United States Office of Education at the Illinois Institute of Technology from April 1941 to July 1941.

I took the examination for Junior Inspector Trainee on January 31, 1942 and on February 11, 1942 I received a report of rating of 95.00. I was asked to report for an interview with Mr. Frank Richards at the Chicago Ordnance District on February 20, 1942. I was given a cold reception by Mr. Richards who also asked me of my educational background and told me that I should try for something else of a higher nature. After telling me that if I were selected I would be notified by him, the interview was ended. In the waiting room I talked with several white boys who told me that they were sent for medical examinations at the conclusion of their interviews. They told me of their education and their marks on the examination, both of which were much lower than mine.

Two weeks passed and I heard nothing from Mr. Richards and decided to make a personal inquiry. It was during this inquiry that Mr. Richards stated to me that the Civil Service examination which I took meant nothing and that the selection of the applicants was left up to him; that the class had been selected and that nothing could be done.

The next step to take, I thought, was to talk with the manager of the Seventh United States Civil Service District, Mr. Swanson, who could not see me because he was busy.

I again went to the Chicago Ordnance District Headquarters and asked to speak to the Personnel Director who suggested that I speak to the Executive Officer. I was finally sent to the office of Lieutenant Dombrow. After telling Lieutenant Dombrow of my rating and education, he stated that I was qualified for an Under Inspector even without further training. He stated that the War Department had to be careful about the number of Negroes that it trained as Junior Inspectors because it might result in a loss of money. He said that they had to think of the social problems before training Negroes. When I told him that I thought my case was one of discrimination he said he thought not because if they wanted to use discrimination against me, they could give me the three months of training, appoint me to an inspector position and let me work one week then say I was unsatisfactory because of the way I botched the "I" or crossed the "T".

When I told Lieutenant Dombrow that I was going to report the case to the President's Committee on Fair Employment Practice, he asked me to give him three days to investigate the matter before making the report. As yet, I have not heard from him.

I am very interested in being appointed to the position of Junior Inspector Trainee and am without a doubt qualified for such an appointment. It is very evident that in violation to Executive Order 8802 I have been discriminated against because of my race, Negro.

Consequently, I have cited the facts of the matter to you for your consideration and action. I shall be eagerly waiting for the forthcoming results, and stand ready to cooperate with you in any way that I can.

Thank you.

Sincerely yours,

/s/ John C. Vaughns

John C. Vaughns

W

September 30, 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 Mattie Lee Ward, 1206 City Park Avenue, Toledo, Ohio, alleging that racial discrimination was practiced against her in her efforts to secure employment as a Junior Typist under the jurisdiction of the Army Air Forces, Material Center, Central Procurement District, Detroit, Michigan.

Miss Ward states that she passed a Civil Service examination with a rating of 98 per cent; that on September 4, 1942, she received a communication from the Army Air Forces Central Procurement District inquiring whether she was available for appointment; that she filled out and returned the blank form sent her, indicating her availability; that on September 8 she received from the same source another communication notifying her of her appointment as Under Clerk-Typist at the American Propeller Corporation, Toledo, Ohio.

Miss Ward further states that she took the required physical examination; that she filled out certain blank forms, including a Personal History Statement on which she indicated that she is a Negro, and mailed these papers to the Central Procurement District; that on September 10 she received the following telegram from the Army Air Forces Central Procurement District:

POSITION CANCELLED NO FURTHER ACTION
NECESSARY ON YOUR PART.

May the facts in this case be investigated to determine whether there has been any violation of the directive prohibiting racial discrimination in the selection of Civil Service employees? May this office be furnished a copy of the Civil Service certificate, on which the name of Miss Ward appeared, showing the endorsement with which it was returned to the Civil Service Commission?

Civilian Aide to the Secretary
of War

CHARLES A. WARD D. D. PASTOR
RESIDENCE
1206 CITY PARK AVENUE

Grace Presbyterian Church

PHONE: ADAMS 5878

Corner Woodland and City Park Avenues

TOLEDO, OHIO

Sept. 28, 1942.

Attorney Wm. A. Hastie,
Civilian Aide to the Secretary of War,
War Department,
Washington, D. C.

My dear Mr. Hastie:

I have your letter under date of September 25th and thank you for same.

In reply, will say that you refer to "undated" letter addressed to Mrs. Mary McLeod Bethune. I am enclosing copy of letter which I addressed to Mrs. Bethune. You will note that the letter to her was written on the 15th.

I do not have the communication notifying me of my appointment as Under-Clerk Typist at the American Propellor Corporation, Toledo, Ohio. This particular piece of paper had at the bottom, as I recall, a form of release from my then present employment, to be signed and returned to the Army Air Forces, Material Center, Central Procurement District, Detroit. I signed same and returned entire paper.

The paper referred to above was not an inquiry as to my availability for service, but was an offer of appointment.

I hope I have answered your questions satisfactorily and thank you for writing me.

Yours respectfully,

(Miss) Mattie Lee Ward

P. S. I gave my race designation as "Negro."

M. L. W.

Sept. 15, 1942.

C. J. [Signature]

Mrs. Mary McLeod Bethune,
Director of Negro Affairs,
National Youth Administration,
Washington, D. C.

My dear Mrs. Bethune:

I wish to call to your attention a case, which, in my judgment, is a plain violation of the principles of Fair Employment Practise. It is a case in which I am personally involved.

On or around June 16th, this year, I took an examination here in Toledo, Ohio, for Junior Typist. A few days later, June 23rd, I was notified that as the result of my test my rating was 98%. I was also notified of time and place for interview which I took as requested.

Friday, Sept. 4th, I received a communication from the War Department, Army Air Forces, Material Center, Central Procurement District, 8505 W. Warren Avenue, Detroit, Michigan, asking if I would be available for service. I replied on the enclosed blank form that I was available.

Tuesday, Sept. 8th, from the same source as named above, I received another communication notifying me of my appointment as Under-Clerk Typist, place of employment, the American Propeller Corporation, Toledo, Ohio. As required, I took the physical examination, the examiner being Dr. M. A. Harris of this city, employee of the Federal Government. I also filled out certain blanks relating to my personal history, etc. These were notarized by V. T. Sherrill of the Sherrill Funeral Home, Toledo. Also, as required, I signed a release from my then present employment. All papers were promptly forwarded through the mail, Tuesday, Sept. 8th, to the War Department, Material Center, Central Procurement District, Detroit, Michigan.

The following Thursday, Sept. 10th, I received a telegram, photostatic copy of which is enclosed.

I have written Attorney Dickerson of the Fair Employment Practise Commission; also, Dr. Weaver of the Office of Production Management. I am writing you at the suggestion of Mrs. Ella P. Stewart of the Stewart Pharmacy, of this city, who believes that you will see to it that fairness is done in this case. I shall certainly appreciate your action in this matter.

Respectfully yours,

September 15, 1942.

Miss Mattie Lee Ward,
1206 City Park Avenue,
Toledo, Ohio.

Dear Miss Ward:

Your undated letter addressed to Mrs. Mary McLeod Bethune, Director of Negro Affairs, National Youth Administration, alleging that racial discrimination was practiced against you in your efforts to secure employment as a Junior Typist under the jurisdiction of the Army Air Forces, Material Center, Central Procurement District, Detroit, Michigan, has been referred to this office by the President's Committee on Fair Employment Practice.

Will you please send me the communication you received notifying you of your appointment as Under Clerk Typist at the American Propeller Corporation, Toledo, Ohio, and also advise me whether you indicated your race or color on the personal history blank you filled out?

With reference to the communication you received from the Army Air Forces, Material Center, Central Procurement District, dated September 4, 1942, it appears that it was an inquiry as to your availability and not an offer of employment.

Sincerely yours,

Civilian Aide to the Secretary
of War

35276

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
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 Mattie Lee Ward of 1206 City Park Ave., Toledo, Ohio, under date of September (?) 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. Greener

Lawrence W. Greener
Executive Secretary

George W. Johnson

Enc.

C O P Y

Charles A. Ward D.D. Pastor
Residence
1206 City Park Avenue

GRACE PRESBYTERIAN CHURCH
Corner Woodland & City Park Avenue
TOLEDO, OHIO

Mrs. Mary McLeod Bethune
Director of Negro Affairs
National Youth Administration
Washington, D. C.

My dear Mrs. Bethune:

I wish to call to your attention a case, which, in my judgment, is a plain violation of the principles of Fair Employment Practice. It is a case in which I am personally involved.

On or around June 16th, this year, I took an examination here in Toledo, Ohio, for Junior Typist. A few days later, June 23rd, I was notified that as the result of my test my rating was 98%. I was also notified of time and place for interview which I took as requested.

Friday, Sept. 4th, I received a communication from the War Department, Army Air Forces, Material Center, Central Procurement District, 8505 W. Warren Avenue, Detroit, Michigan, asking if I would be available for service. I replied on the enclosed blank form that I was available.

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The following Thursday, Sept. 10th, I received a telegram, photostatic copy of which is enclosed.

I have written Attorney Dickerson of the Fair Employment Practice Commission; also, Dr. Weaver of the Office of Production Management. I am writing you at the suggestion of Mrs. Ella P. Stewart of the Stewart Pharmacy, of this city, who believes that you will see to it that fairness is done in this case. I shall certainly appreciate your action in this matter.

Respectfully yours,
s/ Miss Mattie Lee Ward

COPY

STANDARD FORM NO. 14
APPROVED BY THE PRESIDENT
MARCH 10, 1926

WESTERN UNION

TELEGRAM

~~OFFICIAL BUSINESS PENALTY FOR PRIVATE USE \$3.00~~

FROM	_____
TO	_____
CLASSIFICATION	_____

U. S. GOVERNMENT PRINTING OFFICE 10-1723

ZA297 12/11 GOVT PAID -WUX DETROIT MICH

SEPTEMBER 10 PM 5:57

MISS MATTIE L WARD

1206 CITY PARK AVE TOLEDO OHIO

CPD 80-394 POSITION CANCELLED NO FURTHER ACTION NECESSARY ON
YOUR PART

ARMY AIR FORCES CENTRAL PROCUREMENT DISTRICT

CPD 80-394

November 14, 1942

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

Dear Mr. Johnson:

In reply to your request of October 1, 1942,
there is forwarded herewith a copy of a letter addressed
by the Assistant Director for Employee Relations to Mr.
Horace J. Walker in reference to his letter of August 5,
1942, to the Civil Service Commission, alleging that
racial discrimination was practiced against him in his
employment at Duncan Field, San Antonio, Texas.

Sincerely yours,

Civilian Aide to the Secretary
of War

fh/bk

November 12, 1942

MEMORANDUM TO: Civilian Aide to the
Secretary of War

1. Reference is made to the letter from Mr. Horace J. Walker, dated August 5, 1942, addressed to the Civil Service Commission concerning the alleged discrimination against him in his employment at Duncan Field, San Antonio, Texas.
2. This office is inclosing a copy of our letter to Mr. Walker stating the results of our investigation. Having been in the Department only three weeks when the letter was written, Mr. Walker had no reason for such claims as he set forth.
3. Mr. Walker frequently objected when assigned certain types of work and wanted to do something else. No employee can be allowed to do as he chooses but is required to fulfill the demands of the service.
4. As learners qualify they are placed on production and upon demonstration of their ability on production, they are promoted. It is very seldom that anyone is promoted in less than thirty days and Mr. Walker has received better consideration than average, in view of which his complaint seems unjustified. He was assigned as Learner on July 14 and on July 21, he was recommended for change in designation to General Mechanic Helper.

Wm. H. Kushnick
Director of Civilian Personnel
and Training

1 Incl.

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

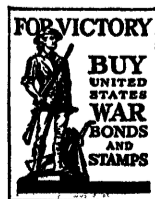
November 12, 1942

MEMORANDUM TO: Civilian Aide to the
Secretary of War

1. Reference is made to the letter from Mr. Horace J. Walker, dated August 5, 1942, addressed to the Civil Service Commission concerning the alleged discrimination against him in his employment at Duncan Field, San Antonio, Texas.
2. This office is inclosing a copy of our letter to Mr. Walker stating the results of our investigation. Having been in the Department only three weeks when the letter was written, Mr. Walker had no reason for such claims as he set forth.
3. Mr. Walker frequently objected when assigned certain types of work and wanted to do something else. No employee can be allowed to do as he chooses but is required to fulfill the demands of the service.
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Wm. H. Kushnick
Wm. H. Kushnick
Director of Civilian Personnel
and Training

1 Incl.



fh/bk

November 11, 1942

Mr. Horace J. Walker
911 Culebra Avenue
San Antonio, Texas

Dear Mr. Walker:

Reference is made to your letter of August 9, 1942, addressed to the Civil Service Commission concerning the alleged discrimination against you in your employment at Duncan Field, San Antonio, Texas.

A thorough investigation of the case has been made and it is learned that you were assigned to the Engine Repair Section of the Engineering Department as Learner. You were promoted to Mechanic Helper, effective August 16, 1942, and were assigned to the Cleaning Section in accordance with regular procedure. Learners and Helpers in that Department take turn in the cleaning and dismantling of engines as it is considered a part of the training program. During the period of three months you have been employed in the shop, it is stated that practically fifty per cent of your time has been spent in the Dismantling Section and that you were returned to the Cleaning Section for only a day or two at a time when the work demanded a shift.

It appears from this investigation that you are receiving the same advantages and privileges as the other Learners and Helpers; in fact, you have advanced much faster than the usual policy allows. There is no evidence of discrimination in your case.

Very truly yours,

Thomas B. Marshall
Assistant Director for
Employee Relations

c/c President's Committee on Fair Employment Practice

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

October 2, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

The United States Civil Service Commission has referred to this office a copy of a letter from Mr. Horace J. Walker, 911 Culebra Avenue, San Antonio, Texas, dated August 5, 1942, who complains that he and other Negro employees at Duncan Field, San Antonio, Texas, are being discriminated against because of their race.

The Commission has already referred this matter to the War Department for appropriate consideration. Will you kindly inform this office of the results of the investigation into this matter.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



February 22, 1943

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

Dear Mr. Johnson:

On December 7, 1942, you forwarded to this office the complaint of Mrs. Eva L. Wilson, Spokane, Washington, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Property and Supply Clerk at the Spokane Air Depot.

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

Mrs. Wilson was interviewed on October 29, 1942, by Mr. Shoemaker. After carefully considering her qualifications for Under Property and Supply Clerk, application was refused on the grounds of lack of general office work and inventory experience. Mrs. Wilson's age also made it difficult to place her. She is forty-nine. The age limit for Property and Supply Clerks has been placed by the departments heads at thirty-five.

Mr. Shoemaker made no statement to her which would indicate that failure to qualify resulted from inability to operate a comptometer. Property and Supply Clerks at this depot do not use the comptometer.

Mrs. Wilson's application is still on file, and efforts are being made to place her. She will be called and offered employment when a position suitable to her qualifications is open.

At the present time Spokane Air Depot's percentage of Negro employees is slightly higher than the population percentage of Negroes in the Spokane area. Spokane Army Air Depot employees .5092% and the Spokane Negro population percentage is .5057%.

Handwritten:
7-1-43
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Coll
W

Mr. George M. Johnson
February 22, 1943

Page - 2 -

In view of the conflict between the report and the allegations of Mrs. Wilson, the Committee may wish to make its own independent investigation into her complaint.

Yours very truly,

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

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

February 11, 1943

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

1. Reference is made to your memorandum of January 7, 1943, relative to the complaint of Mrs. Eva L. Wilson alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Property and Supply Clerk at the Spokane Air Depot, Spokane, Washington.

2. An investigation has been made of the allegations made by Mrs. Wilson and the following facts have been disclosed:

a. Mrs. Wilson was interviewed on October 29, 1942, by Mr. Shoemaker. After carefully considering her qualifications for Under Property and Supply Clerk, application was refused on the grounds of lack of general office work and inventory experience. Mrs. Wilson's age also made it difficult to place her. She is forty-nine. The age limit for Property and Supply Clerks has been placed by the departments heads at thirty-five.

b. Mr. Shoemaker made no statements to her which would indicate that failure to qualify resulted from inability to operate a comptometer. Property and Supply Clerks at this depot do not use the comptometer.

c. Mrs. Wilson's application is still on file, and efforts are being made to place her. She will be called and offered employment when a position suitable to her qualifications is open.

d. At the present time Spokane Air Depot's percentage of negro employees is slightly higher than the population percentage of negroes in the Spokane Area.



- 2 -

Spokane Army Air Depot employees .5092% and the Spokane negro population percentage is .5057%.

3. We trust that this information satisfactorily answers the inquiry as to whether racial discrimination was practiced against Mrs. Wilson.

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

January 7, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Eva L. Wilson, E. 1222 Hoffman Avenue, Spokane, Washington, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Property and Supply Clerk at the Spokane Air Depot.

The complaint states that on August 7, 1942, Mrs. Wilson applied for the position at the Spokane Air Depot; that on October 29, 1942, she received a letter from Captain Oscar T. Honey, Civilian Personnel Officer, stating that her application had been approved tentatively and requesting her to advise immediately when she would be able to report for work; that on the same day she presented herself at the Depot and was interviewed by Mr. Stanley Shoemaker, who told her that she would have to operate a comptometer in order to be employed as an Under Property and Supply Clerk, and that, because she was inexperienced in the operation of the comptometer, she was refused employment. She believes that specification of the ability to operate a comptometer as a qualification for employment as an Under Property and Supply Clerk was a device to avoid appointing her because she is a Negro.

May the facts in this case be investigated to determine whether there has been any violation of the directive prohibiting racial discrimination in Federal employment? It is desired that the report indicate the experience, if any, of the person in fact appointed to this position in the use of a comptometer.

Civilian Aide to the Secretary
of War

6-11-43

December 23, 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. Eva L. Wilson, E. 1222 Hoffman Avenue, Spokane, Washington, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Property and Supply Clerk at the Spokane Air Depot.

The complaint states that on August 7, 1942, Mrs. Wilson applied for the position at the Spokane Air Depot; that on October 29, 1942, she received a letter from Captain Oscar T. Honey, Civilian Personnel Officer, stating that her application had been approved tentatively and requesting her to advise immediately when she would be able to report for work; that on the same day she presented herself at the Depot and was interviewed by Mr. Stanley Shoemaker, who told her that she would have to operate a comptometer in order to be employed as an Under Property and Supply Clerk, and that, because she was inexperienced in the operation of the comptometer, she was refused employment. She believes that specification of the ability to operate a comptometer as a qualification for employment as an Under Property and Supply Clerk was a device to avoid appointing her because she is a Negro.

May the facts in this case be investigated to determine whether there has been any violation of the directive prohibiting racial discrimination in Federal employment? It is desired that the report indicate the experience, if any, of the person in fact appointed to this position in the use of a comptometer.

Civilian Aide to the Secretary
of War

Carroll

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 7, 1942

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 Mrs. Eva L. Wilson, E. 1222 Hoffman Avenue, Spokane, Washington, that she was unable to secure employment as an Under Property and Supply Clerk at the Spokane Air Depot and she feels that she was discriminated against because of her race.

Mrs. Wilson states that on August 7, 1942, she applied for position as Supply Clerk at the Spokane Air Depot and that on October 29, 1942, she received a letter from Captain Oscar T. Honey, Civilian Personnel Officer, which stated that her application had been tentatively approved and it requested her to advise immediately when she would be able to report for work and that on the same date (October 29, 1942) she presented herself at the Air Depot and was interviewed by Mr. Stanley Shoemaker who told her that she would have to operate a comptometer in order to be employed as an Under Property Clerk; and that because she was inexperienced in the operation of this machine, she was refused employment.

It is requested that this matter be investigated and a report be furnished the Committee upon completion of the investigation; further, that this office be advised whether or not the operation of a Comptometer is a necessary part of the duties of an Under Property and Supply Clerk.



Sincerely yours,
George M. Johnson
George M. Johnson
Assistant Executive Secretary

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

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

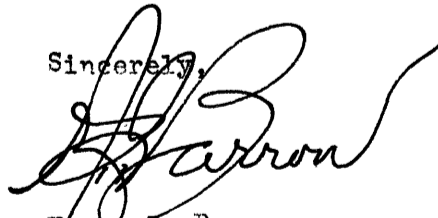
Dear Judge Hastie:

Thank you for your letter of September 17, and its report based on investigations into the complaint of Miss Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, alleging that racial discrimination was practiced against her in her efforts to secure employment as a Junior Clerk-Typist by the United States Engineer Office, 120 Wall Street, New York City.

Miss Winograd has been asked to comment on the salient points presented in these reports and should it appear that there are significant discrepancies, the matter will be brought to your attention.

The Committee appreciates your cooperation in this matter.

Sincerely,



Harry I. Barron
Administrative Assistant



*Structure
Candace
Cafepo*

September 17, 1944.

Mr. Harry I. Barron,
Administrative Assistant,
President's Committee on Fair
Employment Practice,
Fourth and D Streets, N. W.,
Washington, D. C.

Dear Mr. Barron:

On June 16, 1944, you forwarded to this office the complaint of Miss Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, alleging that religious discrimination was practiced against her in her effort to secure employment as a Junior Clerk-Typist at the United States Engineer Office, 120 Wall Street, New York City.

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

1. Miss Fannie Winograd was certified by the U. S. Civil Service Commission for the position of Junior Clerk-Typist, CAF-2, \$1240 per annum. She was the first of 8 eligibles interviewed and was advised that selection would be made when all eligibles had reported.

2. Miss Winograd was afforded the same sincere interest and courteous treatment that was given the other applicants, and the length of the interview, as reported by Miss Winograd herself, attests to a careful and judicious appraisal by the interviewer, Mr. Berry.

3. The applicant selected for appointment was considered better qualified for the position.

This report was deemed inadequate. This office then directed attention to the specific allegations made by Miss Winograd that during her interview, her interviewer, after having expressed the opinion that she could fill the vacancy capably and that her knowledge of bookkeeping would be of great help in the United States Engineer Office, asked her the birthplace of her father, and that thereafter the tone of the interview changed and it was shortly ended. I asked to be advised whether these allegations were true.

*Handled
9/17/44*

Mr. Harry L. Barron
September 17, 1942
Page 2

In reply, the following supplemental report was submitted:

1. Mr. Charles Berry, the interviewer referred to, has been questioned as to what transpired during his interview with Miss Winograd. He has stated that to the best of his knowledge the question as to the place of her father's birth was asked in a general way, and if it had been the United States it would merely have served as a further substantiation of the applicant's citizenship. It develops that last March, at the time this interview took place, the employees of the entire district were filling out questionnaires as to the birthplace of both parents. This action was the result of some confidential investigation being made by the Military Intelligence Division of the then 2nd Corps Area. Mr. Berry states this also may have prompted his question, which he asked of all applicants. He further states that he does not recall that the tone of the interview changed when he was informed as to the birthplace of Miss Winograd's father, which place, by the way, he does not remember. He has a vague recollection that Miss Winograd pressed him to make a decision as to her employment during the interview, which he was unable to do as there were other applicants to be interviewed. Being an extremely busy section head, it may be that Mr. Berry was anxious to bring the interview to a close, and he may have sounded a little abrupt as, no doubt, many of us do when a person persists in prolonging an interview when the subject matter has been fully covered.

2. From the statements made by Mr. Berry, who has been employed in the War Department for over twenty-two years, I am of the opinion that the allegations made by Miss Winograd are untrue.

3. It does not follow that the question about the place of parents' birth has any bearing on the matter of racial or religious discrimination since in many instances the parents' birthplace of both Jewish and Christian employees is the same. A casual and incomplete investigation of the personnel employed in the Finance Section, of which Mr. Berry is in charge, indicates that more than one-third is Jewish. This clearly shows that no discrimination is being practiced.

Mr. Harry I. Barron
September 17, 1942.
Page 3

4. As requested in oth indorsement above, there is furnished herewith a copy of the list on which Miss Winograd was certified, showing notations thereon, together with a copy of letter returning the list to the Commission.

5. The qualifications of the persons selected in preference to Miss Winograd are as follows:

Mrs. Anne Soltes -

a. Graduated from Wadleigh High School and completed two years business course at Grace Institute.

b. Three years experience as a typist, stencil cutter and mimeograph operator with Western Electric Company, and eleven years experience typing specifications and claims on patents for a firm of attorneys.

Miss Anna L. Kriesick -

a. Graduated from Bryant High School, commercial course, in June, 1939, and attended Wood Business School for one year, taking a specialized course in stenography and typing, and related business subjects.

b. Two years of experience with New York City firms performing stenographic and typing duties, including correspondence and the typing of contracts.

A photostatic copy of the Civil Service certificate, from which the selections were made, shows that fifteen eligibles were certified. Of that number, six, including Miss Winograd, were considered but not selected, four declined, and three failed to reply.

In these circumstances, it appears that the supplementary report of the investigation answers the charge of religious discrimination made by Miss Winograd. The Committee may wish, however, to check the report with her.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

U. S. ENGINEER OFFICE
NEW YORK DISTRICT

JUL 2 1942

Pers
3.5 1194

June 19, 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 Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, alleging that discrimination on account of her religion was practiced against her in her efforts to secure employment as a typist in the United States Engineer Office, 120 Wall Street, New York City.

The complaint states that during an interview at that office on March 21, 1942, her interviewer, after having expressed the opinion that she could fill the vacancy capably, asked her the birthplace of her father. It further states that thereafter the tone of the interview changed and it was shortly terminated. A copy of the letter from the President's Committee setting forth Miss Winograd'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 religion in Civil Service employment?

William A. Hastie
Civilian Aide to the Secretary
of War

1908
JUL 16 1942
OFFICE CHIEF OF ENGINEERS

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U. S. ENGINEER OFFICE
NEW YORK DISTRICT

C O P Y

1424 Longfellow Avenue
Bronx, New York

JUL 2 1942

May 23rd, 1942



Mr. Harry I. Barron
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Barron:

I wish to thank you for your letter of the 21st inst. regarding my complaint to the N.Y. State Committee on Discrimination in Employment.

I do not have the letter asking me to come down for an interview, as this letter had to be turned over to the gentleman who called for me. However, I do know that the letterhead read Engineers Office, 120 Wall Street, N.Y. and Mr. Beery of that office wrote the letter asking me to come down. He is also the gentlemen who interviewed me.

I believe I was discriminated against because of my creed.

I am a female, of the white race and Jewish religion.

The Job was for a typist and junior clerk in the Engineers Office.

My qualifications for the position are:

a mark of 95.50 in the examination taken July 10th, 1941
I am a graduate of public school, have had two years high school education and I am a graduate of Secretarial School
I have had more than ten years diversified office experience.
I know bookkeeping, billing and stenography and have worked in this capacity during this period.

I applied for the position on March 21st, 1942.

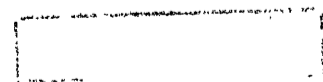
The reason why I believe I was discriminated against is because of the following facts which took place in Mr. Beery's office on the above date.

I was talking to Mr. Beery for at least one half hour, during which time I explained to him my qualifications for the position and my experience. He seemed to think that I am just the one for the job because he said my knowledge of bookkeeping would be of a great help in that office. During the course of our conversation I felt sure that the job would be mine as Mr. Beery himself felt that I could fill the position, he said so. All seemed to be settled and he said he would advise me shortly. Then all of a sudden he asked me the birthplace of my father. From that moment on I felt the job wouldn't be mine, as the conversation was suddenly cut short. Regarding a civil service position is there any need for anyone asking this question from an applicant? I am an American born citizen and I don't think there was any need for Mr. Beery to ask me where my father was born, except for his own personal reason. I was interviewed for other civil service jobs and none ever asked this of me.

s/ (Miss Fannie Winograd)

AM 10:18

AM 10:18



AM 10:18

1st Ind.

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

U. S. ENGINEER OFFICE
NEW YORK DISTRICT

June 24, 1942
JUN 2 1942

1. For investigation and report to this Office.

Pers
3.5 1194

By authority of the Secretary of War:

Wm H. Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training

U. S. ENGINEER OFFICE
NEW YORK DISTRICT

RECEIVED
JUL 2 1942

1902

WPEAP

2nd Ind.

Office, C. of E., June 29, 1942 - To: The District Engineer
U. S. Engineer Office, NEW YORK, NEW YORK.

RECEIVED
JUL 2 1942

For investigation and prompt report.

By order of the Chief of Engineers:

Kenneth T. Case

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

2 Inclosures:
Copy of ltr dated 5/23/42
Copy of ltr dated 6/16/42

1942 JUN 30 PM 1:09

DISPATCHED
O.C.E.

1944

Pers. 3.5/1194 (NYA-3)

Subject: Complaint - Fannie Winograd.

3d Ind.


U. S. Engineer Office, New York District, New York, N. Y., July 13, 1942.
To: The Chief of Engineers, U. S. Army, Washington, D. C.

1. Miss Fannie Winograd was certified by the U. S. Civil Service Commission for the position of Junior Clerk-Typist, CAF-2 at \$1440 per annum. She was the first of 8 eligibles interviewed and was advised that selection would be made when all eligibles had reported.

2. Miss Winograd was afforded the same sincere interest and courteous treatment that was given the other applicants, and the length of the interview, as reported by Miss Winograd herself, attests to a careful and judicious appraisal by the interviewer, Mr. Berry.

3. The applicant selected for appointment was considered better qualified for the position.

For the District Engineer:


L. C. HARTMAN,
Captain, Corps of Engineers,
Executive Assistant.

2 Inclosures:

Copy of letter dated 5/23/42. (Pers. 3.5/194.1)

Copy of letter dated 6/16/42. (Pers. 3.5/194.2)

1 4
1944

1902 SPEAP 4th Ind.

Office, C. of E., July 18, 1942 - To: The Director of Civilian Personnel and Training, (Office of the Secretary of War.)

1. In accordance with the first indorsement, the basic communication was referred to the District Engineer, New York. The report is contained in the third indorsement.

2. It is the opinion of this office that the charge of discrimination is not supported by evidence. U. S. ENGINEER OFFICE

For the Chief of Engineers:

Pers
3.5 1194

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

Inclosures:
n/c

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

mfb/vh
July 24, 1942

Forwarded.

By authority of the Secretary of War:

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

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O. C. E.

CHAS. W. SMITH

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6th Ind.

July 27, 1942

War Department, Office, Civilian Aide to the Secretary of War
To: The Director of Civilian Personnel and Training

1. The third indorsement is deemed inadequate. The complaint states that during Miss Winograd's interview, her interviewer, after having expressed the opinion that she could fill the vacancy capably and that her knowledge of bookkeeping would be of great help in the United States Engineer Office, asked her the birthplace of her father. It further states that thereafter the tone of the interview changed and it was shortly ended. May this office be advised whether these allegations are true?

2. May this office be furnished a copy of the Civil Service certificate on which the names of Miss Winograd and the other seven eligibles referred to in the third indorsement appeared, and from which the vacancy or vacancies in question were filled, showing the notations and endorsements with which it was returned to the Commission?

3. May this office also be advised of the qualifications of the person or persons selected in preference to Miss Winograd?

William A. Hastie
Civilian Aide to the Secretary
of War

War Department 7th Ind.
Office of the Secretary, July 29, 1942
To: Chief of Engineers

mfb/vh

Attention is invited to preceding indorsement.

By authority of the Secretary of War:

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

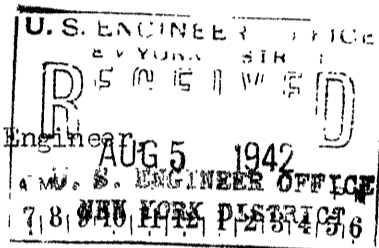
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1902 (No. 1005) SP-AP 8th Ind.

Office, C. of E., August 1, 1942 - To: The District Engineer
U. S. Engineer Office, NEW YORK, NEW YORK.

For investigation and prompt report.

By order of the Chief of Engineers:



AUG 5 1942

Kenneth T. Case
Pers
3.5 1194

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

MH
Inclosures:
n/c

AUG 4 8 40 AM '42

DISPATCHED
O. C. E.

Pers. 3.5/1194 (NYA-3)

Subject: Complaint - Fannie Winograd.

9th Ind.

U. S. Engineer Office, New York District, New York, N. Y., August 13, 1942.

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

1. Mr. Charles Berry, the interviewer referred to, has been questioned as to what transpired during his interview with Miss Winograd. He has stated that to the best of his knowledge the question as to the place of her father's birth was asked in a general way, and if it had been the United States it would merely have served as a further substantiation of the applicant's citizenship. It develops that last March, at the time this interview took place, the employees of the entire district were filling out questionnaires as to the birthplace of both parents. This action was the result of some confidential investigation being made by the Military Intelligence Division of the then 2nd Corps Area. Mr. Berry states that this also may have prompted his question, which he asked of all applicants. He further states that he does not recall that the tone of the interview changed when he was informed as to the birthplace of Miss Winograd's father, which place, by the way, he does not remember. He has a vague recollection that Miss Winograd pressed him to make a decision as to her employment during the interview, which he was unable to do as there were other applicants to be interviewed. Being an extremely busy section head, it may be that Mr. Berry was anxious to bring the interview to a close, and he may have sounded a little abrupt as, no doubt, many of us do when a person persists in prolonging an interview when the subject matter has been fully covered.

2. From the statements made by Mr. Berry, who has been employed in the War Department for over twenty-two years, I am of the opinion that the allegations made by Miss Winograd are untrue.

3. It does not follow that the question about the place of parents' birth has any bearing on the matter of racial or religious discrimination since in many instances the parents' birthplace of both Jewish and Christian employees is the same. A casual and incomplete investigation of the personnel employed in the Finance Section, of which Mr. Berry is in charge, indicates that more than one-third is Jewish. This clearly shows that no discrimination is being practiced.

4. As requested in 6th indorsement above, there is furnished herewith a copy of the list on which Miss Winograd was certified, showing notations thereon, together with a copy of letter returning the list to the Commission.

5. The qualifications of the persons selected in preference to Miss Winograd are as follows:

Mrs. Anne Soltes -

- a. Graduated from Wadleigh High School and completed two years business course at Grace Institute.

Pers. 3.5/1194 (NYA-3)

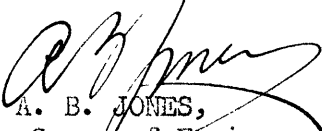
Subject: Complaint - Fannie Winograd.

9th Ind. (Con't.)

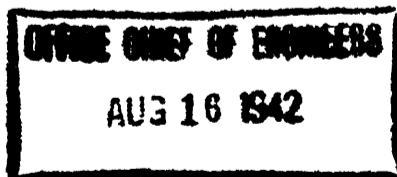
- b. Three years experience as a typist, stencil cutter and mimeograph operator with Western Electric Company, and eleven years experience typing specifications and claims on patents for a firm of attorneys.

Miss Anna L. Kriesick -

- a. Graduated from Bryant High School, commercial course, in June, 1939, and attended Wood Business School for one year, taking a specialized course in stenography and typing, and related business subjects.
- b. Two years of experience with New York City firms performing stenographic and typing duties, including correspondence and the typing of contracts.


A. B. JONES,
Colonel, Corps of Engineers,
District Engineer

4 Incl.
Copy of letter to Dist. Mgr. dated 4-4-42.
Copy of List No. 11.
Pers. 3.5/1194.1 (copy)
Pers. 3.5/1194.2 (copy)



U. S. ENGINEER OFFICE
NEW YORK DISTRICT

JUL 2 1942

Pers
3.5 1194.2

June 16, 1942

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

Dear Judge Hastie:

The New York State Committee on Discrimination in Employment has referred to this office a complaint from Miss Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, in which she charges that she has been discriminated against on account of her Jewish religion by the U.S. Engineers Office, 120 Wall Street, New York City.

Miss Winograd states that she received a letter from a Mr. Beery of the Engineers Office requesting her to come to that office to be interviewed for a position as typist. She states further that she has received a grade of 90.50 in a civil service examination for this classification and that she had more than ten years diversified office experience.

According to the complainant, she was interviewed by Mr. Beery on March 21; that the interview lasted for one half hour during which time Mr. Beery allegedly expressed the opinion that Miss Winograd could ably fill the position and went so far as to say that he believed she was the persons for the job, particularly remarking that her knowledge of bookkeeping would be a great help in the office. Then, when all seemed to have been settled and Mr. Beery reportedly stated that he would advise Miss Winograd shortly, he suddenly asked her the birthplace of her father.

Miss Winograd asserts that the entire tone of the interview changed at that moment, and it was terminated almost immediately.

It is requested that an investigation be made into this complaint, and that the Committee be furnished with a report of the outcome of this investigation.

Sincerely,

Harry I. Barron
Administrative Assistant

Barron/vb

JUL 18 1944

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100

OFFICE OF THE
DIRECTOR OF THE BUREAU OF
MINE SAFETY AND HEALTH

C:ASB:CT

REPORT

LIST

THE DISTRICT MANAGER ON CERTIFICATION
United States Civil Service Commission

*This information
is Confidential*

District Manager, SECOND U. S. Civil Service District

List
~~xxx~~ 11

District Engineer
United States Engineer Office
New York District
120 Wall Street
New York, N. Y.

NEW YORK, NEW YORK

Date 3/16/42

SEE CIRCULAR LETTER #720

Request
No.

Request
Date 3/14/42

Two

Junior Clerk Typist \$1440 p.a.

War Service-Indefinite

(VACANCIES)

(POSITION AND SALARY)

(NATURE OF APPOINTMENT)

Finance Section

(PLACE OF EMPLOYMENT)

REGISTER

Junior Typist A 2-273 4/30/41

ACTION	SALARY	NAME	ADDRESS
NS	\$1440	Lillian Rosenberg	1422 Madison St., N.W. Washington, D. C.
FR	"	Rose Knoll	100 W. 21st Street Brooklyn, N. Y.
NS	"	Vera Sara Beiner	22 East 91 Street Brooklyn, N. Y.
D	"	Marion Dupay	225 East 63rd Street New York, N. Y.
A	"	Mrs. Anne Soltes	3033 - 32nd Street Astoria, L. I.
NS	"	Fannie Winograd	1424 Lenox Avenue New York, N. Y.
FR	"	Edith C. Carlson	3187 Parsifal Place Bronx, N. Y.
D	"	Shirley Klein	3100 Righton End Street Brooklyn, N. Y.
A	"	Anna L. Kriesick	3286-35th Street Long Island City, N. Y.
D	"	Laurie Leznevich	478 Jerome Street Brooklyn, N. Y.
NS	"	Ellen McGowan	153 Vermilyea Avenue New York, N. Y.
NS	"	Ella D. Jacobs	915 - 41st Street Brooklyn, N. Y.
FR	"	Mrs. Lillie K. Retter	16 Broome Street New York, N. Y.
NS	"	Mrs. Helen Watts	428 Columbia Street Brooklyn, N. Y.
D	"	Elsie I. Berl	79 Washington Place New York, N. Y.

Subject to provin. citizenship.

NOTE: The officer to whom this LIST is being referred should there be any in the last column opposite each name, the action taken by him using the proper key (A, D, FR, NS) and the date of action. One copy of this form is to be retained by the officer to whom referred as a combined carbon copy of the original report thereon to the District Manager.

THE DISTRICT MANAGER LIST return two duplicate copies with prescribed forms.

A - Subject
D - Dismissed
FR - Forfeited
NS - Not Satisfactory
GRU - Communication referred to another office

NEW YORK

KM/JT/jh

NYD-230.13 (NYA 3)

April 4th, 1942.

The District Manager,
2d U. S. Civil Service District,
641 Washington Street,
New York, N. Y.

Dear Sir:

Returned herewith is List No. 11 for Junior Clerk-Typist,
CAP-2, \$1440 per annum, with action noted thereon.

Mrs. Anne Soltes and Miss Anna L. Kriesick have been
selected for appointment and papers will be submitted thru your
office for confirmation.

For the District Engineer:

Very truly yours,

GEORGE BIGGS,
Senior Administrative Assistant.

Encls.
List No. 11 (in dup.)
4 Declinations
6 Replies
3 Inquiries
15 Sets of Examin. Papers

APR 11 1942

CLASSIFICATION REPORT ON THE ~~PHYSICAL~~ **LIST** MANAGER ON CERTIFICATION
United States Civil Service Commission

PAGE TWO

*This information
is Confidential*

List 11
~~11~~

SECOND

NEW YORK, NEW YORK

3/16/42

3/14/42

Report on the list as soon as practicable, but within the next eight days, as these eligibles are needed for consideration for employment elsewhere.

On the basis of merit and fitness contact immediately all eligibles to whom you will give favorable consideration.

This list may contain the names of persons permanently employed in the federal service. Any person so employed may not under Executive Order 9835 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 priorities classification or if he was serving under appointment limited to appointment of six months or less.

Please use the enclosed form 2077 (a) in directing persons to report for the physical examination, in order that you may determine that the person appointed is physically qualified.

Enclosure accompanying.

LIST
LIST
LIST
LIST

April 4th, 1942.

See letter attached.

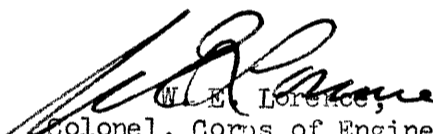
37
GEORGE BIGGS, Senior Administrative Asst.

1902 SPEAP 10th Ind.

Office, C. of E., August 17, 1942 - To: The Director of Civilian Personnel and Training, (Office of the Secretary of War.)

Attention is invited to the ninth indorsement and to the information contained in the inclosures.

For the Chief of Engineers:


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

Inclosures:
n/c

11th Ind.

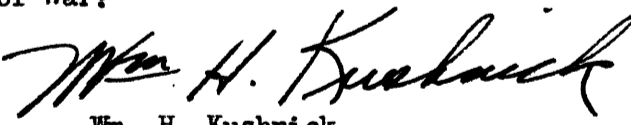
fh/ms

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

August 22, 1942

Returned for inclosures mentioned in 9th Indorsement.

By order of the Secretary of War:


Wm. H. Kushnick
Director of Civilian Personnel
and Training

1902 SPEAP 12th Ind.

Office, C. of E., September 2, 1942 - To: The Director of Civilian Personnel and Training, (Office of the Secretary of War.)

Forwarded.

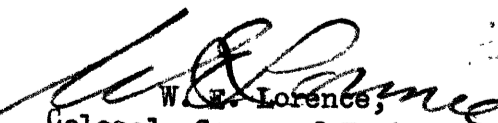
For the Chief of Engineers:

SEP 6 1 37 PM '42

DISPATCHED
O.C.E.

Inclosure:

Copy of Ltr. dated 5/23/42.


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

SEP 7 AM 1 42

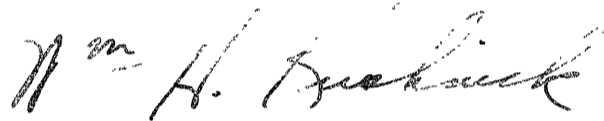
10th Ind.

rh/jh

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

September 8, 1942

Forwarded.



Wm. H. Kushnick
Director of Civilian Personnel
and Training

1st Ind.

u/jh

War Department, Office of the Secretary, C.S.D.
for the Civilian Aide to the Secretary of War

September 9, 1942

forwarded.

W. H. H. H. H. H.

W. H. H. H. H. H.
Director of Civilian Personnel
and Training

oth Ind.

July 27, 1942

War Department, Office, Civilian Aide to the Secretary of War
To: The Director of Civilian Personnel and Training

1. The third indorsement is deemed inadequate. The complaint states that during Miss Winograd's interview, her interviewer, after having expressed the opinion that she could fill the vacancy capably and that her knowledge of bookkeeping would be of great help in the United States Engineer Office, asked her the birthplace of her father. It further states that thereafter the tone of the interview changed and it was shortly ended. May this office be advised whether these allegations are true?

2. May this office be furnished a copy of the Civil Service certificate on which the names of Miss Winograd and the other seven eligibles referred to in the third indorsement appeared, and from which the vacancy or vacancies in question were filled, showing the notations and endorsements with which it was returned to the Commission?

3. May this office also be advised of the qualifications of the person or persons selected in preference to Miss Winograd?

Civilian Aide to the Secretary
of War

100-100000-100000

June 19, 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 Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, alleging that discrimination on account of her religion was practiced against her in her efforts to secure employment as a typist in the United States Engineer Office, 120 Wall Street, New York City.

The complaint states that during an interview at that office on March 21, 1942, her interviewer, after having expressed the opinion that she could fill the vacancy capably, asked her the birthplace of her father. It further states that thereafter the tone of the interview changed and it was shortly terminated. A copy of the letter from the President's Committee setting forth Miss Winograd'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 religion in Civil Service employment?

Civilian Aide to the Secretary
of War

1
10-12-42

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

June 16, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

The New York State Committee on Discrimination in Employment has referred to this office a complaint from Miss Fannie Winograd, 1424 Longfellow Avenue, Bronx, New York, in which she charges that she has been discriminated against on account of her Jewish religion by the U.S. Engineers Office, 120 Wall Street, New York City.

Miss Winograd states that she received a letter from a Mr. Beery of the Engineers Office requesting her to come to that office to be interviewed for a position as typist. She states further that she has received a grade of 95.50 in a civil service examination for this classification and that she had more than ten years diversified office experience.

According to the complainant, she was interviewed by Mr. Beery on March 21; that the interview lasted for one half hour during which time Mr. Beery allegedly expressed the opinion that Miss Winograd could ably fill the position and went so far as to say that he believed she was the person for the job, particularly remarking that her knowledge of bookkeeping would be a great help in the office. Then, when all seemed to have been settled, and Mr. Beery reportedly stated that he would advise Miss Winograd shortly, he suddenly asked her the birthplace of her father.

Miss Winograd asserts that the entire tone of the interview changed at that moment, and it was terminated almost immediately.

It is requested that an investigation be made into this complaint, and that the Committee be furnished with a report of the outcome of this investigation.



Sincerely,

A handwritten signature in cursive script, appearing to read "Harry I. Barron".

Harry I. Barron
Administrative Assistant

C O P Y

1424 Longfellow Avenue
Bronx, New York

May 23rd, 1942

Mr. Harry I. Barron
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Barron:

I wish to thank you for your letter of the 21st inst. regarding my complaint to the N.Y. State Committee on Discrimination in Employment.

I do not have the letter asking me to come down for an interview, as this letter had to be turned over to the gentleman who called for me. However, I do know that the letterhead read Engineers Office, 120 Wall Street, N.Y. and Mr. Beery of that office wrote the letter asking me to come down. He is also the gentlemen who interviewed me.

I believe I was discriminated against because of my creed.

I am a female, of the white race and Jewish religion.

The Job was for a typist and junior clerk in the Engineers Office.

My qualifications for the position are:

a mark of 95.50 in the examination taken July 18th, 1941
I am a graduate of public school, have had two years high school education and I am a graduate of Secretarial School
I have had more than ten years diversified office experience.
I know bookkeeping, billing and stenography and have worked in this capacity during this period.

I applied for the position on March 21st, 1942.

The reason why I believe I was discriminated against is because of the following facts which took place in Mr. Beery's office on the above date.

I was talking to Mr. Beery for at least one half hour, during which time I explained to him my qualifications for the position and my experience. He seemed to think that I am just the one for the job because he said my knowledge of bookkeeping would be of a great help in that office. During the course of our conversation I felt sure that the job would be mine as Mr. Beery himself felt that I could fill the position, he said so. All seemed to be settled and he said he would advise me shortly. Then all of a sudden he asked me the birthplace of my father. From that moment on I felt the job wouldn't be mine, as the conversation was suddenly cut short. Regarding a civil service position is there any need for anyone asking this question from an applicant? I am an American born citizen and I don't think there was any need for Mr. Beery to ask me where my father was born, except for his own personal reason. I was interviewed for other civil service jobs and none ever asked this of me.

s/ (Miss Fannie Winograd)

June 12, 1943

Mr. Elmer Henderson,
President's Committee on
Fair Employment Practice,
Tenth and U Streets, N.W.,
Washington, D. C.

Dear Mr. Henderson:

Pursuant to our telephone conversation today, I am transmitting herewith copies of all the correspondence with reference to the complaints of Wilma V. Gant, Sylvester L. Williams, Laura Pendley, Malcolm S. Pendley and Albert Pinkard, alleging racial discrimination by reason of failure or refusal to upgrade them at the Denver Ordnance Plant, Denver, Colorado.

Sincerely yours,

Secretary
Office, Civilian Aide to the Secretary
of War

C. H. Williams
Civilian Aide
to the Secretary
of War

December 29, 1942

Mr. George W. 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 11, 1942, you forwarded to this office the complaints of Mr. Sylvester L. Williams, Miss Laura Pendley, Mr. Malcolm S. Pendley, Mr. Albert Pinkard and Miss Wilma V. Gant, alleging that racial discrimination was being practiced against them by reason of the failure or refusal of the Denver Ordnance Plant at Denver, Colorado, to upgrade them.

With reference to Mr. Williams the report of the investigation states that he received four rate changes and a change of classification during his employment at this plant; that he was hired at a wage of approximately \$144 a month and, when he voluntarily terminated his services, he was receiving approximately \$184. The report also states that his supervisors denied making the specific statements he alleged they made and that his previous training and experience did not appear to justify greater advancement than he received.

With reference to Miss Pendley the report states that she has received one rate change; that her experience and training have not been such as to qualify her for a higher paying specialized job, but that she is eligible for advancement on the basis of seniority, and that since she is a satisfactory worker she may reasonably expect to be considered for any future openings for which she may be qualified at the time that she reaches seniority on the list in question. The report further states that her supervisors specifically denied making the statements attributed to them in her complaint.

The report states that Mr. Pendley was uniformly regarded by his supervisors as an unsatisfactory worker, and that he had been placed on probation, because his work was unsatisfactory, from July, 1942, up until the time he voluntarily terminated his services on October 16, 1942. The report further states that his superiors denied making the statements attributed to them in his complaint.

Donec
12/29/42

Mr. George W. Johnson
December 27, 1942
Page 2

With reference to Mr. Pinkard the report states that he failed to obtain an appointment as a Gunner's Helper because he had no previous training or experience which would qualify him for the job and, in addition, the evidence indicates that there was no available opening at the time he made his request for change of classification.

The report further states that one of Mr. Pinkard's supervisors made a statement which might have led him to believe that his lack of progress was due to racial discrimination, but such remarks did not in any way reflect the policy of the contractor-operator and that Commander C. H. Rockey, Chief Ballistician, and Mr. Lloyd Dunkelberger, Superintendent, state that Negroes were afforded equal opportunity in the Ballistic Department.

With reference to Miss Gant the report states that her foreman admitted having made statements to her indicating that, in his opinion, jobs for female employees at this plant were limited; but that he clarified this statement by pointing out that this was true with respect to all female employees, white and colored; and that the evidence indicates that Miss Gant did not ask for a specific job at the time she made her inquiry.

The report further states that the foreman's remarks could have been interpreted as evidence of racial discrimination, such remarks did not reflect the policy of the contractor-operator, and that Miss Gant may have been justified in concluding that discrimination was practiced because her interview was handled contrary to the policy of the contractor-operator. The report states further that "appropriate steps were taken to prevent a repetition of the error at a future date."

The report further states that the contractor-operator, through the Training Supervisor, directed the Service Section to prepare material dealing with the question of discrimination in order to emphasize to the supervisory personnel that the spirit and letter of Executive Order No. 8802 must be observed at all times; that all supervisors, foremen and group leaders in the plant will receive the benefit of the instructions set forth in the material; that Supervisory Informational Topic No. 12 on "Discrimination" sets forth the text of the Executive Order in the introduction; that it further specifically states that all plant forms and records must make no reference to race or religion; that other subjects dealt with include special instructions to supervisors on the approved manner of handling interviews and complaints in such a way that no employee will feel that he is the subject of discrimination, and that hypothetical

Mr. George M. Johnson
December 29, 1942
Page 3

cases are furnished illustrating the approved procedure of handling racial problems.

The report also states that the Employment Division at the Denver Ordnance Plant in a recent survey found that Negroes employed there represent 2.80 percent of the total number of employees and that this percentage is greater than the ratio of the Negro population to the white population of Denver. This percentage was offered as further evidence that Negroes in general are not the subject of discrimination at the Denver Ordnance Plant.

I am informed that a further request is being made for an employment breakdown by skills, race and sex. When this additional information is received, it will be forwarded to you.

Sincerely yours,

Civilian Aide to the Secretary
of War

CONFIDENTIAL

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

SPGC - L
321.8 - Denver Ordnance Plant
(9-21-42)

December 14, 1942

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

1. Reference is made to your memorandum of September 21, 1942, transmitting the complaints from the President's Committee on Fair Employment Practice alleging racial discrimination by reason of failure or refusal to upgrade the following Negro workers at the Denver Ordnance Plant, Denver, Colorado, which is owned by the government but is operated by the Remington Arms Company:

Mr. Sylvester L. Williams
Miss Laura Pendley
Mr. Malcolm S. Pendley
Mr. Albert Pinkard
Miss Wilma V. Gant

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

a. The facts disclosed indicate that SYLVESTER WILLIAMS received four rate changes and a change of classification during the course of his employment here. Subject was hired at a wage of approximately \$144.00 per month, and, at the time of his voluntary termination, Williams was receiving approximately \$184.00 per month. All supervisors deny making the specific statements charged by subject. Williams' previous training and experience did not appear to justify greater advancement than he received.

b. LAURA I. PENDLEY received one rate change during the course of her employment at the Plant. Subject did not have previous experience and training of such a nature as to qualify her for a higher paying specialized job. Subject was, however, eligible for advancement on the basis of seniority. Fourteen Service Operators are ahead of Miss Pendley on the basis of seniority. Since subject is regarded as a satisfactory employee, she may reasonably expect to be considered for any future openings for which she may be qualified at the



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the time that she reaches her seniority on the list in question. Miss Pendley's supervisors specifically denied making the statements attributed to them in subject's complaint.

c. MALCOLM S. PENDLEY was uniformly regarded by his supervisors as an unsatisfactory employee. Prior to Management's notification of Pendley's formal complaint, subject had been placed on probation since his work record had been unsatisfactory from July, 1942, up until the time of his voluntary termination on October 16, 1942. Subject's superiors denied making the statements attributed to them in the formal complaint filed by Pendley.

d. ALBERT PINKARD failed to obtain an appointment as a "Gunner's Helper" although he had no previous training or experience which would qualify him for the job in question, and, in addition to this, the evidence indicates that there was no available opening at the time subject made his request for a change of classification. One of Pinkard's supervisors in the Ballistic Department made a statement which might have led subject to believe that his lack of progress was due to racial discrimination, but such remarks on the part of the supervisor did not in any way reflect the official policy of the Company. Commander C. H. Rokey, Chief Ballistician, and Mr. Lloyd Dunkelberger, Superintendent, both state that Negroes were afforded equal opportunity in the Ballistic Department.

e. WILMA V. GANT'S foreman, Pete Aulinskis, admits having made statements to subject indicating that, in his opinion, jobs for female employees at this Plant were limited. Foreman Aulinskis clarified this statement, however, by pointing out that this was true with respect to all female employees, white or colored. The evidence further indicates that Miss Gant did not ask for a specific job at the time that she made her inquiries. While it would appear that Foreman Aulinskis' remarks could have been interpreted as evidence of racial discrimination, such remarks did not reflect the established policy of the Remington Arms Company, Inc., at the Denver Ordnance Plant. Complainants Pinkard and Gant may, however, have been justified in concluding that discrimination was practiced since their supervisors handled their interviews contrary to the established policy of the Company. This fact was disclosed to the Management of the Remington Arms Company at the Denver Ordnance Plant, and appropriate steps were taken to prevent a repetition of the error at a future date.

f. Management directed the Service Section, through the Training Supervisor, to prepare material dealing with the question of discrimination in order to emphasize to the Supervisory Personnel that the spirit and letter of the President's Executive Order of June 25, 1941, must be observed at all times. All supervisors, foremen, and group leaders in the Plant will receive the benefit of the instructions set forth in the train-

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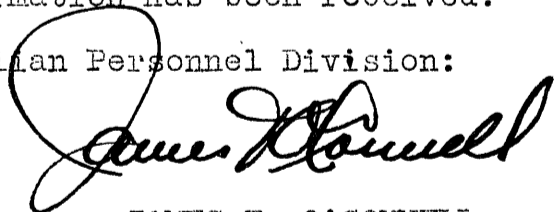
CONFIDENTIAL

ing material. Supervisory Informational Topic No. 12 on "Discrimination" sets forth the text of the President's Executive Order in the introduction. It further specifically states that all Plant forms and records must make no reference to race or religion. Other subjects dealt with include special instructions to supervisors on the approved manner of handling interviews and complaints in such a way that no employee will feel that he is the subject of discrimination. Hypothetical cases are furnished illustrating the approved procedure for handling the racial problem. The Employment Division of this Company in a recent survey found that there were 531 Negro persons employed at this Plant, which represented 2.80% of the total number of employees on their rolls. According to the survey, the percentage of Negro employees at the Denver Ordnance Plant is greater than the relative percentage of the Negro population to the white population of Denver. This is offered as further evidence that Negroes in general are not the subject of discrimination here. An examination of the employment records show that Negroes occupy many different and varied jobs throughout the Plant.

5. Because this office considers the above report only a partial answer to alleged discriminatory practices at the Denver Ordnance Plant, a further request is being made for an employment breakdown by skilled, unskilled, supervisory, professional and technical, further divided into white and Negro workers, male and female.

4. A supplementary memorandum will be sent to your office as soon as this additional information has been received.

For the Director, Civilian Personnel Division:



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

CONFIDENTIAL

September 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 five complaints alleging racial discrimination by reason of failure or refusal to upgrade Negro workers at the Denver Ordnance Plant, Denver, Colorado, which is owned by the Government but is operated by the Remington Arms Company.

These complaints were submitted to the Committee by Mr. Milton P. Webster, one of its members. They are as follows:

1. Mr. Sylvester L. Williams alleges that he asked his immediate superior, Mr. R.M. Williams to promote him to a vacancy as a machine operator, which was to be created by the enlistment of the operator in the armed forces; that he (Sylvester Williams) had been working on the machine as a relief operator and felt that he had a just claim for upgrading; that his superior told him he knew he was capable of operating the machine, but that he had a letter from Bridgeport, Connecticut, stating that colored employees were not to be given any job with a higher rate of pay than that which he was then receiving; that upon his request to see the letter his supervisor told him that someone had taken it from his files and that final responsibility in the matter rested with his superior, Mr. Ted Hyde; that he asked Mr. Hyde whether his supervisor's statement was correct and whether he could have the opening, but that he has not had a satisfactory answer from Mr. Hyde.

2. Miss Laura Pendley states that she is employed as a "service operator" in the Sanitation Department; that during an interview with the supervisor of this department prior to her permanent assignment, she asked him what other positions were open to Negro women in the plant; that he informed her that the Sanitation and First Aid Departments provided the only opportunities for Negro women and since First Aid had filled its quota, Sanitation was the only department offering employment to Negro women.

W

Director of Civilian Personnel Division
Services of Supply
Page 2

3. Malcolm S. Pendley states that he has been employed at the Denver Ordnance Plant for more than eight months; that he took the job as a sweeper with the understanding that he would be advanced to a machine; that he now finds that Negro workers are limited to sweepers, sanitation operators, stress anneal, water polish and lead inspection; that he has explained to Mr. Ben Durk his ability and his knowledge of machinery, which he studied in High School and Denver Opportunity School; that he also explained to him his experience in overhauling automobiles and in electrical wiring, and asked him for a promotion to light maintenance work, electrician's helper, or work in the actual manufacture of cartridges. He further states that Mr. Durk took his problem to Mr. Joe Baker, who was Acting Area Supervisor; that Mr. Baker said that the only jobs for Negroes at the Denver Ordnance Plant were those already mentioned and that as soon as a water polish job is opened, he would see that Mr. Pendley got it. Mr. Pendley states that he would like work as a machinist since it is the type for which he is best fitted.

4. Mr. Albert Pinkard states that he has been employed at the Denver Ordnance Plant as a janitor for three months; that he is qualified to work at loading and firing machine guns and rifles; that he is qualified to take them apart and put them back together again; that he requested a position as Gunners' helper in the ballistic testing room and was told by the department supervisor, Mr. Harry Rocky, that he was doing all right as a Janitor and to remain satisfied because no colored men were supposed to do gun work in that department.

5. Miss Wilma V. Gant states that she is employed in the lead shop as an inspectress; that upon asking for a different position in a new building that was about to be opened, she was told that there would be no lead shops in that building. She states further that she asked if the only openings for Negro women were in the lead shop and Sanitation and she was told that that was the "set-up"; that she asked why were Negroes not permitted to work throughout the plant and the reply was still that that was the "set-up".

May the facts in these cases be investigated to determine whether there have been any violations of Executive Order No. 8802 and of the contract provision obligating the contractor not to discriminate against workers because of race or color. These complaints appear to be appropriate matters to be investigated in the first instance by your regional office.

Civilian Aide to the Secretary
of War

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 11, 1942

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

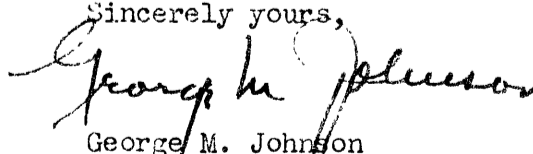
Dear Judge Hastie:

We are enclosing herewith copies of five complaints which have been transmitted to this office by member Milton P. Webster. The complainants are all residents of the City of Denver and are employed at the Denver Ordnance Plant. The substance of their complaints is that Negroes are restricted to certain classes of occupations in the plant and are refused promotion to the more advanced and higher skilled jobs.

You will note that in several instances the complainants make the allegation that they were told by officials whom they named that limitations were placed on the employment of Negroes.

The enclosures are as follows: Wilma V. Gant, Sylvester L. Williams, Laura Pendley, Malcolm S. Pendley, and Albert Pinkard.

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

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures



C O P Y

2571 Downing St.
Denver, Colorado
August 1942

I am employed in the Denver Ordnance Plant,
Remington Arms, Building 11, lead shop as an inspectress.

Upon inquiring for a different position in the
new building that is fixing to open, I was told there would
be no lead shops in that building. Then I asked if the
only openings for Negro girls were in the lead shop and
Sanitation. I was told that was the "set-up".

I also asked why they did not permit Negroes
to work throughout the plant, the reply was still, that is
the "set-up".

Knowing there is to be no discrimination in any
defense plant, any consideration that may be shown this
letter will be greatly appreciated.

s/ Wilma V. Gant

C O P Y

2533 Gilpin St.
Denver, Colorado
August 10, 1942

Mr. F. P. Webster

Dear Sir:

In regards to race discrimination that was imposed upon me when I asked for a position as Gunners helper in the Ballistic Testing room, at Remington arms, Inc. Operated, Denver Ordnance Plant.

I have been employed at this plant for three months as Janitor. I am a qualified man at loading and firing machine guns and rifles. I am qualified in taking apart and putting back together all the automatic guns that are employed in the Ballistics Dept.

In requesting for this work I was told by the Dept. Supervisor, Mr. Harry Rocky, that I was doing alright as Janitor and to remain satisfied as no colored men were supposed to do gun work in that Dept.

Respectfully yours,

s/ Albert Pinkard

C O P Y

2544 Gilpin Street
Denver, Colorado
August 7, 1942

To Mr. Webster:

Dear Sir:

I am employed at the Denver Ordnance Plant by Remington Arms Company, Inc., for more than eight months. I took the job as a sweeper with the understanding that if I took it I would advance to a machine as my first and only choice.

Now I find that we are limited to only sweepers, sanitation operators, stress anneal, water polish and lead inspection. I have talked with Mr. Ben Durk, my foreman, at length explaining my ability and knowledge of machinery which I studied in High School and Denver Opportunity School. Also telling him of my experience with over-hauling cars and electrical wiring of my house and fixtures. I asked him about light maintenance, electricians helper or work in the actual manufacture of the cartridge.

Mr. Durk carried my problem to Mr. Joe Baker, who was the acting Area Supervisor. Mr. Baker said that the only jobs for Negroes at this Plant were the ones that I mentioned above, and as soon as a water polish job is opened he would see that I get it.

But I would like to work as a machinist since this is what I am best fitted for.

Yours truly,

s/ Malcolm S. Pendley

C O P Y

2756 Humboldt St.
Denver, Colorado
August 6, 1942

Dear Sir:

In compliance with your request for a statement regarding advancement of Negroes employed at the Remington Arms Munition Plant of Denver, Colorado, I hereby submit the following experience.

I am employed as a "service operator" of the Sanitation Department of Remington Arms. While being interviewed by the supervisor of this department, prior to my being assigned to a permanent post at which to work, I asked him what other positions were open to Negro women in the plant. He informed me that the Sanitation and First Aid departments provided the only opportunities for Negro women and since First Aid had filled their quota, Sanitation was the only department offering employment to Negro women.

I have never tried to push my case further because I saw the futility of working against such odds.

Hoping you can do something to remedy this distressing situation, I am,

Yours sincerely,

s/ Laura Pendley

2300 Lafayette St.
Denver, Colorado
August 8, 1942

Mr. M. P. Webster
4231 South Michigan Avenue
Chicago, Illinois

Dear Sir:

Some time ago I heard that there was to be an opening on a machine in the building where I am employed at the Denver Ordnance Plant. This vacancy was to be created by the enlistment of the operator of the machine in the armed forces.

I asked my immediate superior, Mr. R. M. Williams, if I could have the opening because I had been working on the said machine as a relief operator on a number of occasions and felt that I had a just claim to the opening. His answer was that he knew I was capable of running the machine, but he had a letter on file in his desk from Bridgeport, Conn. to the effect that colored employees were now to be given any job paying a higher rate than I now receive.

After considering his answer I then asked Mr. Williams to allow me to see the letter. He replied that someone had taken the letter from his file. He then told me that the responsibility of the matter rested with his superior Mr. Ted Hyde. I then had a talk with Mr. Ted Hyde and asked him if he told Mr. Williams the above mentioned fact about colored employees and also if I might have the opening.

To date I have not had a satisfactory answer to either question from Mr. Hyde.

Respectfully yours,

s/ Sylvester L. Williams

February 22, 1943

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

Dear Mr. Cramer:

On January 28, 1943, you forwarded to this office the complaint of Mrs. Lucille White, alleging that racial discrimination was practiced against her in the termination of her employment as a Mechanic Helper at Patterson Field, Dayton, Ohio.

This office has received from Patterson Air Field a photostatic copy of a certificate made by the medical officer at that installation which states as follows:

This is to certify that Lucille White of 242 Harvard Avenue, Dayton, Ohio was given a pre-employment examination at the Civilian Dispensary, Patterson Field, Fairfield, Ohio, December 29, 1942. The physical examination of the chest showed evidence of lung pathology, so an x-ray film was taken on that date and repeated on January 6, 1943.

These films were seen by Captain Baube, Medical Corps, a specialist in internal medicine. His diagnosis was, "Evidence of plueral effusion in right chest, old tubercular lesions and some evidence of active tubercular infection".

She was disqualified because of this condition.

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

Yours very truly,

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

100-100000-100000

Engineering Department

February 15, 1943

Mr. Louis Lautier
Administrative Assistant
Office, Civilian Aide Sec'y of War
Room #4 E. 952
Pentagon Building
Arlington, Virginia

Dear Mr. Lautier:

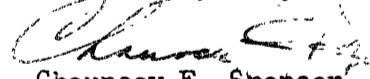
Having investigated the charges of Mrs. Lucille White, I find that there has been no racial discrimination used in her case.

Attached you will find a photostatic copy from the office of the surgeon, Air Base Hospital, Patterson Field, which is self explanatory.

It is the policy and a matter of precaution and protection to the government and its many thousands of employees to handle all cases and similar cases as Mrs. Whites' in this manner.

Mrs. Whites' husband, Kennard White has been employed here as a Jr. Aircraft Engine Mechanic since May 21, 1942.

Sincerely yours,


Chauncey E. Spencer
Negro Personnel Director
Patterson Field
Fairfield, Ohio

CES/lsf

Incl: 2
Photostatic Medical Copy
Memorandum from Civilian Personnel Officer

IMMEDIATE ACTION

Engineering Department

February 15, 1943

Mr. Louis Lantier
Administrative Assistant
Office, Civilian Aide Sec'y of War
Room #4 U. 952
Pentagon Building
Arlington, Virginia

Dear Mr. Lantier:

Having investigated the charges of Mrs. Lucille White, I find that there has been no racial discrimination used in her case.

Attached you will find a photostatic copy from the office of the surgeon, Air Base Hospital, Patterson Field, which is self explanatory.

It is the policy and a matter of prosecution and protection to the government and its many thousands of employees to handle all cases in similar cases as Mrs. White's in this manner.

Mrs. White's husband, Kennard White has been employed here as a Jr. Aircraft Engine mechanic since May 21, 1942.

Sincerely yours,

Chauncey E. Spencer
Negro Personnel Director
Patterson Field
Fairfield, Ohio

CES/laf

Incl: 2
Photostatic Medical Copy
Memorandum from Civilian Personnel Officer

WAR DEPARTMENT
FAIRFIELD AIR DEPOT
PATTERSON FIELD
FAIRFIELD, OHIO
OFFICE OF THE CIVILIAN PERSONNEL

1. [Faint, illegible text]

2. [Faint, illegible text]

3. [Faint, illegible text]

P4-bb

February 12, 1943.

MEMORANDUM TO: Chauncey E. Spencer (Thru: Engineering)

1. In reference to the case of Mrs. Lucille White, you are hereby furnished copy of statement of Medical Officer setting forth the circumstances of her case.

R. D. WELAND,
Major, Air Corps,
Civilian Personnel Officer.

FBH:aw

OFFICE OF THE SURGEON
AIR BASE HOSPITAL
PATTERSON FIELD
FAIRFIELD, OHIO

February 11, 1943

To Whom It May Concern:

This is to certify that Lucille White of 242 Harvard Avenue, Dayton, Ohio was given a pre-employment examination at the Civilian Dispensary, Patterson Field, Fairfield, Ohio, December 29, 1942. The physical examination of the chest showed evidence of lung pathology, so an x-ray film was taken on that date and repeated on January 6, 1943.

These films were seen by Captain Baube, Medical Corps, a specialist in internal medicine. His diagnosis was, "Evidence of plueral effusion in right chest, old tubercular lesions and some evidence of active tubercular infection".

She was disqualified because of this condition.

Fred B. Hapke M.D.
FRED B. HAPKE
1st. Lt. Medical Corps
Civilian Medical Service
Chief.

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

February 3, 1943

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

1. This will acknowledge your memorandum of February 1, 1943, relative to Miss Lucille White, Dayton, Ohio, who alleged that racial discrimination was practiced against her in the termination of her employment as a Mechanic Helper at Patterson Field, Dayton, Ohio.

2. Please be advised that the matter is being investigated by this office and a further report will be made to you when the necessary information is received.

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



Condon
2/3/43

February 1, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Lucille White, Dayton, Ohio, alleging that racial discrimination was practiced against her in the termination of her employment as a Mechanic Helper at Patterson Field, Dayton.

She states that she was employed on December 28, 1942, and two days later she was compelled to sign a statement that she had resigned because of ill health after two employees had stated that she had tuberculosis in an advanced state. She further states that examinations at the State Tuberculosis Hospital and by several physicians, as well as X-ray photographs of her lungs, failed to reveal any signs of the disease. A copy of her statement is attached hereto.

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

Acting Civilian Aide to the Secretary
of War

2/1/43

February 1, 1943

Mr. Chauncey F. Spencer,
Engineering Department,
Patterson Field,
Fairfield, Ohio.

Dear Mr. Spencer:

Enclosed herewith is a copy of a memorandum requesting an investigation into the complaint of Miss Lucille White of Dayton, Ohio.

This request is being sent through channels. Perhaps you may wish to look into this matter and, if Miss White's medical certificate fails to show that she has tuberculosis, seek to accomplish her reinstatement.

Sincerely yours,

Administrative Assistant,
Office, Civilian Aide to the Secretary
of War

35276

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

Date January 11, 1945

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. Lucille [unclear] of Mr. [unclear], under date of January 11, 1945, 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. Crumer
Lawrence W. Crumer
Executive Secretary

Enc.

C
O
P
Y

Dayton, Ohio
242 Harvard Ave.
Jan. 19, 1943

The President's Committee
on Fair Employment Practices
Washington, D. C.

Dear Sirs,

I am writing in regards to my being considered ineligible for a position as mechanical helper at Patterson Field, Dayton, Ohio.

On Dec. 28, 1942 I rec'd, my position and was examined all of the paper were marked O.K. On the 29th I was vaccinated, the 30th a slip of paper was placed on my clock number telling me to report to the personnel office room 5 important. The clerks there stated I had tuberculosis in an advance stage. My left lung was completely gone and that my right lung was affected. She stated I would have to resign my pass and badge was taken from me. I was then directed to another office and compelled to sign a statement to this effect: Lucille White of 242 Harvard Ave. resigned because of ill health.

I told them I did not have any signs of tuberculosis. I also stated that I had been examined at the state tuberculosis hospital at Delaware, Ohio, Dr. Swickered, Columbus, Ohio, and Dr. Randall of Harveysburg, Ohio. They all came back negative but that did not do any good.

I then consulted Dr. Gunn. He examined me also he fluoroscoped me to be sure there was no mistake. It proved there was no signs of T. B. He then sent me to a T. B. Specialist Dr. Delscamp in the Fidelity Bldg. He taken two X-rays pictures of my lung which proved to be negative no signs of T. B.

I have a little slip of paper I picked up at Patterson Field written by Dr. H. Hayske which stated there is no T. B. and that I am able to go to work.

Dr. Gunn and the T. B. Specialist Dr. Delscamp directed me to go back to the Field and ask for my position back so far they have refused. They taken another X-ray picture and said that they would call em in two or three days.

It has now been about two weeks. I have not been notified yet. These two girls Deloria Ford and Peggy Fritze still say I have T. B. I strongly feel there was

-2-

a bit of discrimination due to the fact that I am an American first and an Afro-American next.

Our President says there should be no discrimination because of race, creed, or color. Are they living up to it out at Patterson Field, also the Atlantic Charter and the four Freedoms. Could we not apply some of those principles here. Those in charge did not have enough intestinal fortitude to give me just consideration.

Gentlemen in view of the fact that I was hired, worked three days passed physical examination and was put on the pay roll, do you feel that your office can investigate this matter and assist me in my quest for justice and fair play.

Respectfully yours,

/s/ Lucille White
242 Harvard Ave
Dayton, Ohio

P.S. This is to certify that White, Lucille, has been Vaccinated for Small Pox Dec. 29, 1942.

These are the two girls name that insisted I had T. B.
Deloria Ford & Peggy Fritze.

April 1, 1943

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

Dear Mr. Johnson:

Reference is made to your letter of March 23, 1943, concerning the complaint of Mrs. Creatha L. Wilson alleging that racial discrimination was practiced against her in the termination of her services as a laborer at the Columbus General Depot.

The allegations made by Mrs. Wilson appear to be inadequate to make out a prima facie case of racial discrimination. As you know, under war service regulations, the services of an appointee may be terminated at any time during the trial period if unsatisfactory. Mrs. Wilson makes no statement that she was not given a fair trial or that she was not inefficient. Nor is there any statement that she and the other colored employees who were dismissed were replaced by white appointees.

I shall be pleased to have any additional information you may obtain from her or any of the other dismissed employees in support of the charge of racial discrimination.

Yours very truly,

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

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 23, 1943

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

Dear Mr. Gibson:

This office has received a complaint from Mrs. Creatha L. Wilson, 576 Ann Street, Columbus, Ohio, that she was discriminated against because of her race in her dismissal from the Columbus General Depot. She states that she was employed as a laborer on December 7, 1942, and was discharged on December 26, 1942.

Mrs. Wilson states that, at the time of her discharge, eighty-two female employees in Warehouse Number Ten, Section Number Six, were discharged, also, and that all of them were members of the colored race. All of these persons were discharged for the same reason, Mrs. Wilson alleges; that being inefficiency.

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

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary



March 27, 1943

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

Dear Mr. Cramer:

Reference is again made to your communication of January 26, 1943, requesting an investigation into the complaint of Mrs. Lucille White alleging that racial discrimination was practiced against her in the termination of her services at Patterson Field, Dayton, Ohio, and my letter of February 22, 1943, forwarding a tentative report covering the inquiry.

A complete report has now been received. It indicates that Mrs. White was given the opportunity to resign when it developed that her physical condition was such as to endanger the health of other employees. The final report of the investigation into the complaint states as follows:

When the full report (of medical examination) was obtained, which showed a lung condition indicative of tuberculosis, she was given an opportunity to resign rather than be terminated due to physical disability and the circumstances were fully explained to her. She returned to the Personnel Office again within a few days appealing to the Civilian Personnel Officer for consideration of her case. In view of the fact that she claimed racial discrimination, very careful consideration was given the case and a second X-ray of her lungs was taken. The Medical Officer was requested to go into the case thoroughly and he advised that both X-rays would be reviewed by a specialist and a report would be forthcoming within a few days. The following was the report obtained: "The X-ray shows that this applicant has had tuberculosis in the past and there are indications of the presence of an active infection

Mr. Lawrence H. Cramer
March 27, 1943

Page - 2 -

at the present time." Upon the receipt of this, Mrs. White was advised by letter that her physical condition was such that it was not considered advisable to extend her employment at that station.

Again on February 26, 1943, Mrs. White attempted to secure employment at Patterson Field under the name of Lucille White McKnight, authority having been issued by the Civil Service Commission for her appointment under that name. While Mrs. White signed her name correctly at the bottom of the application, she permitted all of her papers to be prepared under the name of Lucille McKnight, which name she had used at the top of the form as will be substantiated by the attached photostatic copy of her application. It appears that the error was intentional in order to secure appointment if possible. The services of Mrs. White are not desired at that station as it is considered that her physical condition is such that her employment would endanger the health of approximately 19,000 other employees as the report on her X-ray indicates possible active tuberculosis.

There is no basis for claim of discrimination as is evidenced by the above facts. It is to be pointed out that Mrs. White's husband is now employed at that station and Mrs. White would have been continued had it not developed that her physical condition was such as to endanger the health of other employees. This is substantiated by the fact that Mrs. White was permitted to enter on duty before complete report on her physical examination was obtained, thereby giving her the benefit of the doubt.

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

Yours very truly,

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

ms/lva

March 25, 1943

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

1. Reference is made to your memorandum of February 1, 1943, relative to the complaint of Mrs. Lucille White, who alleges that discrimination because of race was practiced against her in the termination of her position at Patterson Field, Dayton, Ohio.

2. A complete report has been received and it is noted that Mrs. Lucille White was given the opportunity to resign when it developed that her physical condition was as to endanger the health of other employees.

3. When the full report was obtained, which showed a lung condition indicative of tuberculosis, she was given an opportunity to resign rather than be terminated due to physical disability and the circumstances were fully explained to her. She returned to the Personnel Office again within a few days appealing to the Civilian Personnel Officer for reconsideration of her case. In view of the fact that she claimed racial discrimination, very careful consideration was given the case and a second X-ray of her lungs was taken. The Medical Officer was requested to go into the case thoroughly and he advised that both X-rays would be reviewed by a specialist and a report would be forthcoming within a few days. The following was the report obtained: "The X-ray shows that this applicant has had tuberculosis in the past and there are indications of the presence of an active infection at the present time." Upon the receipt of this, Mrs. White was advised by letter that her physical condition was such that it was not considered advisable to extend her employment at that station.

4. Again on February 26, 1943, Mrs. White attempted to secure employment at Patterson Field under the name of Lucille White McKnight, authority having been issued by the Civil Service Commission for her appointment under that name. While Mrs. White

signed her name correctly at the bottom of the application, she permitted all of her papers to be prepared under the name of Lucille McKnight, which name she had used at the top of the form as will be substantiated by the attached photostatic copy of her application. It appears that the error was intentional in order to secure appointment if possible. The services of Mrs. White are not desired at that station as it is considered that her physical condition is such that her employment would endanger the health of approximately 19,000 other employees as the report on her X-ray indicates possible active tuberculosis.

5. There is no basis for claim of discrimination as is evidenced by the above facts. It is to be pointed out that Mrs. White's husband is now employed at that station and Mrs. White would have been continued had it not developed that her physical condition was such as to endanger the health of other employees. This is substantiated by the fact that Mrs. White was permitted to enter on duty before complete report on her physical examination was obtained, thereby giving her the benefit of the doubt.

6. For your ready reference there is inclosed copy of letter to Mrs. White from Patterson Field, dated January 20, 1943, also copy of her resignation due to ill health, photostatic copy of the Medical Officer's report on the Chest X-ray together with photostatic copy of her application for employment under the name of Lucille White McKnight.

J. H. Mason, Chief
Employee Relations Branch

P4-bb

January 20, 1943.

Mrs. Lucille White,
242 Harvard Avenue,
Dayton, Ohio.

Dear Mrs. White:

In reference to your recent examination at Patterson Field, please be advised that thorough examination of your two X-rays by post medical officer in consultation with a specialist, reveals that your physical condition is such that they do not consider it advisable to extend you employment at this station.

This information is being forwarded to you in accordance with agreement reached the last time you called at the Personnel Office.

Yours very truly,

R. D. PENLAND,
Major, Air Corps,
Civilian Personnel Officer.

FBH:aw

OFFICE OF THE SURGEON
AIR BASE HOSPITAL
PATTERSON FIELD
FAIRFIELD, OHIO

February 11, 1943

To Whom It May Concern:

This is to certify that Lucille White of 242 Harvard Avenue, Dayton, Ohio was given a pre-employment examination at the Civilian Dispensary, Patterson Field, Fairfield, Ohio, December 29, 1942. The physical examination of the chest showed evidence of lung pathology, so an x-ray film was taken on that date and repeated on January 6, 1943.

These films were seen by Captain Baube, Medical Corps, a specialist in internal medicine. His diagnosis was, "Evidence of plueral effusion in right chest, old tubercular lesions and some evidence of active tubercular infection".

She was disqualified because of this condition.

Fred B. Hapke

FRED B. HAPKE
1st. Lt. Medical Corps
Civilian Medical Service
Chief.

WAR DEPARTMENT
FAIRFIELD AIR DEPOT
PATTERSON FIELD
FAIRFIELD, OHIO

Subject: Resignation- **Lucille White**

To: Commanding Officer, Fairfield Air Depot, Patterson Field,
Fairfield, Ohio.

1. I hereby tender my resignation as **laborer (Classified)**
to be effective at the close of business **December 30, 1942.**
2. My reason for resigning is **ill health.**

Lucille White

Office of the Civilian Personnel

APPLICATION FOR FEDERAL EMPLOYMENT

SHORT FORM

Answer every question clearly and completely. Typewrite or write legibly in BLACK INK, to assure clear photographic copies for appointing agencies. If you are applying for a specific United States Civil Service Examination, read the Examination Announcement carefully, follow all directions, and mail this application to the office named therein. Notify same office of any change of address.

This space for agency use

APP. NO. _____ ANNO NO. _____	1. Name of examination, if any; or name of position applied for <i>Janitor (maid)</i>	This space for United States Civil Service Commission <i>APCA FAP</i>
2. Place of examination (if a written test) or place of employment applied for (City and State) <i>Dayton Ohio</i>	Rating _____ Initials of examiners _____ Preference _____ Total _____	
3. Optional subject (if mentioned in examination announcement): _____	4. Mr. _____ Mrs. <i>Luille White Mc Knight</i> (First name) (Middle) (Maiden, if any) (Last) 5. <i>242 Harvard Ave</i> (R. D. or street and number) <i>Dayton Ohio</i> (City or post office, and State)	
6. Date of birth: <i>Sept 27, 1915</i> (Month, day of month, year)		7. Place of birth City or Post office: <i>Wilmington Ohio</i> State or Territory: <i>Ohio</i> If outside U. S., give country: _____

8. Are you a citizen of the United States? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		17. Availability information (a) In what localities would you prefer to be appointed? <i>Dayton Ohio</i>	
9. Within the past 12 months, have you used intoxicating beverages habitually to excess? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		(b) What is the lowest rate of pay at which you would accept War Service appointment for the duration of the War and 6 months beyond elsewhere within the United States? \$ <i>1400</i>	
10. Have you ever been arrested, or summoned into civil or military court as a defendant, or indicted, or convicted, or placed on probation, or has any case against you been filed, or have you ever been ordered to deposit collateral? If so, give for each case (1) the date, (2) the alleged offense, (3) the name and location of the court, (4) disposition of case.		Short-term appointment for 1 month? \$ _____ for 3 months? \$ _____ within 35 miles of your present address for 6 months? \$ _____ per (Hour, month, year, etc.)	
11. Do you advocate or have you ever advocated, or are you now or have you ever been a member of any organization that advocates the overthrow of the Government of the United States by force or violence? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		18. How soon could you report for duty after offer of appointment? <i>right away</i>	
12. Have you ever been discharged for misconduct or unsatisfactory service, or forced to resign from any position? If so, give name of employer and date and reason in each case.		Space for the additional information required in answer to Items 10, 11, 12, 13, 14, or 15 is "YES"	
13. Does the U. S. Government employ in a civilian capacity any relative of yours with whom you live or have lived within the past 2 years? If so, show for each such relative: (1) full name, (2) present address, (3) relationship, and (4) branch of service.		19. If you have registered and have been classified under the Selective Service Act, give your present classification	
14. (a) Have you any physical defect or disability whatsoever? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (b) Have you ever had a nervous break-down? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (c) Height (without shoes) <i>5 ft 5 in</i> Weight <i>130 lbs</i> If your answer to either (a) or (b) is "YES" give full particulars.		<i>Wendell White - Australia</i>	
15. (a) Was your wife (or husband), your father, or your mother born outside continental U. S. A.? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (b) Have you any relatives by blood or marriage (excluding persons in the U. S. armed forces) now living in a foreign country? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO If you answered "YES" to either (a) or (b) show for each relative (1) full name, (2) relationship, (3) birthplace, (4) address, and (5) of what country he is a citizen.		If you need more space, use more paper the size of this application	
IMPORTANT - If you answered "YES" to Questions 10, 11, 12, 13, 14, or 15, be sure to give details in the space at the right.		16. (a) Are you NOW employed by the Federal Government? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (b) If not, have you EVER been so employed? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	

20. EDUCATION a Circle highest grade completed elementary or high school: 1 2 3 4 5 6 7 8 9 10 11 12. Did you graduate? (Yes) (No)

b Name and location of college, trade, or technical school	Dates attended		Years completed		Kind of course pursued	Did you graduate?	
	From	To	Day	Night		Yes	No

21 EXPERIENCE In the space furnished below give a record of every employment and every period of unemployment since you first began to work. Use as many lines as you need for each job. Start with your present job and work backward to the first job you ever held. Give name you used on pay roll if different from that given on this application *None*

WHEN EMPLOYED		RATE OF PAY	NATURE OF YOUR WORK Describe each job in enough detail to show your qualifications. Use as many lines as you need	Give pay-roll title and any machines, instruments, or tools you used	BY WHOM AND WHERE EMPLOYED Give name of person, firm, or corporation owning or conducting the business, and city, State, and street address of business
From— (Month and year)	To— (Month and year)				
Present job began.	(Put present date here)				

If you need more space, use more paper the size of this application.

REFERENCES At least five persons, living in the United States and not related to you, who have knowledge of your experience and fitness for the position for which you are applying, are to be indicated as references. Put an "X" in the margin beside the name of each employer listed above whom you wish to use as a reference. Give additional references in the space provided at the right or in any unused space above

I CERTIFY THAT THE STATEMENTS MADE BY ME IN ANSWER TO THE FOREGOING QUESTIONS ARE FULL AND TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.

Lucille White Feb. 25, 1943
 SIGNATURE (Date)
 (Sign WITH PEN AND INK your given name, initial or initials, and last name. If female, prefix "Miss" or "Mrs.," and if married use your own given name, as "Mrs. Mary L. Doe.")
 (Also sign and attach any extra sheets of paper you have used.)

Name *Mr. Harley Smith*
 Street and number *New Burlington Ohio*
 City and State
 Business or occupation *Ex. Teacher*
 Name *Mr. Lewis Brent*
 Street and number *321 Cornell Ave*
 City and State *Dayton Ohio*
 Business or occupation *Saloon*

If you claim preference for the Indian Service as an Indian, you must file with this application a certificate from the superintendent of the Indian agency where you are registered, or from the Commissioner, Bureau of Indian Affairs, showing that you have at least one-fourth Indian blood.

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

March 25, 1943

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

1. Reference is made to your memorandum of February 1, 1943, relative to the complaint of Mrs. Lucille White, who alleges that discrimination because of race was practiced against her in the termination of her position at Patterson Field, Dayton, Ohio.

2. A complete report has been received and it is noted that Mrs. Lucille White was given the opportunity to resign when it developed that her physical condition was as to endanger the health of other employees.

3. When the full report was obtained, which showed a lung condition indicative of tuberculosis, she was given an opportunity to resign rather than be terminated due to physical disability and the circumstances were fully explained to her. She returned to the Personnel Office again within a few days appealing to the Civilian Personnel Officer for reconsideration of her case. In view of the fact that she claimed racial discrimination, very careful consideration was given the case and a second X-ray of her lungs was taken. The Medical Officer was requested to go into the case thoroughly and he advised that both X-rays would be reviewed by a specialist and a report would be forthcoming within a few days. The following was the report obtained: "The X-ray shows that this applicant has had tuberculosis in the past and there are indications of the presence of an active infection at the present time." Upon the receipt of this, Mrs. White was advised by letter that her physical condition was such that it was not considered advisable to extend her employment at that station.

4. Again on February 26, 1943, Mrs. White attempted to secure employment at Patterson Field under the name of Lucille White McKnight, authority having been issued by the Civil Service Commission for her appointment under that name. While Mrs. White



signed her name correctly at the bottom of the application, she permitted all of her papers to be prepared under the name of Lucille McKnight, which name she had used at the top of the form as will be substantiated by the attached photostatic copy of her application. It appears that the error was intentional in order to secure appointment if possible. The services of Mrs. White are not desired at that station as it is considered that her physical condition is such that her employment would endanger the health of approximately 19,000 other employees as the report on her X-ray indicates possible active tuberculosis.

5. There is no basis for claim of discrimination as is evidenced by the above facts. It is to be pointed out that Mrs. White's husband is now employed at that station and Mrs. White would have been continued had it not developed that her physical condition was such as to endanger the health of other employees. This is substantiated by the fact that Mrs. White was permitted to enter on duty before complete report on her physical examination was obtained, thereby giving her the benefit of the doubt.]

6. For your ready reference there is inclosed copy of letter to Mrs. White from Patterson Field, dated January 20, 1943, also copy of her resignation due to ill health, photostatic copy of the Medical Officer's report on the Chest X-ray together with photostatic copy of her application for employment under the name of Lucille White McKnight.

J. H. Mason

J. H. Mason, Chief
Employee Relations Branch

24 July 1943

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

Dear Mr. Johnson:

In reply to your letter of June 23, 1943, requesting that information be furnished you showing the number of Negroes employed in the United States Engineer Office at Syracuse, New York, and their classifications, the following information is submitted:

<u>No. of Negroes Employed</u>	<u>Designation</u>	<u>Remarks</u>	<u>Total No. of Em- ployees in Syracuse Office</u>
4	1 Engrg. Aide (Civil)SP-5	Instrument man on survey party.	1498
	1 Helper (Soils Laboratory)	Routine soils testing.	
	1 Asst. Messen- ger CPC-2	Miscellaneous messenger duties.	
	<u>Excepted</u>		
	1 Unskilled Laborer \$1320 annum	Washing and Pol- ishing vehicles.	

Yours very truly,

LOUIS R. LAUTIER,
Senior Administrative Assistant,
Office, Civilian Aide to the Secretary
of War.

Handwritten note:
Negroes 50.2.1.

1

WAR DEPARTMENT
ARMY SERVICE FORCES
WASHINGTON

SPGC-L
291.2

23 Jul 1943

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR
(Attention: Acting Civilian Aide, Mr. Truman K. Gibson, Jr.)


Subject: The Number of Negroes Employed in the United States Engineer's Office at Syracuse, New York, the Categories in Which They are Employed, and Their Proportion to the Total Number of Employees of that Office.

1. Reference is made to a memorandum from your office, dated 9 Jul 1943, requesting, for transmittal to the President's Committee on Fair Employment Practice, The Number of Negroes Employed in the United States Engineer's Office at Syracuse, New York, the Categories in Which They are Employed, and Their Proportion to the Total Number of Employees of That Office.

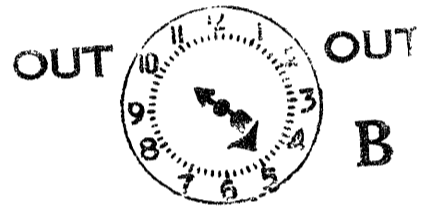
2. The following information was received in a 2nd Indorsement from the Office of the Chief of Engineers:

<u>No. of Negroes Employed</u>	<u>Designation</u>	<u>Remarks</u>	<u>Total No. of Employees in Syracuse Office</u>
4			1498
	1 Engrg. Aide (Civil)SP-5	Instrument man on survey party.	
	1 Helper (Soils Laboratory) SP-3	Routine soils testing.	
	1 Asst. Messen- ger CPC-2	Miscellaneous messenger duties.	
	<u>Excepted</u> 1 Unskilled Laborer	Washing and Pol- ishing vehicles.	
	\$1320 annum		

For the Director, Industrial Personnel Division;


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

JUL 23 43 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

9 July 1943

MEMORANDUM

TO: The Director of the Industrial Personnel Division
Army Service Forces

The President's Committee on Fair Employment Practice has requested that it be furnished the number of Negroes employed in the United States Engineer's Office at Syracuse, New York, the categories in which they are employed and their proportion to the total number of employees of that office. May this information be obtained?

Yours very truly,

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

71

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WAR MANPOWER COMMISSION
WASHINGTON, D. C. 25

June 23, 1943

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


Dear Mr. Gibson:

On September 21, 1942, Judge Hastie furnished this office with a report on an investigation into the complaint of Mrs. Evelyn Washington of Syracuse, New York, against the United States Engineer's Office in that city.

You will recall that the Commanding Officer at that establishment expressed an attitude not wholly sympathetic to the employment of Negroes in all capacities in his office, although he denied that discrimination had been practiced against Mrs. Washington.

It is requested now that you furnish this office with the number of Negroes employed, the various occupations in which they are employed, and their proportion to the total number of employees of the United States Engineer's Office in Syracuse, New York.

Sincerely yours,


George M. Johnson
Assistant Executive Secretary



September 21, 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 10, 1942, in which you request a further investigation into the complaint of Mrs. Evelyn Washington, Syracuse, New York, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the United States Engineer Office at Syracuse.

As was pointed out in the original report of the investigation of her complaint, twenty-three other eligibles were certified on the certificate of January 12, 1942, on which Mrs. Washington's name appeared. Eight selections were made from that certificate. Four of the eligibles who were willing to accept appointment, including Mrs. Washington, were not selected. There is no evidence showing that Civil Service Rules and Regulations were not complied with in making the selections. A photostatic copy of the certificate in question is available in this office for your inspection.

~~As you were also advised, this office of its own accord~~ returned the report for an interpretation of the statement that in making appointments due consideration is given to whether or not the applicant would fit the working conditions that would be encountered. It was specifically asked whether this statement meant that the appointing officer was of the opinion that a Negro would not fit into the vacancy for which Mrs. Washington was considered and, therefore, did not select her. The reply that "a Negro would have been used in the vacancy in question" was responsive to that inquiry.

The statement forwarded to Miss Frieda Miller of the State Department of Labor of New York by Miss Elizabeth Allen of Syracuse, who was interested in this case, shows that Mrs. Washington was asked by telephone on January 14, 1942, to report for an interview; that on January 22 she received a personal history blank with a notice

Page 2

to report again for an interview, and that when she reported for the second interview she was told that an error must have been made. There is no allegation that any reference was made to her race or color in this second interview. Moreover, an examination of the certificate of January 12, 1942, shows that it was not returned to the Civil Service Commission until January 29, 1942. Under Civil Service practices Mrs. Washington could not have been certified a second time while the certificate of January 12, with her name on it, was outstanding.

While Colonel Marshall's comments on his attitude toward employment of Negroes in various situations should unquestionably be used if difficulties are experienced by Negro applicants in such situations, in the present case the explanation already given makes it appear that no useful purpose would be served by a further submission of this case to the Ordnance Department for investigation.

Sincerely yours,

Civilian Aide to the Secretary
of War

September ²¹ 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 10, 1942, in which you request a further investigation into the complaint of Mrs. Evelyn Washington, Syracuse, New York, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the United States Engineer Office at Syracuse.

As was pointed out in the original report of the investigation of her complaint, twenty-three other eligibles were certified on the certificate of January 12, 1942, on which Mrs. Washington's name appeared. Eight selections were made from that certificate. Four of the eligibles who were willing to accept appointment, including Mrs. Washington, were not selected. There is no evidence showing that Civil Service Rules and Regulations were not complied with in making the selections. A photostatic copy of the certificate in question is available in this office for your inspection.

As you were also advised, this office of its own accord returned the report for an interpretation of the statement that in making appointments due consideration is given to whether or not the applicant would fit the working conditions that would be encountered. It was specifically asked whether this statement meant that the appointing officer was of the opinion that a Negro would not fit into the vacancy for which Mrs. Washington was considered and, therefore, did not select her. The reply that "a Negro would have been used in the vacancy in question" was responsive to that inquiry.

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Page 2

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Sincerely yours,

Civilian Aide to the Secretary
of War

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 10, 1942

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

Dear Mr. Gibson:

This is to acknowledge receipt of your letter of August 19 in which you submit a report of an investigation into the complaint of Mrs. Evelyn Washington of Syracuse, New York, that she has been discriminated against because of her race in her efforts to secure employment with the United States Engineers Office in Syracuse.

In Mrs. Washington's complaint she states that she reported for "interview and consideration for immediate appointment" in response to a notice which was specifically worded to that effect from the United States Engineers Office. She was interviewed by Mr. E. P. Baumann, whom, she alleges, told her "that there must have been an error and he did not see why she had received notice to report".

Your report states: "The appointing officer had no occasion to consider whether or not a Negro would fit into the vacancy for which Mrs. Washington was considered. The issue was not raised until after appointment to the vacancy had been effected. However, a Negro would have been used in the vacancy in question". This statement is unclear in view of Mrs. Washington's contention that she reported for interview immediately upon receipt of the notice.

This office submitted along with Mrs. Washington's complaint a report on an interview with Colonel Marshall of the United States Engineers Office in Syracuse which was signed by six residents of that city. The interview was held for the specific purpose of discussing the apparent discrimination which Mrs. Washington had suffered. Colonel Marshall assured the group that no race or color discrimination was used in the hiring of his staff and indicated his awareness of Government policy against discrimination. He stated, however, "that it would be impossible for him to employ Negroes in positions where they had to meet the public, giving as an example the position of office receptionist. He pointed out the necessity of taking into consideration the attitude of white employees with whom a Negro would be associated. He gave as an example the fact that he



(Cont'd)

Mr. Truman K. Gibson, Jr.

-2-

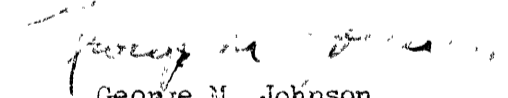
September 10, 1942

would not consider placing a Negro in a group where certain of the employees were southernwhites. However, he would consider employing a Negro in a group of New Englanders. He also pointed out that Mrs. Washington might be appointed if and when there was a group with whom she could work." We call your attention to the last sentence of the Colonel's remarks which gives definite indication that Mrs. Washington's race was being or had been considered in any decision made by the office on her appointment.

In view of the discrepancies between the findings in the report and the allegations of the complainant, and in view of the omissions of comment on certain crucial points of evidence submitted by the complainant, it is the judgment of the Committee that the report does not submit sufficient evidence to deny the allegation made.

We are requesting that the entire matter be re-examined in the light of the above and that a report be submitted to this office as soon as practicable. As this complaint was submitted to our office on February 25, 1942, we would like to dispose of it at the earliest possible date.

Sincerely yours,


George M. Johnson,
Assistant Executive Secretary

August 19, 1942.

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

Dear Mr. Cramer:

On March 25, 1942, you transmitted to this office a complaint submitted to you by Miss Frieda Miller, chairman of the New York State Committee on Discrimination in Employment, alleging that racial discrimination was practiced against Mrs. Evelyn Washington of Syracuse, New York, in her effort to secure employment as a Typist or Stenographer at the United States Engineer Office in Syracuse.

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

The statements contained in copy of letter from Miss Elizabeth Allen to Miss Frieda Miller, State Department of Labor, Albany, N. Y., are substantially correct.

Mrs. Evelyn Jackson Washington was certified for probational appointment as Junior Typist for duty at Rome, N. Y., on Certificate No. G-16, issued by the Second U. S. Civil Service District on January 1, 1942. Mrs. Washington indicated that she was unwilling to accept appointment to this position, and the Civil Service Commission was notified accordingly. Mrs. Washington was certified by the Second U. S. Civil Service District on Certificate No. G-446 dated January 12, 1942, for filling vacancies in the position of Junior Typist, \$1260 per annum, in Syracuse, N. Y. Twenty-three other eligibles were certified on this certificate. Eight selections were made from the certificate. Four of the eligibles who were willing to accept appointment were not selected. Civil Service rules and other applicable regulations were complied with in making the selections.

There are a number of Negro employees in the Syracuse District. Selection of employees is based on the judgment of the appointing officer, due consideration

*Checked
Cramer
10/1*

Mr. Lawrence N. Cramer
August 19, 1942
Page 2

being given to whether or not the applicant will fit the working conditions that will be encountered. Selection of employees is not influenced by religious, racial, or other outside groups.

After receipt of this report this office asked to be advised whether the statement that--

Selection of employees is based on the judgment of the appointing officer, due consideration being given to whether or not the applicant will fit the working conditions that will be encountered

meant that the appointing officer was of opinion that a Negro would not fit into the vacancy for which Mrs. Washington was considered, and, therefore, did not select her.

In reply this office was advised as follows:

The appointing officer had no occasion to consider whether or not a Negro would fit into the vacancy for which Mrs. Washington was considered. The issue was not raised until after appointment to the vacancy had been effected. However, a Negro would have been used in the vacancy in question.

There are no records on file in the Syracuse Engineer District of the number of employees of each race. In view of the large number of Government and contractors' employees involved, spread over 65,000 square miles of area, it is considered impracticable to make a survey to determine the number of Negro clerical employees and assignments. There is one Negro employee assigned to a clerical position and two others assigned as messengers, with incidental minor clerical duties, in the District Office.

While, of course, it cannot be definitely ascertained, there are very few Negroes eligible on Civil Service registers for appointment in Central New York and Northern Pennsylvania. The number of Negroes living in the area covered by the District is approximately one-half of one percent of the total population.

Mr. Lawrence W. Cramer
August 19, 1942
Page 3

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

Sincerely yours,

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

9th Ind.

June 20, 1942

War Department, Office Civilian Aide to the Secretary of War
To: The Director of Civilian Personnel and Training

1. In the third paragraph of the third indorsement it is stated that "Selection of employees is based on the judgment of the appointing officer, due consideration being given to whether or not the applicant will fit the working conditions that will be encountered." In view of the attitude toward the appointment of Negroes alleged to have been expressed by the District Engineer, United States Engineer Office, Syracuse, New York, in a conference with a group of citizens regarding the case of Mrs. Washington (see copy of statement of facts enclosed with basic communication), may this office be advised whether the quoted statement means that the appointing officer was of opinion that a Negro would not fit into the vacancy for which Mrs. Washington was considered, and, therefore, did not select her?

2. May it also be determined how many Negroes are employed as clerks, typists and stenographers at the installation in question?

Civilian Aide to the Secretary
of War

*200 Enclosed
Washington*

COPIED
"W"

April 13, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a complaint submitted to it by Miss Frieda Miller, chairman of the New York State Committee on Discrimination in Employment, alleging that Mrs. Evelyn Washington, of Syracuse, New York, has been discriminated against on account of race in her effort to secure employment as a typist or stenographer at the United States Engineer Office at Syracuse.

A copy of a letter from Miss Elizabeth Allen, of Syracuse, to Miss Miller, dated February 18, alleging racial discrimination against Mrs. Washington, and a copy of a statement furnished the President's Committee by Miss Allen, describing the nature of a conference between a group of persons interested in Mrs. Washington's case with Colonel Marshall of the United States Engineer Office at Syracuse, are attached hereto.

Attention is especially invited to the statements alleged to have been made by Colonel Marshall, expressing his attitude toward the employment of Negroes.

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? It is requested that copies of the two certificates from which the vacancies were filled and on which the name of Mrs. Washington and her maiden name of Evelyn Jackson appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission, be furnished with the report of the investigation.

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

FILED

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

March 25, 1942


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

Dear Judge Hastie:

Miss Frieda Miller, Chairman of the New York State Committee on Discrimination in Employment, has referred to me a complaint submitted to her by Miss Elizabeth Allen alleging that Mrs. Evelyn Washington has been discriminated against because of her Negro origin in her effort to secure appointment at the United States Engineers Office in Binghamton, New York. I transmit herewith two copies of Miss Allen's letter to Miss Miller, as well as two copies of an additional statement furnished me by Miss Allen describing the nature of a conference between a number of persons interested in Mrs. Washington's case and Colonel Marshall of the United States Engineers Corps, Syracuse, New York.

It is requested that this complaint be investigated and that the Committee on Fair Employment Practice be furnished a report on it as soon as it has been completed.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosures

COPY

Onondaga Hotel
Syracuse, New York
February 18, 1942

Miss Frieda Miller
State Department of Labor
Albany, New York

My dear Miss Miller:

It has been suggested that I write to you regarding a case of apparent discrimination of a young colored woman from a Federal Civil Service appointment. I understand that she is registered with the New York State Employment Service and, therefore, it concerns your department as well.

Mrs. Evelyn Washington is an intelligent young Negress, poised and well bred. She is the wife of the Negro physician in Syracuse. She has passed the following civil service examinations:

Junior Typist 83.00	Examinations taken in Syracuse,
Senior Typist 74.50	New York on March 25, 1941 under
Jr. Stenographer 76.50	the name of Evelyn Washington

Junior Typist 84.30	Examinations taken in New York
Senior Typist 76.45	(Brooklyn) on 10/3/38 under her
	maiden name, Evelyn Jackson.

Her notification did not state where she was placed on the list.

On January 14, 1942, Mrs. Washington was called on the telephone to report at the United States Engineers' Office for an interview for consideration for immediate appointment. She was interviewed by Miss Miller (apparently a Federal Civil Service Agent) who told her that she was considering six girls whom she was planning to take to Binghamton for a week's training before assignment to the Syracuse office. She was asked to call back in the afternoon and learn the decision. When she called, she was told that the quota had been filled but that her name would come up again.

On January 22nd she received under her maiden name an availability form and personal history blank with the following notice attached:

"IF AVAILABLE FOR IMMEDIATE APPOINTMENT FOR DUTY AT BINGHAMTON, N. Y. UNTIL JANUARY 30, 1942, WITH ALLOWANCES OF \$3.00 PER DAY IN LIEU OF ACTUAL EXPENSES, AND TRANSPORTATION TO AND FROM BINGHAMTON, N. Y., PAID BY THE GOVERNMENT, PLEASE REPORT TO ROOM 228, STATE TOWER BUILDING, SYRACUSE, N. Y. NOT LATER THAN JANUARY 22, 1942, FOR INTERVIEW AND CONSIDERATION FOR IMMEDIATE APPOINTMENT."

Mrs. Washington reported at once to the State Tower Building and was interviewed by Mr. E. P. Baumann of the United States Engineer's Office. She was told that there must have been an error and he did not see why she had received the notice to report. Miss Miller had gone to Binghamton. He told her to fill out the availability form and personal history blank and return it to Binghamton. (Miss Miller had not told her to fill out these forms.)

It is significant that in neither of these situations did they know that she was colored until she reported at the office.

On January 24th, she received another availability form and personal history blank from the Binghamton office. Since then she has had no further notice from the Civil Service Commission.

As you know, the United States Engineers are creating a large clerical staff here in Syracuse to handle the new air base which is to be built in this vicinity. There should, therefore, be an opening for Mrs. Washington here at this time. She cannot take an appointment outside of Syracuse.

A local group, representative of religious and social organizations, yesterday contacted Colonel Marshall, head of the local United States Engineers' Office. He stated that he was sure no racial discrimination had been practiced and that we would have to trust him to this effect. He then discussed at length the impossibility of placing Negroes in an organization where there were Southern whites employed, even in Syracuse.

We got in touch with Mrs. Roosevelt when she was in Syracuse last Friday and presented the situation to her. She asked us to write her a letter with all the data which we have done.

I do not know that there is anything that you can do about this matter. Have you any suggestions of what our group can do next?

Sincerely yours,

/s/ (MISS) ELIZABETH ALLEN

EA/fsr/cs

COPY

On February 16th. a group of citizens had a conference with Colonel Marshall of the United States Engineers in Syracuse regarding the apparent discrimination against Mrs. Evelyn Washington because of her racial origin. She has passed two Federal civil service examinations as Junior Typist and has twice been called for an interview but has not been given employment. Colonel Marshall assured the group that no race or color discrimination was used in the hiring of his staff in the office of the United States Engineers. He pointed out that we have no definite proof to the contrary and that we would have to trust him that no discrimination had been used. However, he admitted that he knew nothing about this particular case. He explained that the United States government had definitely ordered no race discrimination should be practiced in employment policies.

He then asked the group if we had ever had Negroes in our employ and said that he had employed many hundreds of them. He asked why we did not employ Negroes. He stated that it would be impossible for him to employ Negroes in positions where they had to meet the public, giving as an example the position of office receptionist. He pointed out the necessity of taking into consideration the attitude of white employees with whom a Negro would be associated. He gave as an example the fact that he would not consider placing a Negro in a group where certain of the employees were southern whites. However, he would consider employing a Negro in a group of New Englanders.

He also pointed out that Mrs. Washington might be appointed if and when there was a group with whom she could work.

Our group in general felt that while he expressed deep consideration for the feelings and prejudices of white employees, he showed no concern for the rights of Negroes to any employment for which they are qualified.

101

At the end of the interview he asked us to give our names and official connections which we did.

/s/ ALMUS OLIVER
Executive Secretary
Family Society of Syracuse

/s/ BENJAMIN E. SHOVE
Attorney of the Firm of
Hancock, Dorr, Ryan and Shove.
Member of the Executive Committee of
the Syracuse Council of Social Agencies,
and of the Council of Churches.

/s/ RUTH D. ELDER
Co-Chairman of the
Syracuse Inter-Racial Group

/s/ KATHERINE McDONALD
Chairman of the Employment Division
Catholic Inter-Racial Guild

/s/ M. LESLIE WEST
(Owner Crocker's Crockery)
Commonwealth Club

/s/ ELIZABETH ALLEN
Supervisor
Department of Public Welfare

October 12, 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 July 22, 1942, you forwarded to this office the complaint of Mr. J. W. F. Washington, 4506 Prairie Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure appointment as a Guard at the Chicago Quartermaster Depot.

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

Mr. Washington's name was certified on Certificate No. 116, June 4, 1942, by the Secretary, Board of U. S. Civil Service Examiners, Chicago, Illinois. On June 6, 1942, Mr. Washington was interviewed by the Commander of the Guard at that Depot, and he was not selected for the reason that other candidates were more suited for the positions.

The Commander of the Guard at that Depot has found that men who have had some previous military training and experience are more efficient and capable guards, and it has been the policy of the Commander of the Guard to select, if at all possible, such men from the Civil Service register, regardless of color, race or creed, who have had previous military experience. There are at present 92 white and 26 colored patrolmen on the guard force at that Depot.

This report appears to explain satisfactorily the complaint in this case.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Completed
10/12/42*

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

October 7, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of July 28, 1942, requesting an investigation of the case of Mr. J. W. F. Washington, 4506 Prairie Avenue, Chicago, Illinois, who alleged that racial discrimination was practiced against him in his effort to secure appointment as a Guard at the Chicago Quartermaster Depot.

2. Mr. Washington's name was certified on Certificate No. 116, June 4, 1942, by the Secretary, Board of U. S. Civil Service Examiners, Chicago, Illinois. On June 6, 1942, Mr. Washington was interviewed by the Commander of the Guard at that Depot, and he was not selected for the reason that other candidates were more suited for the positions.

3. The Commander of the Guard at that Depot has found that men who have had some previous military training and experience are more efficient and capable guards, and it has been the policy of the Commander of the Guard to select, if at all possible, such men from the Civil Service register, regardless of color, race or creed, who have had previous military experience. There are at present 92 white and 26 colored patrolmen on the guard force at that Depot.

4. If this Office can furnish further assistance in this connection, please advise us.

Wm H Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training



jba/jh

October 7, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of July 28, 1942, requesting an investigation of the case of Mr. J. W. F. Washington, 4506 Prairie Avenue, Chicago, Illinois, who alleged that racial discrimination was practiced against him in his effort to secure appointment as a Guard at the Chicago Quartermaster Depot.

2. Mr. Washington's name was certified on Certificate No. 116, June 4, 1942, by the Secretary, Board of U. S. Civil Service Examiners, Chicago, Illinois. On June 6, 1942, Mr. Washington was interviewed by the Commander of the Guard at that Depot, and he was not selected for the reason that other candidates were more suited for the positions.

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4. If this Office can furnish further assistance in this connection, please advise us.

Wm. H. Kushnick
Director of Civilian Personnel
and Training

July 28, 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. J. W. F. Washington, 4506 Prairie Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against him in his effort to secure appointment as a Guard at the Chicago Quartermaster Depot.

The complaint states that Mr. Washington qualified for appointment to the position of Guard through a Civil Service examination; that on June 5, 1942, he received a notice by special delivery to report to the appointing officer at the Chicago Quartermaster Depot within three days; that he reported the next day; that he went through the routine of filling out certain forms; that when he took one of these forms to one of the officials whom he believed to be the Head Guard, to be approved, he was told that civilians were not wanted; that military men were wanted. Mr. Washington further alleges that he knows any number of men who have been appointed Guards without their having had any military training whatever.

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? A copy of the Civil Service certificate, upon which the name of Mr. Washington appeared and from which the vacancy was filled, showing the notations and endorsements with which it was returned to the Civil Service Commission, is also requested.

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

July 22, 1942.

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

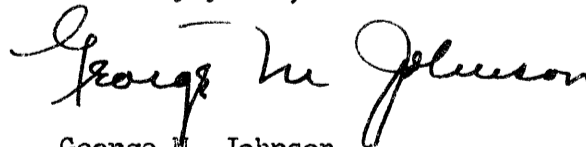
Honorable William H. Hastie,
Civilian Aide to the Secretary of War,
War Department
Washington, D. C.

Dear Judge Hastie:

The President's Committee on Fair Employment Practice has received a complaint from J. W. F. Washington, 4506 Prairie Avenue, Chicago, Illinois, alleging racial discrimination is responsible for his inability to obtain appointment as Guard at the Chicago Quartermasters Depot. A copy of the complaint is enclosed for your convenience.

Will you kindly investigate this complaint and supply the Committee with a report upon completion of your investigation?

Sincerely yours,



George M. Johnson,
Assistant Executive Secretary.

Encl.



C O P Y

THE CHICAGO ASSOCIATION OF NEGRO CLUBS
4336 South Parkway
Chicago, Illinois.

President's Committee on Fair Employment Practice
Social Security Building
Washington, D.C.

Dear Sir:

I regret much to call your attention to an issue which I consider very unjust. I took Civil Service examination for the position of Guard twice, and passed the same twice with an average rating of 70 which I realize isn't a very high mark.

However, after the higher ratings of eligibles was consumed and I was called for interview twice, I felt that I had a chance for appointment; but now I feel somewhat different, my color is against me of which I hold no control.

I am forty years of age; having completed elementary school and high school plus experience in that line of work, should make me a quite eligible person for the position of Guard which I now seek. However, I will endeavor to relate my experience in trying to secure this position of Guard.

The first position, certificate No. 37017 I was certified by the Civil Service Commission and told through correspondence to report to the appointing officer, J. L. Seligman, Lt. Com., U.S.N. Navy Pier, Security Officer on March 7, at 4 P.M; I was there first, however, one other person came in while I was waiting and he was received first and after the regular procedure he was permitted to leave.

I was next to be permitted after there was no one else present. After being observed from every angle, I was told that the position I sought called for very long hours, every night in the week, very dangerous, very cold, in fact I was told everything discouraging to make me refuse the position, of which I told the interviewer, or interviewers, I should say, for there were several; that I understood that the position of Guard was not a picnic but felt fully qualified in every respect to master same, then, after a few more non interesting remarks I was told they would notify me. Until now I've never heard from them.

Now for my latest and most disappointing experience which came from the Chicago Quartermaster's depot. I filed

another application for the next guard examination to be posted which I received the regular notice on March 13, 1942 for Senior Guard. I took same and on April 29, 1942, received my rating. Nothing happened until June 5, 1942, 6:30 p.m. I received special delivery from the Quartermaster's depot commanding general's office, 1819 West Pershing Road emergency form to appear within 3 days to the appointing officer - same address for appointment; eager and interested the following day, July 6, 10 a.m. I appeared, presented my credentials that were sent to me special delivery, was immediately given a pass number and sent to 6th floor to be filed, presented my credentials again to lady in attendance - was told to take a seat; after about 20 minutes she returned with some other form. I was told to take it downstairs and get it O.K.'d and return it to her. Seemingly half employed was in reality the beginning of my trouble. I presented the document to whom I would call the head Guardsman - direct title I do not know. However, he received me, and after a regular procedure, I was told by this gentleman that he wanted military men, - men experienced in knowing discipline army life, etc. - No civilians. I said to him that I felt perfectly qualified for the position I seek, with my experience as watchman, and on a rifle club and all I wanted was a chance and my record proved that in my examination report, and the Civil Service Commission had approved same, by my not being assigned I feel there's an extraordinary case of discrimination, because I learned from reliable source that there has been any number of men placed without any military training whatsoever.

Thanking you in advance for any investigating that might be forthcoming concerning my placement.

I remain,

Respectfully yours,

-s- J. F. Washington

November 17, 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 21, 1942, you forwarded to this office the complaint of Miss Margaret Marie Weaver, 1458 Myrtle Avenue, Long Beach, California, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Clerk in the Quartermaster's Office, Army Air Forces Ferrying Command, Long Beach.

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

The Office of Headquarters at Long Beach Army Air Field became aware of the situation in which Miss Weaver was not accepted, shortly after she had left the Post and immediate steps were taken to see that she was recalled for interview in order that the proper action could be taken to rectify the situation. The Quartermaster personnel clerk was immediately relieved of all personnel functions which have not been transferred to the Post Personnel Office.

Miss Weaver returned to the Office of the Quartermaster on the afternoon of August 24, 1942, and was interviewed by Captain Kershner, Post Quartermaster, and was assured definite consideration for appointment upon receipt of an application blank which she preferred to fill out at home. This application was received approximately ten days later, at which time considerable effort was made by the Civilian Personnel Division to obtain a suitable position for her. As there were no immediate vacancies in the Quartermaster Office, a position was obtained for Miss Weaver in the Branch Regional Office, Civil Service Commission, Los Angeles, California. Miss Weaver, upon notification of this action, subsequently declined the position.

*Quartermaster
10/17/42*

Mr. George M. Johnson
November 17, 1942
Page 2

Miss Weaver and her mother stated verbally to the Quartermaster that they were satisfied that there was no discrimination in the Quartermaster Office. Both the War Manpower Commission in Los Angeles and the U. S. Civil Service Commission investigated the case thoroughly and advised the Headquarters, Sixth Ferrying Group that they were submitted reports to their respective headquarters and that they considered that a policy of discrimination was not observed in selecting employees for Federal Employment at the Headquarters of the Army Air Forces, Sixth Ferrying Group.

The Committee may wish to check this report with Miss Weaver. 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
OFFICE OF THE SECRETARY OF WAR
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

November 9, 1942

MEMORANDUM TO: Civilian Aide to the
Secretary of War

1. Reference is made to your letter of October 2, 1942, concerning the complaint of Miss Margaret Marie Weaver, 1458 Myrtle Avenue, Long Beach, California, alleging racial discrimination against her effort to secure employment as a Junior Clerk in the Quartermaster's office, Army Air Forces Ferrying Command, Long Beach.

2. The Office of Headquarters at Long Beach Army Air Field became aware of the situation in which Miss Weaver was not accepted, shortly after she had left the Post and immediate steps were taken to see that she was recalled for interview in order that the proper action could be taken to rectify the situation. The Quartermaster personnel clerk was immediately relieved of all personnel functions which have not been transferred to the Post Personnel Office.

3. Miss Weaver returned to the Office of the Quartermaster on the afternoon of August 24, 1942, and was interviewed by Captain Kershner, Post Quartermaster, and was assured definite consideration for appointment upon receipt of an application blank which she preferred to fill out at home. This application was received approximately ten days later, at which time considerable effort was made by the Civilian Personnel Division to obtain a suitable position for her. As there were no immediate vacancies in the Quartermaster Office, a position was obtained for Miss Weaver in the Branch Regional Office, Civil Service Commission, Los Angeles, California. Miss Weaver, upon notification of this action, subsequently declined the position.

4. Miss Weaver and her mother stated verbally to the Quartermaster that they were satisfied that there was no discrimination in the Quartermaster Office. Both the War Manpower Commission in Los Angeles, and the U. S. Civil Service Commission investigated the case thoroughly and advised the Headquarters, Sixth Ferrying Group that they were submitting reports to their respective headquarters and that they considered that a policy of discrimination was not observed in selecting employees for Federal Employment at the Headquarters of the Army Air Forces, Sixth Ferrying Group.



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

rh/bk

November 9, 1942

MEMORANDUM TO: Civilian Aide to the
Secretary of War

1. Reference is made to your letter of October 2, 1942, concerning the complaint of Miss Margaret Marie Weaver, 1458 Myrtle Avenue, Long Beach, California, alleging racial discrimination against her effort to secure employment as a Junior Clerk in the Quartermaster's office, Army Air Forces Ferrying Command, Long Beach.

2. The Office of Headquarters at Long Beach Army Air Field became aware of the situation in which Miss Weaver was not accepted, shortly after she had left the Post and immediate steps were taken to see that she was recalled for interview in order that the proper action could be taken to rectify the situation. The Quartermaster personnel clerk was immediately relieved of all personnel functions which have not been transferred to the Post Personnel Office.

3. Miss Weaver returned to the Office of the Quartermaster on the afternoon of August 24, 1942, and was interviewed by Captain Kershner, Post Quartermaster, and was assured definite consideration for appointment upon receipt of an application blank which she preferred to fill out at home. This application was received approximately ten days later, at which time considerable effort was made by the Civilian Personnel Division to obtain a suitable position for her. As there were no immediate vacancies in the Quartermaster Office, a position was obtained for Miss Weaver in the Branch Regional Office, Civil Service Commission, Los Angeles, California. Miss Weaver, upon notification of this action, subsequently declined the position.

4. Miss Weaver and her mother stated verbally to the Quartermaster that they were satisfied that there was no discrimination in the Quartermaster Office. Both the War Manpower Commission in Los Angeles, and the U. S. Civil Service Commission investigated the case thoroughly and advised the Headquarters, Sixth Ferrying Group that they were submitting reports to their respective headquarters and that they considered that a policy of discrimination was not observed in selecting employees for Federal Employment at the Headquarters of the Army Air Forces, Sixth Ferrying Group.

M. H. Kushnick
Director of Civilian Personnel
and Training

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 Miss Margaret Marie Weaver, 1458 Myrtle Avenue, Long Beach, California, alleging racial discrimination against her in her effort to secure employment as a Junior Clerk in the Quartermaster's Office, Army Air Forces Ferrying Command, Municipal Airport, Long Beach.

Miss Weaver states that as the result of a Civil Service examination, the Civil Service Commission directed her to report to the Personnel Officer, Quartermaster's Office, at the Municipal Airport in Long Beach; that she accordingly reported on August 24, 1942, and was the first to be interviewed by Miss Evelyn Eggert, who told her in the presence of another applicant that that post did not accept colored workers.

Miss Weaver further states that she returned to her home and told her mother, Mrs. Guy C. Weaver, what had occurred; that her mother telephoned Miss Eggert and that the latter told her mother that the job was refused her because she is colored.

Attached hereto is a copy of the pertinent part of Miss Weaver's letter to the President's Committee.

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? If Miss Weaver's statement is found to be substantially correct, may appropriate steps be taken to effect her employment at the post concerned?

Civilian Aide to the Secretary
of War

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

September 21, 1942.

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 Margaret Marie Weaver, 1458 Myrtle Avenue, Long Beach, California, that she was certified by the Civil Service Commission to the Quartermaster's office, Army Air Force Ferrying Command, Municipal Airport, Long Beach, California, for employment as a Junior Clerk. When she reported for an interview she was told "that that post did not accept colored". I am enclosing herewith pertinent excerpts from Miss Weaver's letter.

Miss Weaver also remarked as follows: "Later that same morning (around noon) Captain D. C. Kershner of this Army Air Force Ferrying Command at the Municipal Airport, called and asked could Mother and I come out there. We had an appointment at 2 P.M. with Capt. Kershner out at the Airport. He kept stressing he didn't want us to write to higher authorities concerning this incident, but if we did write, and did try to bring pressure on him, he would not be intimidated, and offer plenty of opposition. In other words he meant he would not be bluffed".

Miss Weaver's complaint was also referred to this office by Judge Herman E. Moore who is Miss Weaver's uncle. Will you kindly have this matter investigated and a report furnished this office upon completion of the investigation?

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



Enclosure

September 17, 1944.

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

Dear Mr. Johnson:

On April 18, 1944, you forwarded to this office the complaint of Mr. Herman Wesley, 510 Manassas Street, Mobile, Alabama, alleging that racial discrimination was practiced against him in his efforts to secure employment as a General Mechanic Helper at Brookley Field, Mobile, Alabama.

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

a. When he was certified by the Civil Service Commission as Machinist's Helper on 20 December 1941, the requisitions were to fill orders for training at Patterson Field. He declined to accept either of these appointments due to the fact that he had eight children and could not go to that Station.

b. When his name was certified to this Section on 7 March 1944 and 2 April 1944, as a General Mechanic Helper, he indicated that he was working for the Alabama Dry Docks which is a war agency constructing and repairing ships for the Government. In line with our policy to refrain so far as possible from proselyting on other agencies engaged in war work, he was not selected.

c. His name was certified to us as Machinist's Helper on three other occasions and it appears that he was not selected. However, all rules and regulations of the Civil Service Commission were complied with and there is nothing to indicate discrimination of any nature.

2. Basic communication indicates that stating the number and classification of Negro employees at this Field would be informative. Our records in no way disclose the race of any employee and it would appear that the only method to secure this information would be to go from department to department and ask the individual and look at

George Johnson
September 17, 1944
Page 1

and to determine if he is a Negro. Such procedure seems ill advised as being contrary to the intent of the directive prohibiting racial discrimination in the selection of Civil Service employees.

Upon receipt of this report, this office asked to be advised whether the non-selection of Mr. Wesley from the other three certificates mentioned in paragraph c of the report was because of his race or color. It also asked to be furnished copies of the certificates in question and to be advised how many Negroes are employed as Macninst Helpers at Brookley Field.

Of the three certificates in question, one date October 24, 1941, certified seven eligibles, all of whom had ratings of 85 per cent. One person was selected from this list, four declined, and Mr. Wesley and one other eligible were considered but not selected. The certificate dated December 23, 1941, contained twenty-eight names. It indicates that Mr. Wesley failed to reply. The certificate dated March 9, 1942, contained the names of five eligibles, all of whom had ratings of 85 per cent. One person was selected from this list, one declined, one failed to reply, and Mr. Wesley and another eligible were considered but not selected.

The supplemental report, to which photostatic copies of the certificates in question were attached, states as follows:

a. It is estimated that there are five (5) Negroes working as Mechanic Helpers and Sandblasters at this station, forty (40) as Mechanic Helpers in Sub-Depots under this Control Depot, also forty-five (45) employed in these Sub-Depots in other mechanical classifications ranging from Mechanics to as high as foreman. There are thirty-one in training at our off-reservation school, Tuskegee Institute, Tuskegee, Alabama.

The Committee may wish to check this report with Mr. Wesley. If so, I shall be pleased to have any additional information, at variance with the report, that may be obtained.

Sincerely yours,

Civilian Aide to the Secretary
of War

10049

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

May 2, 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. Herman Wesley, 510 Manassas Street, Mobile, Alabama, alleging racial discrimination in his efforts to secure employment at Brookley Field, Mobile, Alabama.

Mr. Wesley states that he has been certified to Brookley Field four times since October 24, 1941, but has not yet been appointed. He states further that upon appearing for interviews he is merely questioned perfunctorily, no questions being asked that are not already on his application form. He was seeking employment as a general mechanics' helper. He also states that he was certified as a machinist helper on November 28, 1942, and the same thing happened.

In view of the apparent need at Brookley Field for employees in his category, as indicated by his statement that he has been certified four times, may this office have a report on the facts in this case in order that it may be determined whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection the number and classifications of Negroes employed at Brookley Field would be informative.

William H. Hastie
Civilian Aide to the Secretary
of War

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1st Ind.

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

mfb/vh
May 4, 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

2nd Ind.

(AFPCP-B)

War Department, Headquarters of the Army Air Forces, Washington, D. C.
To Commanding Officer, Mobile Air Dcpot, Brookley Field,
Mobile, Alabama. (Thru: Chief, Field Services, Air Service Command,
Wright Field, Ohio.)

1. For compliance with the first indorsement.

By command of Lieutenant General ARNOLD:

J. M. BEVANS,
Colonel, Air Corps,
Director of Personnel.

Edward T. Miller, Jr.
EDWARD T. MILLER, JR.,
Captain, Air Corps.

Applications
(Herman Wesley)

3rd Ind.

S-5

Army Air Forces, Headquarters, Field Services, Air Service Command, Wright
Field, Dayton, Ohio, May 11, 1942. To: Commanding Officer, Mobile Air
Depot, Brookley Field, Mobile, Alabama.

1. Inviting attention to preceding correspondence. It is requested
information upon which to base a reply be furnished this headquarters not
later than May 16, 1942.

By order of the Chief, Field Services:

Alvin O. Mack, Capt. A.C.
JOSEPH L. WHITNEY,
Lt. Col., Air Corps,
Chief, Civilian Personnel Section.

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4th Ind.

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Hq., Brookley Field, Mobile, Alabama, May 16, 1942. TO: Secretary of War (Thru: Chief, Field Services, Air Service Command, Wright Field, Dayton, Ohio).

1. The case of Herman Wesley, colored, 510 Manassas Street, Mobile, Alabama, referred to in communication of 2 May 1942, from the Civilian Aide to the Secretary of War, has been investigated and the following facts determined.

a. When he was certified by the Civil Service Commission as Machinist's Helper on 20 December 1941, the requisitions were to fill orders for training at Patterson Field. He declined to accept either of these appointments due to the fact that he had eight children and could not go to that Station.

b. When his name was certified to this Section on 9 March 1942 and 2 April 1942, as a General Mechanic Helper, he indicated that he was working for the Alabama Dry Docks which is a war agency constructing and repairing ships for the Government. In line with our policy to refrain so far as possible from proselyting on other agencies engaged in war work, he was not selected.

c. His name was certified to us as Machinist's Helper on three other occasions and it appears that he was not selected. However, all rules and regulations of the Civil Service Commission were complied with and there is nothing to indicate discrimination of any nature.

2. Basic communication indicates that stating the number and classification of Negro employees at this Field would be informative. Our records in no way disclose the race of any employee and it would appear that the only method to secure this information would be to go from department to department and ask the individual and look at him to determine if he is a negro. Such procedure seems ill advised as being contrary to the intent of the directive prohibiting racial discrimination in the selection of Civil Service Employees.

For the Commanding Officer:

Joseph T. Clark
JOSEPH T. CLARK,
Major, Air Corps,
Adjutant.

PERSONNEL DEPARTMENT

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1942 JUL 10 AM 8:30

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PERSONNEL DEPARTMENT

3103

(Herman Wesley)

5th Ind.

S-5

Army Air Forces, Headquarters, Field Services, Air Service Command, Wright Field,
Dayton, Ohio, May 18, 1942. To: Headquarters, Army Air Forces, Washington, D. C.

1. Inviting attention to preceding indorsement.

For the Chief, Field Services:

1 Encl.
No change

Joseph L. Whitney
JOSEPH L. WHITNEY,
Lt. Col., Air Corps,
Chief, Civilian Personnel Section.

(Wesley, Herman)

6th Ind.

(13-C)

War Department, Headquarters, Army Air Forces, Washington, D. C. May 29, 1942
TO: Office of the Secretary Attention: William H. Kushnick

1. Inviting attention to 4th Indorsement.

By command of Lieutenant General ARNOLD:

J. M. BEVANS,
Colonel, Air Corps,
Director of Personnel

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

776196 MAY 29 1942
CENTRAL MAIL SECTION AAF

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7th Ind.

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

mfb/vh
June 3, 1942

1. Forwarded.

By authority of the Secretary of War:

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

8th Ind.

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

June 19, 1942

1. With reference to the three certifications mentioned in paragraph c of the 4th indorsement, may this office be advised whether the non-selection of Mr. Wesley was because of his race or color? May this office be furnished copies of the three certificates on which his name appeared on the occasions referred to, showing the notations and indorsements with which they were returned to the Civil Service Commission?

2. May this office be advised also how many Negroes are employed as Machinist's Helpers at Brookley Field, Mobile, Alabama? It does not seem that this information will be too burdensome to get. Attention is invited to the fact that Form CPD-3 (Application and Personal History Statement), which is used for statistical purposes, requires each appointee to specify his race.

William H. Hastie
Civilian Aide to the Secretary
of War

9th Ind.

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

mfb/vh
June 23, 1942

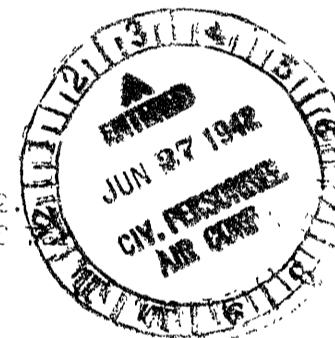
1. Attention is invited to previous indorsement.

By authority of the Secretary of War:

797367 JUN 25 1942

CENTRAL FILE

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



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1942 JUL 20 PM 8:30

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10th Ind.

War Department, Headquarters of the Army Air Forces, Washington, D. C.
July 8, 1942. To: Commanding Officer, Mobile Air Depot, Brookley Field,
Mobile, Alabama. (Thru: Chief, Field Services, Air Service Command,
Wright Field, Ohio.)

1. Your attention is invited to the 8th Indorsement for appropriate
consideration and reply.

By Command of Lieutenant General Arnold:

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

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

WAR DEPARTMENT, WASHINGTON, D. C. JUL 12 1942
AIR MAIL SERVICE AND WRIGHT FIELD DEPOT, C. JUL 2, 1942. To: Commanding
Officer, Mobile Air Depot, Brookley Field, Mobile, Alabama.

12th Ind.

1A

Mobile Air Depot, Brookley Field, Mobile, Alabama, July 24, 1942.
To: The Chief, Field Services, Air Service Command, Wright Field, Dayton, Ohio.

1. Reference Paragraph 1 of the 8th indorsement, copies of the
three Civil Service certificates requested are attached hereto.
2. Reference Paragraph 2 of the 8th indorsement, the following in-
formation is furnished:

a. It is estimated that there are five (5) negroes
working as Mechanic Helpers and Bombblasters at this
station, forty (40) as Mechanic Helpers in Sub-Depots
under this Control Depot, also forty-five (45) employed
in these Sub-Depots in other mechanical classifications
ranging from mechanics to as high as foreman. There
are thirty-one in training at our off-reservation school,
Tuskegee Institute, Tuskegee, Alabama.

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1942 JUL 23 PM 8:30

12th Ind.
July 24, 1942.

3. The Form CPD-3, referred to in Paragraph 2 of the 8th indorsement is not maintained at this station, and the information in Paragraph 2 of the 4th indorsement that the only method of determining the number of colored employees at this depot would be to make a physical inspection of all employees is correct, as there are no records maintained that show the race of employees at this station.

Incls.
Copies of certificates

V. B. Dixon
V. B. DIXON,
Colonel, A. C.,
Commanding.

(Application, Herman Wesley)



AAF HQ Fld Servs ASC Wright Fld, Dayton, Ohio July 29, 1942. To: Headquarters, Army Air Forces, Washington, D. C.

1. Inviting attention to preceding indorsement.

For the Chief, Field Services:

Incls.
N/C

Alvin O. Marsh, Capt. A.C.
JOSEPH L. WHITNEY,
Lt. Col., Air Corps,
Chief, Civilian Personnel Section.

823646 AUG 4 42

14 th Ind.

CENTRAL MAIL SECTION A.A.F.

War Department, Headquarters Army Air Forces, Civilian Personnel Division
SEP 3 1942 To: The Office of the Secretary of War

1. For compliance with your request please refer to the twelfth indorsement.

For the Commanding General, Army Air Forces:

GORDON E. CLARK
Lt. Col., Air Corps
Chief, Civilian Personnel Division
Gerrit E. Goodger
GERRIT E. GOODGER
1st Lt., Air Corps

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NO. AIR SERVICE COMMAND
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UNITED STATES CIVIL SERVICE COMMISSION

Fifth U. S. CIVIL SERVICE DISTRICT

OFFICE OF THE DISTRICT MANAGER

Secretary, Local Board

Brookley Field

Mobile, Alabama

October 24, 1941

The Commanding Officer
Brookley Field
Mobile, Alabama

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

One (1) Machinist's Helper - \$1320 General Mechanic Helper
(Vacancies) (Title of position and salary) (Register from which drawn)

October 22, 1941
(Date of request)

Probational
(Nature of appointment)
(Temporary or probational)

SELECTIVE CERTIFICATION

ACTION	SALARY OFFERED	NAME	PLACE OF REGISTRATION	RATING	POST OFFICE ADDRESS
NS	C	Young, Quitman T.		85	Fritchard, Alabama 6 So. Broad Street
A	C	Holt, Irby M.		85	Mobile, Alabama 401 N. Scott Street
NS	C	Wesley, Herman		85	Mobile, Alabama
D	—	*Bazzell, Elbert C.		85	Satsuma, Alabama 1158 St. Stephens Road
D	—	*Rush, Grin A.		85	Mobile, Alabama 12 N. Jackson Street
D	—	*Godwin, Dewey E.		85	Mobile, Alabama 260 So. Jefferson Street
D	—	*Simms, Gordon E.		85	Mobile, Alabama

*To provide for declinations.

NOTE.—In accordance with 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 available eligible. The same procedure must be followed in filling additional vacancies until each eligible who has expressed willingness to accept has been considered in connection with three actual appointments.

This certificate is issued upon the following explicit conditions: Prompt action must be taken and selections and recommendations made without unnecessary delay. No inspection of examination papers of certified eligibles shall be made without authority of the Commission, except for the purpose of selecting an appointee, and officers having the duty of inspecting such papers must treat them as confidential. The names of eligibles certified shall not be disclosed to persons other than the responsible appointing officers concerned in making selections for appointment.

Report of action taken on each name should be uniformly entered in the first column on all three copies of the certificate by use of the key term. The original and one copy should then be returned to the District Manager with the examination papers, letters of declination (if any), all forms prescribed by the department, and nomination for appointment. They should be accompanied by Forms 124b, 2390, and 2413 for persons selected for probational appointment. If the nomination for appointment is original, it will be so endorsed by the District Manager and forwarded to the department with the prescribed forms and this original copy of certificate.

Show salary offered to those who were selected or who declined appointment or failed to reply.

Key Terms:
Nomination returned undelivered.

Very respectfully,

District Manager.

BEST AVAILABLE COPY

UNITED STATES CIVIL SERVICE COMMISSION

U. S. CIVIL SERVICE DISTRICT

OFFICE OF THE DISTRICT MANAGER

Secretary, Equal Board

Brockley Field

Mobile, Alabama

December 23, 1941

The Commanding Officer
Brockley Field
Mobile, Alabama

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

Indefinite General Mechanic Helper (Aircraft)-\$1320 General Mechanic Helper (Mechanic)
(Vacancies) (Title of position and salary) (Register from which drawn)

December 15, 1941
(Date of request)

AIR CORPS

Probationary
(Nature of appointment)
(Temporary or probationary)

ACTION	SALARY OFFERED	SELECTIVE CERTIFICATION NAME	GRADE OF REGISTRATION	RATING	POST OFFICE ADDRESS
A		McCoy, J. Lewis, Jr.		91	157 Macy Street Mobile, Alabama
PF		Armstrong, George H.		90	Rt. #1, Riverside Drive Mobile, Alabama
P		Holmes, Harry H.		87.50	627 Glenwood Street Mobile, Alabama
PF		Moring, Joseph W.		85.50	404 W. Warren Street Mobile, Alabama
N		Young, Quintan E.		85	Prichard, Alabama 1856 Old Shell Road
A		Sprinkle, J. H.		85	Mobile, Alabama 401 E. Scott Street
PF		Weasley, Herman		85	Mobile, Alabama 1328 St. Stephens Road
PF		Platt, James W., Jr.		85	Mobile, Alabama Engine Street
A		Kercher, Joseph H.		85	Whistler, Alabama 204 Texas Street
A		Moore, Edward Oliver		85	Mobile, Alabama

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,

Respectfully returned, together with examination papers and prescribed forms, inviting attention to action taken on names certified, as shown in first column above.

Signature

GEORGE G. BURN, JR.

Official title

1844 a, b, c
July 1909

Fifth CIVIL SERVICE DISTRICT

CERT. NO. 339 (*)

Issued to the Commanding Officer -- A.C.

Page 2

from the General Mech. Helper register.

Date Dec. 23, 1941

ACTION	SALARY OFFERED	NAME	PLACE OF REGISTRATION	RATING	POST OFFICE ADDRESS
SA	71	Dupree, Charles E.		85	306 Texas Street Mobile, Alabama
FR		Richardson, Theodore N.		65	1315 Hercules Street Mobile, Alabama
FR		Wright, Willie		35	Old Shell Road Crimson, Alabama
NS		Hill, Walter		30.50	1700 State Street Mobile, Alabama
D		Robinson, Mozelle		82	311 S. Grand Street Mobile, Alabama
FR		Richardson, Capt. W.		70.25	353 State Street Mobile, Alabama
SA		Perrine, George Franklin		60	East Hill St. Bx. 42 B Mobile, Alabama
SA					
NS					
SA					
D					
FR				70.50	
SA				66.00	
SA				60.00	
FR				65.00	
SA				70	
FR				70	
SELECTIVE CERTIFICATION.					
* For instructions concerning use of this certificate see first page.					

Form 1344 A
June 1939

(CONFIDENTIAL)

CERTIFICATE NO. 533

UNITED STATES CIVIL SERVICE COMMISSION

Fifth U. S. CIVIL SERVICE DISTRICT

OFFICE OF THE DISTRICT MANAGER

Secretary, Local Board

Brookley Field

Mobile, Alabama

March 9, 1942

The Commanding Officer
Brookley Field
Mobile, Alabama

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

Two (2)
(Vacancies)

General Mechanic Helpers - \$1500
(Rate of pay and salary)

General Mechanic Helper
(Character of position)

March 9, 1942
(Date of request)

FOR AIR CORPS

Probational
(Nature of appointment)
(Temporary or permanent)

ACTION	STATUS OFFERED	NAME	AGE	POST OFFICE ADDRESS
		Wesley, Herman	85	510 Manassas Street Mobile, Alabama
		English, Raymond W.	85	302 First Nat. Bk. Annex Mobile, Alabama
		Pridgen, Franklin Pierce	85	206 Adams Street Mobile, Alabama
		West, Clarence	85	1000 Virginia Street Mobile, Alabama
		* Isom, Sylban, Jr.	85	1604 Belfast Street Mobile, Alabama

*To provide for declination.

Note.—In accordance with 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 available eligible. The same procedure must be followed in filling additional vacancies until each eligible has been expressed willingness to accept has been considered in connection with three actual appointments.

This certificate is issued upon the following explicit conditions: Prompt action must be taken and decisions and recommendations made without unnecessary delay. No inspection of examination papers or certificates shall be made without authority of the Commission, except for the purpose of selecting a successor and officers for the district inspecting such papers must treat them as confidential. The names of eligibles selected shall not be disclosed to any person other than the responsible appointing officers concerned in making selections for appointment.

Report of action taken on each name should be promptly entered in the first column on all three copies of the certificate by use of the key term. The original and one copy should then be returned to the District Manager with the examination papers, letters of declination (if any), all forms prescribed by the department, and nomination for appointment. They should be accompanied by Forms 124b, 2890, and 2113 for persons selected for probational appointment. If the nomination for appointment is regular, it will be so endorsed by the District Manager and forwarded to the department with the prescribed forms and this (original) copy of certificate.

Show salary offered to those who were selected or who decline appointment or failed to reply.

Key Terms:
A—Selected.
ORU—Communication returned undelivered.
D—Declined.
R—Reply.

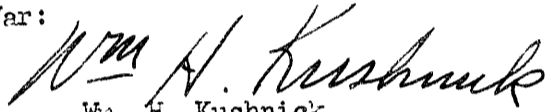
Very respectfully,

1972 JUL 23 PM 3:30

15th Ind. mfb/vh
War Department, Office of the Secretary, C. P. D. September 16, 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

8th Ind.

June 10, 1942.

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

1. With reference to the three certifications mentioned in paragraph g of the 4th indorsement, may this office be advised whether the non-selection of Mr. Wesley was because of his race or color? May this office be furnished copies of the three certificates on which his name appeared on the occasions referred to, showing the notations and indorsements with which they were returned to the Civil Service Commission?

2. May this office be advised also how many Negroes are employed as Machinist's Helpers at Brookley Field, Mobile, Alabama? It does not seem that this information will be too burdensome to get. Attention is invited to the fact that Form CPD-3 (Application and Personal History Statement), which is used for statistical purposes, requires each appointee to specify his race.

Civilian Aide to the Secretary
of War

COPIES

May 2, 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. Herman Wesley, 510 Manassas Street, Mobile, Alabama, alleging racial discrimination in his efforts to secure employment at Brookley Field, Mobile, Alabama.

Mr. Wesley states that he has been certified to Brookley Field four times since October 24, 1941, but has not yet been appointed. He states further that upon appearing for interviews he is merely questioned perfunctorily, no questions being asked that are not already on his application form. He was seeking employment as a general mechanics' helper. He also states that he was certified as a machinist helper on November 28, 1941, and the same thing happened.

In view of the apparent need at Brookley Field for employees in his category, as indicated by his statement that he has been certified four times, may this office have a report on the facts in this case in order that it may be determined whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection the number and classifications of Negroes employed at Brookley Field would be informative.

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 18, 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.

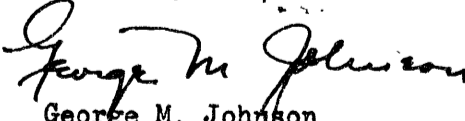
Dear Judge Hastie:

This office has received a complaint from Mr. Herman Wesley, 510 Manassas Street, Mobile Alabama, that he has been discriminated against because of his race in his effort to secure employment as a general mechanics' helper at Brookley Field, in Mobile Alabama.

Mr. Wesley states that he has been certified to Brookley Field four times since October 24, 1941, but has not yet been appointed. He states further that upon appearing for interviews he is merely questioned perfunctorily, no questions being asked that are not already on his application form. He states that he was also certified as a machinist helper on November 28, 1942 and the same thing happened.

Will you kindly have this matter investigated and a report furnished me upon completion of the investigation? Will you also furnish this office with information as to the number of Negroes employed, their various classifications, and their proportion to the total number of employees at Brookley Field, Mobile, Alabama?

Sincerely yours,


George M. Johnson
Assistant Executive Secretary



October 5, 1942.

Mr. John Beecher,
Regional Representative,
President's Committee on Fair
Employment Practice,
206 Channin Building,
New York, New York.

Dear Mr. Beecher:

On September 2, 1942, you forwarded to this office a complaint made by the Western Electric Employees Association, 870 Broad Street, Newark, New Jersey, alleging that two of its members, Mr. Charles Richard Langbein and Mr. Antonio Pulero, had been discriminated against, on account of their national origin, in the termination of their services at the Kearney Works of the Western Electric Company at Kearney, New Jersey.

I am advised that these two employees have been cleared of charges originally made against them and that, upon clearance, the Western Electric Company was notified that it would be permissible to rehire these workers.

Sincerely yours,

Civilian Aide to the Secretary
of War

Confidential
C.C.F.P.

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

SPGC-L 080
Western Electric (9-4-42)

September 26, 1942

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

Subject: Investigation of complaint made by the Western Electric Employees' Association regarding alleged discrimination against Charles Richard Langbein and Antonio Pulero because of national origin.

1. Reference is made to your memorandum of September 4, 1942, above subject, which was referred by this office to the Signal Corps.
2. The Signal Corps reported that the above mentioned employees were cleared of charges originally made against them. Upon clearance, the Western Electric Company was notified that it would be permissible to rehire these individuals.

For the Commanding General:

SEP 26 42 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

James P. Mitchell
JAMES P. MITCHELL,
Director, Civilian Personnel Division.



September 4, 1944.

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 a complaint made by the Western Electric Employees Association, 370 Broad Street, Newark, New Jersey, alleging that they were discriminated against, on account of their national origin, in the termination of their services at the Kearney Works of the Western Electric Company at Kearney, New Jersey, by direction of the War Department. Attached hereto is a copy of the complaint.

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

Civilian Aide to the Secretary
of War

Carroll

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
OFFICE FOR EMERGENCY MANAGEMENT

WAR MANPOWER COMMISSION

~~-WASHINGTON, D. C.-~~

Chanin Building, Room 806, 122 East 42 St.
NEW YORK CITY

Chairman
PAUL V. McNUTT
FEDERAL SECURITY ADMINISTRATOR

September 2, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by the Western Electric Employees Association, 870 Broad Street, Newark, N. J., under date of August 1, charging discrimination against the War Department in the cases of Mr. Charles Richard Langbein and Mr. Antonio Pulero.

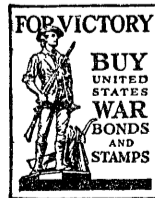
It is requested that this matter be investigated and that the Committee on Fair Employment Practice, New York Regional Office, be furnished a report on it.

Sincerely yours,

John Beecher

John Beecher
Regional Representative

enclosures



COPY

WESTERN ELECTRIC EMPLOYEES ASSOCIATION
870 Broad Street
Newark, N. J.

August 1, 1942

Committee on Fair Employment Practice
Washington
D. C.

Gentlemen:

Two of our members have been deprived of employment with the Western Electric Company, at the Kearny Works, New Jersey, because of letters received from the War Department.

Both of these former employees claim that they have not been told why the Western Electric Company or any one in the War Department, should cause them to lose their jobs.

They have been unable to secure employment and depend entirely on their union to get them back on the job.

We have appealed to Lieut. Pynn, Phila.; Lieut. Col. Thomas Lane; Col. Robert Ginsburgh, and Major Tombes, Washington, D. C., to either tell these members or the union why they cannot return to work, but to date, we haven't been given one good reason why these individuals have been treated in this manner.

Mr. Charles Richard Langbein was employed for eighteen years with the Western Electric Company, and has been a naturalized citizen since 1929--Mr. Antonio Pulero worked for the same company thirteen years, and has made application for citizenship over ten years ago, and is waiting for his final papers.

Major Tombes, of the Provost Marshal's office, who seems to have some information on these two individuals, was contacted personally in Washington, on July 30th, 1942, but he did not shed much light on why these men were dropped by their employer.

If your department can help these men in any way, it will be appreciated by their families, and this organization.

Yours very truly

-s- G. Du Val
President

January 21, 1943

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

Dear Mr. Johnson:

On December 8, 1942, you forwarded to this office the complaint of Mrs. Freddy H. Williams, Oklahoma City, Oklahoma, alleging that racial discrimination had been practiced against her in her efforts to secure employment as an Under Clerk Typist at Will Rogers Field, Oklahoma.

This office is now advised that Mrs. Williams's complaint was investigated by Mr. Lewis W. Clymer, a field representative of the President's Committee on Fair Employment Practice. This office is now informed that on November 14, 1942, Mr. Clymer wrote the commanding officer of Will Rogers Field advising him that this case may be considered closed.

Please refer to your file on the correspondence between Mr. Clymer and the commanding officer of Will Rogers Field which, it is believed, furnishes the information desired about this case.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Copy
1/21/43*

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

January 16, 1943

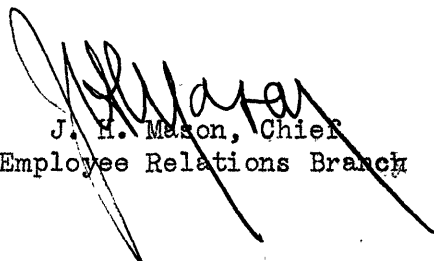
MEMORANDUM TO: The Assistant Civilian Aide to the Secretary of War

1. Please refer to our acknowledgement of December 15, 1942, relative to the complaint of Mrs. Freddy H. Williams who alleged that racial discrimination was practiced against her in her efforts to secure employment at Will Rogers Field, Oklahoma City, Oklahoma.

2. Mrs. Williams has written the same charges to the Office for Emergency Management, War Manpower Commission, Kansas City, Missouri. The matter was personally investigated by Mr. Lewis W. Clymer, Field Assistant with that office. Copies of the complete file of the correspondence between Headquarters, Will Rogers Field and the Office for Emergency Management are attached for your consideration. It is believed that these letters answer the query regarding the alleged discrimination against Mrs. Williams.

3. There is also attached a copy of Civil Service Certificate No. OCAD-109 on which the name of Mrs. Williams appeared with notifications and indorsements with which it was returned to the Civil Service Commission indicated in Column 1, marked "Action". As was requested in your memorandum of December 10, 1942, there is submitted a tabulation of the colored persons employed at that station in accordance with their number and salary.

4. This office is happy to have been of assistance to you in this case and will gladly secure additional information if it should be desired.


J. H. Mason, Chief
Employee Relations Branch



2 Attachments

OLB-33a
October 1942

MBW
Quartermaster Office,
Will Rogers Field, Okla.

Attention: Lt. G. E. Vallade,
Asst. Quartermaster

CONFIDENTIAL
BOARD OF U. S. CIVIL SERVICE EXAMINERS
OKLAHOMA CITY AIR DEPOT
NINTH U. S. CIVIL SERVICE REGION
Office of the Secretary

Certificate No.
OCAD-109
Supplement # 1

October 30, 1942

Report on this certificate must be made by November 8, 1942

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

2 M or F Under Clerk Typist, \$1260 p/a Jr. Typist
(Vacancies) (Title of position and salary) (Register from which drawn)

October 14, 1942 REQ# ()
(Date of request)

War Service Indefinite
(Nature of appointment)
(War Service Temporary)
(War Service Indefinite)

Action	Salary Offered	Name	Place of Registration	Rating	Post Office Address
NS		Williams, Freddy H.	O. C.	94.00%	1145 N. Page Ave, Rt.4, Bx 549C, Oklahoma City, Okla.
A		Nachtigall, M. Geraldine	O. C.	90.00%	Hinton, Oklahoma
FR		McGrew, Doris V.	O. C.	86.00%	Britton, Oklahoma Box 416,
A		Harvey, Mamie J.	O. C.	85.00%	1001 N. W. 8th, Okla. City, Okla.
D		Martin, Erleen E.	O.C.	84.00%	2613 S. W. 28th, Okla. City, Okla.
FR		Wimer, Helen L.	O. C.	83.00%	2726 N. W. 16th, Okla. City, Okla.

If appointed, retention in the service of an eligible appointed from this authority will be subject to the appointee passing an investigation to determine general qualifications, suitability and fitness, such investigation to be conducted by the Civil Service Commission.

*Key Terms:
A -- Selected.
CRU---Communication returned undelivered.
D -- Declined.
FR -- Failed to Reply.
NS -- Not selected

Very respectfully,
/s/ A. St.Auburn
Secretary

- COPY -

Tabulation of Colored persons employed.

NUMBER	CLASSIFICATION	SALARY
1	Jr. Foreman Janitor	CPC-4 \$1500.00 p/a
1	Hvy. Duty Truck Driver	Ungr. " "
3	Jr. Storekeepers	CAF-2 1440.00 "
1	Truck Driver	CPC-3 1320.00 "
3	Janitors	CPC-3 " "
1	Jr. Janitor	CPC-2 1200.00 "
22	Classified Laborers	CPC-2 " "
19	Handy Men	CPC-2 " "
4	Cooks	70.68 per mo. 75.00 " 82.00 "
18	Waitresses	70.68 " 75.00 " 82.00 "
26	Porters	70.68 " 75.00 " 82.00 "
6	Sales Ladies	70.68 " 75.00 " 82.00 "
1	Cashier	82.00 "
2	Post Exchange Managers	100.67 "
1	Jr. Shoe Repairman	.42 Per hr.
109	Total Employed	

C
O
P
Y

1145 Page Avenue
Route 4, 5490
Oklahoma City, Oklahoma
October 31, 1942

Mr. L. W. Clymer
414 Dierks Building
Kansas City, Missouri

My dear Mr. Clymer:

When I talked with you Wednesday in the Black Dispatch office concerning discriminations in defense work, I hardly thought I would find it necessary to address you so soon in my behalf. I am writing you the facts in my case with the hope that you may be able to make some adjustment in my favor.

On Saturday, October 24th, I took a civil service examination for the position of Junior Typist, for field work in or near Oklahoma City. I did not apply for work in any other locality because I don't want to leave my small children as it seems my husband may soon be called for military duty.

On Friday, October 30, I received my eligible rating with a grade of 94.00. Saturday afternoon, October 31st (today) about 1:00 o'clock, I received an urgent call from Will Rogers Field, telling me to report immediately and have my finger-prints made in order that I might go to work. The girl who called me asked if I were from the south and I informed her that I was from Arkansas and Oklahoma. To this statement she replied that I spoke with a southern accent. This made me think she was trying to decide whether or not I was a Negro.

At 3:35 the same afternoon, I presented myself at the office of the Quartermaster at Will Rogers Field, as per my instructions in the telephone conversation. I talked with a Mr. Payne in the Chief Clerk's office.

Mr. Payne only asked me about two questions, after I told him I was there in answer to the summons by phone. First, he asked me if I only had a high school education, to which I replied, "Yes". This information was on my examination paper which he held in his hand. He then asked where I was employed and I told him. He informed me there was one vacancy in what I understood him to say, "the Sustaining Department". (He only spoke above a whisper). He stated that I was one of six who had been recommended for the position and that I did not come to go to work but to be interviewed. I told him I understood I was to be finger-printed and go to work, according to the telephone conversation. He replied that I would be notified by letter if I were chosen, that he had six applications to consider. Mr. Payne then, very courteously, informed me that they had not hired any colored in the office heretofore. To this statement I replied I didn't think the typewriters would mind. He added that he had 15 Negro men in the shipping department, but failed to answer my query as to whether they had given him any trouble. I felt Mr. Payne knew I was aware of the fact that I was being politely refused because of my racial identity. On his desk during our conversation was a paper

Freddie H. Williams 10/31/42

which must have been sent him from the Civil Service Commission with the six typists' names listed. My name was at the top of the list with the highest numerical rating. He did not let me see the papers, but I looked, anyway. In his office at the time was a white girl who had just finished talking with him. She had evidently been hired and was meeting the office force. She was given papers to present to the guards, but I was told I would be notified by mail.

Of course you know I am employed at present at the Black Dispatch office. I talked with Mr. Dunjee before applying for the civil service position and he informed me that it would be all right with him for me to seek the position. I have not talked with him about my interview with Mr. Payne, but am writing directly to you because I feel your department will be able to help. The job with the Will Rogers field is desirable because of the fact the salary offered is far in excess of my present one.

The treatment I received this afternoon is almost a repetition of what has happened to other Negro typists who have passed the test here in Oklahoma City. I have given you all the facts with the hope that you will be able to help me secure an appointment.

Thanking you in advance for anything you may do in my behalf, I am

Very truly yours,

s/
(Mrs). Freddie H. Williams

OFFICE FOR EMERGENCY MANAGEMENT
WAR MANPOWER COMMISSION

WASHINGTON D. C.

414 Dierks Building,
Kansas City, Missouri,
November 2, 1942

The Commanding Officer,
Will Rogers Air Base,
Oklahoma City, Oklahoma

Dear Sir:

I am enclosing herewith a copy of a letter from a young woman concerning certain difficulties she experienced when called to fill a civil service job as a typist at the Will Rogers Field. This letter is self-explanatory, and on its face shows a case of discriminatory hiring practice because of the race of the applicant. As you know, this is a violation of government policy, and in particular the President's Executive Order #8802 on this subject.

Situations as above are handled by the Committee on Fair Employment Practices, an agency of the War Manpower Commission. As field representative of the Committee in this region, I am hopeful this matter may be cleared by this correspondence with you.

Two statements in the letter of Mrs. Williams appear significant: That she took this examination on October 24 and was called on October 30; and that it was pointed out by a Mr. Payne that no colored persons were being used as typists. It would appear from these facts that this young woman was needed, but not employed solely because she is a Negro.

Please advise me whether this situation may be corrected and Mrs. Williams given an opportunity for employment.

Sincerely yours,

Enclosure

Lewis W. Clymer, *L. W. Clymer*
Field Assistant

incl #1

AIR BASE HEADQUARTERS
OFFICE OF THE COMMANDING OFFICER
WILL ROGERS FIELD, OKLAHOMA

BHL/rw

November 7, 1942

Office of Emergency Management
War Manpower Commission
414 Dierks Building
Kansas City, Missouri

Gentlemen:

Thank you for your letter of November 2, drawing to our attention a complaint from Mrs. Freddie H. Williams, alleging discriminatory action on racial grounds at this Base. Mr. Payne, the gentleman against whom Mrs. Williams charges racial discrimination, was called into my office and the entire matter was thoroughly investigated.

As you are probably aware, there has been a growing shortage of suitable applicants to fill vacant positions at this field for the past four months. When an opening occurs, the Civil Service Commission is requested to furnish a list of eligibles, all of whom are contacted. It is the practice of this office to call all eligible names on the Civil Service register and ask them to report for an interview. In accordance with this practice, Mrs. Williams was called. After an interview, the selected applicant is given a letter to the Secretary of the Civil Service Commission in Oklahoma City, with a request that the applicant's fingerprints be taken and that the applicant be directed to a government designated physician for physical examination. If the young lady who called Mrs. Williams told her to report for work, she was certainly exceeding her authority as this office does not accomplish fingerprint charts and for this reason no applicant is ever requested "to report immediately and have fingerprints made in order that she might go to work".

Section III, paragraph 8 e, letter CPR 270-5 (revised)
War Department Civilian Personnel Field Office, Eighth Corps
Area, Fort Sam Houston, Texas, dated May 1, 1942, reads as follows:

"A person is selected from any place on the list of eligibles; the rule of three no longer is in force."

In accordance with this directive, employees are not chosen because of the fact that they stand highest on the list of eligibles but are chosen rather as soon as a suitable available applicant appears for an interview. As Mrs. Williams mentions in the last portion of the fifth paragraph of her letter to you, the one position that was open at the time had been filled just prior to the time that she appeared for an interview. This fact was known to Mr. Payne at the time the military police telephoned from the gate that she was waiting; but, in view of the fact that she had come from Oklahoma City to Hill Rogers Field at our request, Mr. Payne felt that she was, at any rate, entitled to an interview with a view to possible future employment.

Let me assure you that this Base is complying strictly with the Presidential Executive Order No. 8802, as expressed in War Department Bulletin No. 17, dated July 15, 1941.

Yours very truly

B. H. LEVY
1st Lt., Air Corps
Adjutant

cc: Mr. Payne

Office For Emergency Management

414 Dierks Building,
Kansas City, Missouri

Office of the
Regional Director

414 Dierks Building,
Kansas City, Missouri,
November 14, 1942

Air Base Headquarters,
Office of the Commanding Officer
Will Rogers Field, Oklahoma

Attention: 1st Lt., B.N.
Levy, Adjutant

Dear Sir:

Your statements concerning the matter of Mr. Freddy
H. Williams, employment as a typist at the Will Rogers Field
has been received and noted.

It is generally known in government, the working of
the Civil Service rules which you cite. However, it is also
the position of the Committee on Fair Employment Practice,
these rules do not apply in all cases especially where no
Negro workers are ever employed at a given place.

Although the case of Mrs. Williams may be considered
closed, under the circumstance, a fair employment practice
would reasonably indicate that some Negro person be employed
as a typist at your base during the general hiring.

It is noted you are familiar with government policies
in this regard, and I am hopeful the Will Rogers Field will
carry out government policy by hiring qualified Negro workers.

When again in Oklahoma City, I will discuss this
matter further with you.

Sincerely yours,

/s/ Lewis W. Clymer
LEWIS W. CLYMER,
Field Assistant

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

December 15, 1942

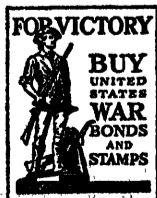
MEMORANDUM TO: Assistant Civilian Aide to the Secretary
of War.

1. Reference is made to your memorandum of December 10, 1942, concerning the complaint of Mrs. Freddy H. Williams, who alleged that racial discrimination was practiced against her in her efforts to secure employment at Will Rogers Field, Oklahoma City, Oklahoma.

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

3. Please be assured that every consideration will be given the case.

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



Conley
12/15/42

December 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 Mrs. Freddie H. Williams of Oklahoma City, Oklahoma, alleging that racial discrimination was practiced against her in her efforts to secure employment in the Quartermaster Office at Will Rogers Field, Oklahoma City.

Mrs. Williams states that she had a Civil Service rating of 94. She further states as follows:

On October 31, 1942, I received a telephone call from the Quartermaster's Office, Will Rogers Field, asking me to report for work. I asked if it were necessary for me to come that day and I was informed that I should report immediately and have my fingerprints made in order that I could go to work.

I reported at the Will Rogers Field the same afternoon and talked with Floyd E. Payne of the Quartermaster's Office. Mr. Payne asked me two questions, where I worked, and if the extent of my education was that of a high school graduate. I felt Mr. Payne was only avoiding the issue as he read these questions from my Civil Service papers which he held in his hand. He then told me this was my interview and I would be notified by mail if accepted for the position. He then added that they had not been hiring any Negro office workers. When I told him I had been summoned to report for fingerprinting in order that I go to work there, Mr. Payne replied that I was merely to have an interview. Although there is a shortage of Junior Typists in Oklahoma City, I have not heard from Mr. Payne. My name was at the top of the list recommended to Mr. Payne by the Civil Service Commission, with the highest rating.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial dis-

K. M. Payne

crimination in Civil Service employment? May this office be furnished a copy of the Civil Service Certificate on which the name of Mrs. Williams appeared, showing the notifications and endorsement with which it was returned to the Civil Service Commission? May this office be informed, how many Negroes are employed at Will Rogers Field and in what categories?

Sincerely yours,

Assistant Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

December 8, 1942

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

Dear Judge Hastie:

This office has received a complaint from Mrs. Freddye H. Williams 1145 N. Page Avenue, R. 4, Box 549C Oklahoma City, Oklahoma, that she was discriminated against in her efforts to secure employment in the Quartermaster Office, Will Rogers Field, Oklahoma City, Oklahoma.

Mrs. Williams had an eligibility rating of 94 on Civil Service List of Junior Typist. Her statement follows:

"On October 31, 1942, I received a telephone call from the Quartermaster's Office, Will Rogers Field, asking me to report for work, I asked if it were necessary for me to come that day and I was informed that I should report immediately and have my fingerprints made in order that I could go to work.

"I reported at the Will Rogers Field the same afternoon and talked with Floyd E. Payne of the Quartermaster's Office. Mr. Payne asked me two questions, where I worked, and if the extent of my education was that of a high school graduate. I felt Mr. Payne was only avoiding the issue as he read these questions from my Civil Service papers which he held in his hand. He then told me this was my interview and I would be notified by mail if accepted for the position. He then added that they had not been hiring any Negro office workers. When I told him I had been summoned to report for fingerprinting in order that I go to work there, Mr. Payne replied that I was



Honorable Judge Hastie

-2-

December 8, 1942

merely to have an interview. Although there is a shortage of Junior Typists in Oklahoma City, I have not heard from Mr. Payne. My name was at the top of the list recommended to Mr. Payne by the Civil Service Commission, with the highest rating."

The Mr. Payne, referred to, is Floyd E. Payne, Chief Clerk in the Quartermaster Office.

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 30, 1942

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

Dear Mr. Johnson:

On October 29th, 1942 you forwarded to this office the complaint of Mrs. Rose E. Williams, 115 North Lindenwood Street, Philadelphia, Pennsylvania, alleging that racial discrimination was practiced against her in her effort to secure employment as an Ordnance Inspector in the Philadelphia Ordnance District.

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

- a. Mrs. Williams was interviewed on Monday, October 19, 1942, at a time when a number of people were being inducted into their positions. All these people had been selected sometime previous and were entering on duty at that time, inasmuch as it is the practice of this office to induct new employees on the first day of each week. Since these new employees are processed in the same reception room as applicants for positions, it is understandable why Mrs. Williams may have thought she was the only one who was not selected for the position. The people to whom she refers had been selected prior thereto, and none of them were promised employment on the day to which Mrs. Williams refers.
- b. During the course of the interview with Mrs. Williams, she did abuse and condemn another War Department agency because she had been discharged from a position as Mechanic Learner at \$1020. per annum, for "inaptitude."
- c. The fact that Mrs. Williams' previous record failed to reveal any mechanical experience and her obviously unfair statements regarding another War Department agency, indicated that she would not be a suitable employee and for these reasons her name was passed over.

*Copy of
Case*

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

Sincerely yours,

Civilian Aide to the Secretary
of War

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

SPGC-L 20
201 Williams, Mrs. Rose E.
(11-9-42)

November 27, 1942

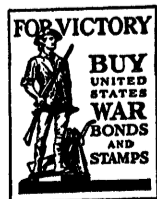
MEMORANDUM FOR THE SECRETARY OF WAR
(Attention: Judge William H. Hastie)

1. Reference is made to your memorandum of November 9, 1942, which stated that racial discrimination was practiced against Mrs. Rose E. Williams of 114 North Lindenwood Street, Philadelphia, Pennsylvania, in her effort to secure employment as an Ordnance Inspector in the Philadelphia Ordnance District.

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

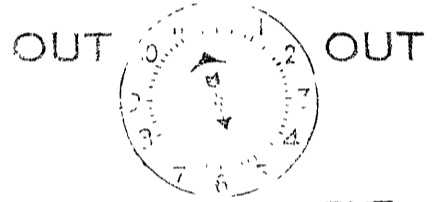
- a. Mrs. Williams was interviewed on Monday, October 19, 1942, at a time when a number of people were being inducted into their positions. All these people had been selected sometime previous and were entering on duty at that time, inasmuch as it is the practice of this office to induct new employees on the first day of each week. Since these new employees are processed in the same reception room as applicants for positions, it is understandable why Mrs. Williams may have thought she was the only one who was not selected for the position. The people to whom she refers had been selected prior thereto, and none of them were promised employment on the day to which Mrs. Williams refers.
- b. During the course of the interview with Mrs. Williams, she did abuse and condemn another War Department agency because she had been discharged from a position as Mechanic Learner at \$1020. per annum, for "inaptitude."
- c. The fact that Mrs. Williams' previous record failed to reveal any mechanical experience and her obviously unfair statements regarding another War Department agency, indicated that she would not be a suitable employee and for these reasons her name was passed over.

For the Director, Civilian Personnel Division:



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

NOV 28 '42 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

November 9, 1942

MEMORANDUM

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Rose E. Williams, 114 North Lindenwood Street, Philadelphia, Pennsylvania, alleging that racial discrimination was practiced against her in her effort to secure employment as an Ordnance Inspector in the Philadelphia Ordnance District.

Mrs. Williams states that she was interviewed as an eligible for Ordnance Inspector on October 19, with an all-white group of applicants; that she observed that all of the white applicants were given booklets containing rules and regulations, were fingerprinted, and given the oath, but she was sent home with a mere promise of a future position.

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

Handwritten signature
~~_____~~
Capt

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 29, 1942

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

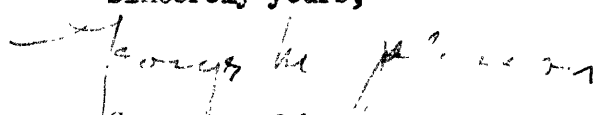
Dear Judge Hastie:

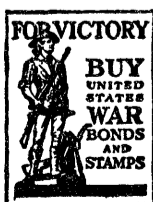
This office has received a complaint from Mrs. Rose E. Williams, 114 N. Lindenwood Street, Philadelphia, Pennsylvania, that she was discriminated against because of her race in her efforts to secure employment at the Philadelphia Ordnance Department, 1420 Walnut Street, Philadelphia, Pennsylvania, as an Ordnance Inspector. She states as follows:

"I was interviewed last Monday, October 19, at the Ordnance Department, 1420 Walnut Street, Philadelphia, Pa., as eligible for Ordnance Inspector along with an all-white group of applicants and I noticed all the group were given rules and regulations booklets and fingerprinted and sworn in to apply for work, and I was sent home with a mere promise of a future position."

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

Sincerely yours,


George M. Johnson
Assistant Executive Secretary



August 3, 1942.

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

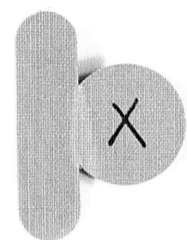
Dear Mr. Cramer:

I am returning herewith the complaint of Mr. Aaron Winbler, 311 East Third Street, New York, New York, alleging that he was dismissed from his employment at the Maritan Arsenal because of his Jewish faith. Miss Vida Blanche of your staff telephoned this office today that this complaint had been erroneously sent to me and that your New York office would take up the matter first with the Arsenal.

Sincerely yours,

Civilian Aide to the Secretary
of War

COPIED
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January 28, 1943

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 a complaint forwarded to it by the Bay Area Council Against Discrimination alleging that racial discrimination was practiced against Miss Daisy Young and Miss Minerva Gaskins, both of Oakland, California, in their efforts to secure employment with the San Francisco Medical Depot.

The complaint states that Miss Young passed a Civil Service test on February 10, 1942, with a rating of 88.40%; that on April 23, 1942, she received a mimeographed notice from the Medical Section, San Francisco General Depot, Fort Mason, California, asking her to report by April 27, 1942; that accordingly she went to the Presidio and was interviewed by Mr. Grunfell who arranged a medical examination for her and had her return three times; that he gave her the impression that she was definitely employed but that he had not determined in what capacity; and that finally he told her he would get in touch with her but did not do so.

The complaint further states that the following advertisement appeared continuously in San Francisco newspapers.

"STENOGRAPHERS, JR.
Wanted immed. Civil service position. 6 day wk.,
alternate day, night shift \$120 mo. to start.
Warehouse 18. S.F. Medical Depot, Presidio."

The complaint further states that in response to such an advertisement in the San Francisco Chronicle, on February 25, 1942, Miss Young telephoned the Presidio, Warehouse 18; that Miss Barlow talked with her and told her that there were several openings there for stenographers and typists; that Miss Young asked what the qualifications were and Miss Barlow told her help was needed so badly that persons physically able to work 48 hours a week were wanted and those accepted would have to pass a Civil

L. Foster

The Director of Civilian Personnel Division
Services of Supply
Attention: Mr. Lemuel Foster
January 28, 1943

Page - 2 -

Service examination; that inasmuch as Miss Young had a Civil Service rating, she called in person at the employment office at Warehouse 18 but was rejected with the statement that the only vacancy was in the main office and the person selected would have to be able to take rapid dictation.

With reference to Miss Gaskins, the complaint states that she passed a Civil Service examination with a rating of 85%; that on April 24, 1942, she received a notice to report to the Medical Section of the San Francisco General Depot; that she was interviewed by Mr. Grenfell for the same position that Miss Young was interviewed for and at the same time; that her subsequent experiences were similar to Miss Young's and that Mr. Grenfell finally told her there were no openings.

The complaint further states that advertisements of the San Francisco Medical Depot for stenographers continued to appear as late as December. The Council Against Discrimination states that it is convinced that this agency resorts to advertisements of this kind to evade its obligations to fill positions without discrimination because of race, creed, color, or national origin.

May the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment? May this office be furnished with the Civil Service list on which the names of Miss Young and Miss Gaskins appeared, showing the notations and indorsements with which they were returned to the Civil Service Commission. May this office also be advised whether the alleged method of recruiting personnel by advertisements was authorized.

Civilian Aide to the Secretary
of War

Bay Area

COUNCIL AGAINST DISCRIMINATION

An organization to combat discrimination because of race, creed, color or national origin

516 Mills Building • EXbrook 1013
San Francisco

January 20, 1943

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

Dear Sir:

In accordance with the suggestion in your letter of January 5 I am submitting herewith the details in our possession concerning the complaints of racial discrimination which were mentioned in my letter of December 22, 1942.

We would be gratified to hear the results of your investigation.

Yours very truly,


David F. Selvin

DFS:VR
Enc.

Bay Area Council Against Discrimination

ADVISORY COMMITTEE

(As of July 15, 1942)

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Professor of Medicine
Stanford Medical School

LEILA ANDERSON
Secretary
University of California Y. W. C. A.

JAMES CHAMBERLAIN BAKER
Resident Bishop
The Methodist Church
California Area

CATHERINE BAUER
MRS WILLIAM S. BAYLESS
JOHN BLAIOTTO
President
Department Store Employees Union

DR LOUIS BLOCH
Assistant to Director
State Department of Industrial Relations

EUGENE B. BLOCK
Executive Director
San Francisco Jewish Survey Committee

LOUIS H. BLUMENTHAL
Director, Jewish Community Center

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Rabbi, Congregation Beth Israel

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Vice-President
Longshoremen's Union

HERB CAEN
Columnist, San Francisco Chronicle

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Physician

MRS MARGARETE CLARK
Director
State Division of Industrial Welfare

JESSE C. COLMAN
President, Board of Supervisors

BARTLEY C. CRUM
Attorney

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State Division of Immigration & Housing

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International Vice-President
Brotherhood of Sleeping Car Porters

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Vice-President and Provost
University of California

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Apartment & Hotel Employees Union

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FRANK N. FREEMAN
Dean, School of Education
University of California

MONROE FRIEDMAN
Attorney

CHRIS B. FOX
Judge, Police Court, Oakland

A. F. GAYNOR
Division Chairman
Brotherhood of Railway Clerks

C. W. GAWTHROP
Executive Secretary
Northern California Baptist Convention

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DR. HENRY F. GRADY
President, American President Lines

FRANKLIN A. GRIFFIN
Judge, Superior Court

CHARLES A. GULICK, JR.
Professor of Economics
University of California

ALINE D. GUNST
DR. JOHN E. GURLEY
RAYMOND H. HALL
Attorney

MAURICE E. HARRISON
Attorney

PAUL HEIDE
Sec'y, Alameda Co. Industrial Union Council

L. A. IRELAND
Secretary, Printers Board of Trade

SAM KAGEL
Pacific Coast Labor Bureau

GRAYSON N. KEFAUVER
Dean, School of Education
Stanford University

A. M. KIDD
Professor of Jurisprudence
University of California

HARRY KINGMAN
Secretary, University
of California Y. W. C. A.

F. N. KORNHAUS
Branch Manager
American Trust Co.

FREDERICK J. KOSTER
President
California Barrel Co.

DAVE KRUEGER
Painters Local No. 1158

DR. FRED A. KRUSE
Physician

MRS. LOVELL LANGSTROTH
Secretary
S. F. Conference of Christians and Jews

DR. MARY H. LAYMAN
Chairman, Council for Unity
Among the American People

SYLVAIN J. LAZARUS
Judge
Superior Court

JANE KWONG LEE
Chinese Y. W. C. A.

SAMUEL D. LEE
U. S. Employment Service

CHARLES LEONG
Editor, Chinese Press

VICTOR LICHTENSTEIN
Musician

DR. EDGAR A. LOWTHER
Pastor, City Temple

MRS. JUNE RICHARDSON LUCAS
LOUIS R. LURIE
EDWARD D. MABSON
Attorney

REV. T. P. MARTIN
Pastor, St. Cyprian's Mission

PHILIP MATHIAS
JAY MAURICE
Attorney

JAMES J. McGRATH
Sheriff
San Mateo County

JOHN J. McMAHON
Judge, Municipal Court

CAREY McWILLIAMS
Director
Department of Immigration and Housing

ROBERT McWILLIAMS
Judge, Superior Court

DEWEY MEAD
Supervisor

GEORGE P. MILLER
Executive Secretary
State Division of Fish and Game

JAMES K. MOFFITT
Vice-President
Crocker National Bank

PIERRE MONTEUX
Conductor
San Francisco Symphony

CLARENCE W. MORRIS
Judge, Municipal Court

MRS. A. S. MUSANTE
GERALD J. O'GARA
Supervisor

FRANK M. OGDEN
Judge, Superior Court

ELIZABETH K. OWEN
FRED D. PARR
Parr-Richmond Terminal Corp.

RT. REV. EDWARD L. PARSONS
RICHARD R. PERKINS
Director, Y. M. C. A.

RAYMOND E. PETERS
Judge
State District Court of Appeals

MERVYN RATHBORNE
Secretary
California State C. I. O. Council

IRVING F. REICHERT
Rabbi, Congregation Emanu-El

DR. AURELIA HENRY REINHARDT
President
Mills College

H. L. RICHARDSON
Attorney

BRUCE RISLEY
International Organizer
American Communications Association

T. J. ROBERTS
Business Manager
Union of Operating Engineers, Local No. 507

HENRY ROBINSON
Attorney

MRS. J. MILLARD ROGERS
OTTORINO RONCHI
Member
San Francisco Art Commission

CHESTER ROWELL
Editor, San Francisco Chronicle

JONATHAN ROWELL
Attorney

REV. EUGENE J. SHEA
Assistant Director, Catholic Charities

A. F. ST. SURE
Judge, U. S. District Court

JOHN W. SHENK
Associate Justice
Supreme Court of California

FRANK SLABY
President
United Automobile Workers, No. 76

MRS. M. C. SLOSS
W. CLYDE SMITH
Executive Secretary
Church Extension Board of the
Presbytery of San Francisco

WALTER J. STACK
Patrolman, Marine Firemen

REV. RUSSELL B. STAINES
Church of St. Mary the Virgin

HILDA STEINHART
MRS. JACK S. STRAUSS
REV. MARVIN R. STUART
Trinity Methodist Church

DR. E. GUY TALBOTT
Pacific Coast Director
Citizens for Victory

MATHEW O. TOBRINER
Attorney

ROGER J. TRAYNOR
Associate Justice
Supreme Court of California

LARRY VAIL
Secretary-Treasurer
Department Store Employees Union

LOUIS V. VASQUEZ
Attorney

ALEXANDER WATCHMAN
Member
Industrial Accident Commission

ANNIE CLO WATSON
Executive Secretary
International Institute

MRS. ARLINGTON WHITE
SAUL E. WHITE
Rabbi, Temple Beth Shalom

EVA V. WILLIAMSON
GEORGE WILSON
Secretary
S. F. Industrial Union Council

WILLIAM WINTER
Radio Commentator

BERNARD E. WITKIN
Reporter of Decisions
Supreme Court of California

DR. ERNST WOLFF
Physician

EDWARD A. ZEISLER
Executive Secretary
Bnai B'rith, District Grand Lodge No. 4

DR. THOMAS H. WRIGHT
Dean, Grace Cathedral

Case Number One:

Daisy Young, 541 Union Street, Oakland, California, passed the United States Civil Service Commission test on February 10, 1942 with a rating of 88.40. She has had previous experience in office work.

On April 23 she received a mimeographed notice from the medical section, S.F.G.D. Fort Mason, California, which is dated April 23, 1942, which refers to eligible list #66205, position "under clerk typist", kind of appointment "indefinite", salary \$1260. This notice asked her to report on, or before, April 27, 1942.

After receiving the notice Miss Young went immediately to the Presidio and was interviewed by Mr. Grenfell. He arranged for a medical examination and had her return three different times. She was given the impression by Grenfell that she was definitely employed but that he had not yet determined in what capacity. Finally he told her he would get in touch with her. Nothing has happened. We know that some girls were hired, and we understand all of the positions were not filled.

Later in the summer and continuing until recently the San Francisco Medical Depot continued to advertise for stenographers. In response to an advertisement which appeared in the San Francisco Examiner Friday, September 25, Miss Young immediately telephoned the Presidio, Warehouse 18. A Miss Barlow talked with her and said they had several openings for stenographers, as well as for typists. She asked what the particular qualifications for either of the positions were and Miss Barlow said they needed help so badly that they wanted someone physically able to work forty-eight hours per week, and later the accepted applicants would have to pass a civil service examination. As Miss Young had already passed a civil service typists examination as well as a medical examination, she called in person at the employment office, Warehouse 18.

Miss Young says she was treated with every courtesy, but her application was abruptly rejected with the explanation that there was only one position open. It was at the main office and the person to qualify must take very rapid dictation, she was told.

The San Francisco Medical Depot has continued to advertise for stenographers, the most recent appearing in the month of December.

It is our understanding that Miss Young is at present employed in another government agency.

Case Number Two

Minerva Gaskin, 3248 Chestnut Street, Oakland, California, has a civil service rating of about 85.

On, or about, April 24 Miss Gaskin received a notice to report to the Medical Section S.F.G.D., Fort Mason. She was interviewed by a Mr. Grenfell for the same job that Miss Young was interviewed for and it was at the same time. Her subsequent experience was virtually identical with that of Miss Young's. She was finally told by Mr. Grenfell that there were no openings.

It is our understanding that Miss Gaskin is also employed by another government agency.

35276

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

Date _____

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 _____ of _____, under date of _____, 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. Flanagan

Enc.

January 5, 1942

Mr. David F. Selvin,
Executive Secretary,
Bay Area Council
Against Discrimination,
516 Mills Building,
San Francisco, California.

Dear Mr. Selvin:

Receipt is acknowledged of your letter of December 22, 1942, regarding advertisements for stenographers which you state the San Francisco Medical Depot has been placing with San Francisco newspapers during the past three months.

The authority of the San Francisco Medical Depot to place such advertisements is being inquired into. In the meantime, if you will furnish this office the complete details of the complaints of racial discrimination against two Negro women, which you mention in your letter, their cases will be considered. Please furnish the names of the complainants as well as any statements made or occurrences which led them to believe that they were not employed because of their race or color.

Sincerely yours,

Civilian Aide to the Secretary
of War

Bay Area

COUNCIL AGAINST DISCRIMINATION

An organization to combat discrimination because of race, creed, color or national origin

516 Mills Building • EXbrook 1013

San Francisco

December 22, 1942

Secretary of War
Washington, D. C.

Attention: Mr. William R. Hastie,
Civilian Aide to the Secretary of War

Dear Sir:

We direct your attention to a situation which, in our estimation, requires immediate attention.

The San Francisco Medical Depot was responsible for the following ad which appeared in local newspapers, and for similar ads which have continued to appear during the past three months:

STENOGRAPHERS, JR.
Wanted immed. Civil service position. 6 day wk., alternate day,
night shift \$120 mo. to start. Warehouse 18. S. F. Medical
Depot, Presidio.

The Council Against Discrimination is convinced that this agency resorts to advertisements of this kind to evade its obligations to fill positions without discrimination because of race, creed, color, or national origin. The Council has on file two very specific and detailed complaints of Negro women who are competent and qualified in every respect and who were referred to the San Francisco Medical Depot by the Civil Service Commission.

The two women under-went medical examination and finger printing; then were told that they would be called. They have had no further notice from the agency.

Subsequently another similar ad appeared in a local newspaper. One of the women in question called the Medical Depot by telephone and was told that the agency needed help badly and that applicants would be expected to pass a civil service examination. The young woman had already passed the civil service examination as well as the medical examination, and subsequently

John D. Barry, *honorary chairman* • Walter A. Gordon, *chairman* • J. Vernon Burke, *vice-chairman*
Mrs. Robert McWilliams, *secretary* • David F. Selvin, *executive secretary and treasurer* • EXECUTIVE COMMITTEE:
Miss Berlinda Davison, Aubrey Grossman, J. F. Imperial, Thomas Jackson, Mrs. Irene Kwas, Mrs. Lovell Langstroth,
J. T. Wagner, Louis V. Vasquez, Sam Young, *and officers*

Bay Area Council Against Discrimination
ADVISORY COMMITTEE
 (As of July 15, 1942)

DR THOMAS ADDIS
*Professor of Medicine
 Stanford Medical School*
 LEILA ANDERSON
*Secretary
 University of California Y.W.C.A.*
 JAMES CHAMBERLAIN BAKER
*Resident Bishop
 The Methodist Church
 California Area*
 CATHERINE BAUER
 MRS WILLIAM S BAYLESS
 JOHN BLAIOTTO
*President
 Department Store Employees Union*
 DR LOUIS BLOCH
*Assistant to Director
 State Department of Industrial Relations*
 EUGENE B BLOCK
*Executive Director
 San Francisco Jewish Survey Committee*
 LOUIS H BLUMENTHAL
Director, Jewish Community Center
 MRS BENJAMIN BOAS
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Columnist, San Francisco Chronicle
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 MRS MARGARETE CLARK
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*Secretary
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Painters Local No. 1158
 DR FREDA L. KRUSE
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*Judge
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 SAMUEL D. LEE
U. S. Employment Service
 CHARLES LEONG
Editor, Chinese Press
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 DR EDGAR A. LOWTHER
Pastor, City Temple
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 JAY MAURICE
Attorney
 JAMES J. McGRATH
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Parr-Richmond Terminal Corp.
 RT. REV. EDWARD L. PARSONS
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Director, Y.M.C.A.
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*International Organizer
 American Communications Association*
 T J. ROBERTS
*Business Manager
 Union of Operating Engineers, Local No. 507*
 HENRY ROBINSON
Attorney
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Editor, San Francisco Chronicle
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Attorney
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Assistant Director, Catholic Charities
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 Citizens for Victory*
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Attorney
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 Supreme Court of California*
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*Secretary-Treasurer
 Department Store Employees Union*
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Attorney
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*Executive Secretary
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 MRS ARLINGTON WHITE
 SAUL E WHITE
Rabbi, Temple Beth Shalom
 EVA V. WILLIAMSON
 GEORGE WILSON
*Secretary
 S. F. Industrial Union Council*
 WILLIAM WINTER
Radio Commentator
 BERNARD E WITKIN
*Reporter of Decisions
 Supreme Court of California*
 DR. ERNST WOLFF
Physician
 EDWARD A. ZEISLER
*Executive Secretary
 Bnai B'rith, District Grand Lodge No. 4*
 DR. THOMAS H. WRIGHT
Dean, Grace Cathedral

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Secretary of War
Attention: Mr. William R. Hastie

December 22, 1942

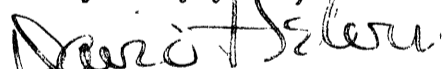
called in person at the Medical Depot. Her application was abruptly denied. She was told that only one position was open, and that to qualify the person must take very rapid dictation. This information was in direct contradiction of that given her by telephone.

Since that date the agency has continued to advertise openings for clerical help.

The Council wants emphatically to protest such actions on the part of any Federal government agency. Such ads, we believe, are contrary to the spirit of the regulations governing civil service positions since that means of recruiting employees is denied to the civil service commission itself. Such practices are even more reprehensible when they are utilized to evade the responsibility of government agencies under Executive Order 8802.

The Council, therefore, urges that you take every step within your power to put an end to the use of methods which evade the spirit of fairness and equality of the merit system, and secondly, to investigate discrimination against Americans because of race, creed, color or national origin.

Very truly yours,


David F. Selvin

DPS:VR
c.c. San Francisco Medical Depot
Mr. Harry T. Kranz

C
O
P
Y

Bay Area

COUNCIL AGAINST DISCRIMINATION

516 Mills Building

San Francisco
January 7, 1943

President's Committee on Fair Employment Practices
Washington, D. C.

Attention: Mr. George M. Johnson,
Assistant to the Executive Secretary

Gentlemen:

In response to your telegram of January 5 I am supplying the information requested.

Case Number One:

Daisy Young, 541 Union Street, Oakland, California, passed the United States Civil Service Commission test on February 10, 1942 with a rating of 88.40. She has had previous experience in office work.

On April 23 she received a mimeographed notice from the medical section, S.F.G.D. Fort Mason, California, which is dated April 23, 1942, which refers to eligible list #66205, position "under clerk typist", kind of appointment "indefinite", salary \$1260. This notice asked her to report on, or before, April 27, 1942.

After receiving the notice Miss Young went immediately to the Presidio and was interviewed by Mr. Grenfell. He arranged for a medical examination and had her return three different times. She was given a temporary pass, her photographs taken, and was given the impression by Grenfell that she was definitely employed but that he had not yet determined in what capacity. Finally he told her he would get in touch with her. Nothing has happened. We know that some girls were hired, and we understand all of the positions were not filled.

Later in the summer and continuing until recently the San Francisco Medical Depot continued to advertise for stenographers. In response to an advertisement which appeared in the San Francisco Examiner Friday, September 25, Miss Young immediately telephoned the Presidio, Warehouse 18. A Miss Barlow talked with her and

President's Committee on Fair Employment Practices--January 7, 1943

said they had several openings for stenographers, as well as for typists. She asked what the particular qualifications for either of the positions were and Miss Barlow said they needed help so badly that they wanted someone physically able to work forty-eight hours per week, and later the accepted applicants would have to pass a civil service examination. As Miss Young had already passed a civil service typists examination as well as a medical examination, she called in person at the employment office, Warehouse 18.

Miss Young says she was treated with every courtesy, but her application was abruptly rejected with the explanation that there was only one position open. It was at the main office and the person to qualify must take very rapid dictation, she was told.

The San Francisco Medical Depot has continued to advertise for stenographers, the most recent appearing in the month of December.

It is our understanding that Miss Young is at present employed in another government agency.

Case Number Two:

Minerva Gaskin, 3248 Chestnut Street, Oakland, California, has a civil service rating of about 85.

On, or about, April 24 Miss Gaskin received a notice to report to the Medical Section S.F.G.G.D., Fort Mason. She was interviewed by a Mr. Grenfell for the same job that Miss Young was interviewed for and it was at the same time. Her subsequent experience was virtually identical with that of Miss Young's. She was finally told by Mr. Grenfell that there were no openings.

It is our understanding that Miss Gaskin is also employed by another government agency.

Yours very truly,

/s/ David F. Selvin

David F. Selvin

* * * * *

July 14, 1942.

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

Dear Mr. Cramer:

On April 9, 1942, you transmitted to this office a complaint alleging that racial discrimination in providing housing facilities for workers in North Africa resulted in a decision by Johnson, Drake & Piper, Inc., 86 Trinity Place, New York City, not to send any Negroes there from this country to work on the base which that firm is building under a Government contract. The complaint grew out of the investigation by Mr. Edward H. Lawson, a representative of the Negro Manpower Service, War Manpower Commission, of complaints of Mr. Rupert Yearwood, 35 West 129th Street, and Mr. Alexander E. Joslyn, 102 East 124th Street, both of New York City, regarding their non-selection for service in North Africa.

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

A check up in the Personnel Department of Johnson, Drake & Piper discloses that approximately 18,000 written applications were on file for work under the project. Of this number, approximately sixty were Negroes -- less than four-tenths of one per cent (.4%). The company has employed less than 1,200 of the applicants to date and will not employ any more except for occasional replacements. Those employed were selected solely on the basis of their qualifications to do their respective jobs.

Mr. H. G. Dixon, Manager of the New York office of Johnson, Drake & Piper, Incorporated, expressed the following opinion in regard to the situation:

"It is an example of the misunderstanding and misinterpretations which often follow telephone investigations of this sort. Some time ago the writer talked with someone from the Office of the Secretary of War (apparently Mr. Lawson). During the conversation we discussed the portion of a paraphrased cable referred to and Mr. Lawson was asked for his interpretation.

Mr. Lawrence T. Ormer
July 14, 1944
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This cable was interpreted to mean that we are to construct housing for American and British operating personnel only and that native personnel used in connection with Mission work will continue to live in native establishments.

"This company has employed qualified American citizens of its own selection without discrimination because of race, creed, color, or national origin continually and Negro workers are frequently employed on our construction jobs and I assure you there has been no change in this policy."

Taking all the facts into consideration, this office (Headquarters, Services of Supply) must conclude that there was no discrimination because of race, creed, or color, and that, therefore, there has been no violation of Executive Order No. 8802, nor of any of the directives of the Department.

You may wish to check this report with Mr. Lawson.

Sincerely yours,

Civilian Aide to the Secretary
of War

April 18, 1944.

MEMORANDUM

TO: The Under Secretary of War

This office has received from the President's Committee on Fair Employment Practice a complaint alleging racial discrimination in providing housing facilities for workers in North Africa, resulting in a decision by Johnson, Drake & Piper, Inc., 86 Trinity Place, New York City, not to send any Negroes there from this country to work on the base which that firm is building under a Government contract.

The complaint states that Mr. Edward H. Lawson, a representative of the Negro Employment and Training Branch of the Labor Division, War Production Board, in the process of investigating complaints of Mr. Rupert Yearwood, 35 West 129th Street, and Mr. Alexander E. Joslyn, 102 East 124th Street, both of New York City, regarding their non-selection for service in North Africa, conferred recently with Mr. H. G. Dixon, Manager of the New York office of Johnson, Drake & Piper, Inc. In the course of the conference Mr. Dixon is quoted as having stated that--

* * * until late last week the company had been perfectly willing to hire Negro workers to send to the base job, if colored workers could be found who were equally qualified with the white persons being employed. Last week, however, he (Mr. Dixon) received a cable from General Maxwell, who is apparently in charge of operations in the African area, which stated that the company was to build housing accommodations on the job only for white personnel. He interpreted this cable to mean that if Negroes were sent to the job by the company office here, they would be forced to find living accommodations off the base. Under these circumstances, he said, he was not quite sure that it would be proper to send Negro workers to the job.

The Under Secretary of War
April 18, 1942
Page 2

May this complaint be investigated to determine whether there has been any violation of Executive Order No. 8802, the directives of this Department, and the contract provision prohibiting discrimination against any worker because of race or color?

Civilian Aide to the Secretary
of War

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