

C OFEP DEPARTMENTAL

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

January 6, 1943

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

Dear Judge Hastie:

This is to acknowledge receipt of your letter of December 29, 1942, addressed to Mr. MacLean, concerning the failure of the newspaper "PM" to use in full a press release issued by the President's Committee. We share your distress at this unfortunate occurrence.

However, I am enclosing herewith a copy of the original release which was issued by this office and sent to the Office of War Information for clearance and a copy of the cleared release issued to the press by OWI.

I am sure that this will fully clarify the position of the President's Committee on the question of giving recognition to the War Department for its role in the adjustment of the complaints under discussion.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosures - 2



Copy George M. Johnson

January 6, 1943

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

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Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures - 2

OFFICE OF WAR INFORMATION

War Manpower Commission

Release 10 Dec 72

Three war industries in the New York area, each holding government contracts, have agreed to delete references to race and religion from their application blanks, the President's Committee on Fair Employment Practice made known today.

The three firms are executing contracts for both the Navy Department and the War Department. At the request of the committee, the Navy and War Departments issued directions to the companies to modify their application forms in keeping with the national policy of fair employment as stated in Executive Order 8802.

The Pollak Manufacturing Company, 541 Devon Street, Arlington, N.J., dropped the reference to race on its application forms; it had no reference to religion.

The Tung-Sol Radio Tubes Division, 95 Eighth Avenue, Newark, N.J., agreed to drop its question on religion; it had no reference to race on its forms.

The Thomas A. Edison Inc., West Orange, N.J., deleted references to both race and religion.

In carrying out its duties to correct grievances growing out of discrimination against war workers because of their race, creed, color, national origin, or alienage, the Committee on Fair Employment Practice has sought to eliminate references to race and religion on application forms as one step in overcoming arbitrary rejection of workers of certain racial and religious affiliations solely because of their race and creed.

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Fleming - WMC - 2129

OFFICE OF WAR INFORMATION

War Manpower Commission

For Immediate Release
Monday, December 28, 1942

PM-4253

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ADVANCE RELEASE

ADVANCE RELEASE: For Monday Morning Papers, January 4, 1943
Fleming:WMC-2129

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

FM-4267

Vultee Aircraft, Inc., has taken steps, in keeping with directions recently issued to the company by the President's Committee on Fair Employment Practice, to eliminate discrimination against war workers because of their race and color, Lawrence W. Cramer, Executive Secretary of the Committee announced today.

The directions followed a public examination of the complaints against the Nashville, Tenn. Division of the company, at public hearings held in Birmingham, Ala., last June.

At the same time, the Committee announced it had also issued directions to the Alabama Shipbuilding and Drydock Corp., Mobile, Alabama; the A. J. Honeycutt Co., Birmingham, Ala., and the Gulf Shipbuilding Corp., Chickasaw, Ala., after it had found that each of the companies had violated Executive Order 8806 in its hiring and upgrading practices so far as Negro workers are concerned.

The Vultee Company was directed to "cease and desist: from discriminatory employment practices; to issue formal instructions to its personnel officers that recruitment, training, and upgrading must be on the basis of the qualifications of applicants without regard to race, creed, color, or national origin; and to give formal notice to all employment agencies that it will accept workers "for any and all classifications of work or training" solely on the basis of qualifications.

Vultee was further directed to issue formal instructions to its appropriate officers to delete reference to race or religion from application for employment forms; to inform training agencies from which it recruits workers of its new policies, and to notify all labor unions with which it has contracts that "it will comply fully with its contract obligation not to discriminate against workers because of their race, creed, color or national origin in recruitment, upgrading, or in any terms or conditions of employment."

In the case of Honeycutt, which was erecting pre-fabricated houses for the Government, the Committee found that the company had refused to employ Negro carpenters who belonged to unions chartered by the International Brotherhood of Carpenters and Joiners, A. F. of L., and one of which unions belonged to the Mobile Building and Construction Trades Council.

The Committee also found that the practices of Mobile Local 89 of the Carpenters and Joiners "operate to bar qualified Negro carpenters from employment with the A. J. Honeycutt Company because of their race".

In regard to the union, the Committee directed that Local 89 "notify the A. J. Honeycutt Company in writing that it has no objection to the employment of Negro carpenters on United States Government and defense construction on the same basis as other carpenters are employed . . ." and that "written notice to the same effect be sent to other contractors engaged in United States Government and defense construction . . ."

(OVER)

X-3221

In Mobile, the Committee found that there are two all-Negro locals of the Carpenters and Joiners Union, Nos. 92 and 1105, and that Local 92 is also a member of the Mobile Building and Construction Trades Council; but, through concerted action by the Honeycutt Company and the all-white Local 89, Negro carpenters were effectively barred from employment.

In its findings on the Gulf Shipbuilding Corp., the Committee found that the company refused to employ Negroes, except as porters and janitors, "contrary to its obligation under Executive Order 8802." In view of the attitude of the Mobile Metal Trades Council, the Committee also found "that there is not sufficient evidence to support the corporation's contention that white employees will refuse to work if Negroes are hired."

In regard to the Alabama Shipbuilding and Drydock Corp., the Committee found that the corporation "has refused to employ skilled Negro labor and has failed and refused to upgrade or promote into skilled positions Negroes already in its employ, solely because of their race, and in so doing has failed to provide for the full and equitable participation of all workers without discrimination because of race or color in violation of the provisions of Executive Order 8802."

The full directions to each company followed the lines of those issued to Vultee, detailing specific steps which the company involved must take to bring its hiring, upgrading, and training program in line with national policy as expressed in Executive Order 8802.

In keeping with a procedure established between the Committee and the Secretary of War, the Secretary of the Navy and the Chairman of the Maritime Commission, the Committee also notified the Federal departments, for which the offending companies are executing contracts, of the directions issued and recommended to the department head involved that it "call upon the company . . . to take appropriate steps to comply with Executive Order 8802 and specifically to carry out the directions."

This procedure for concerted action is based on a joint letter of July 2, 1942 from the Secretary of War, the Secretary of the Navy and the chairman of the Maritime Commission to Chairman Malcolm S. MacLean of the Committee, in which the respective Federal heads agreed, as contracting agents of the Government, to take certain specific steps to bring about compliance with the non-discrimination clause contained in all contracts let by them.

December 29, 1942

Mr. Malcolm S. MacLean
Chairman
President's Committee on
Fair Employment Practice
Tenth and You Streets, N.W.
Washington, D. C.

Dear Mr. MacLean:

I have just read the attached clipping from PM for Tuesday, December 29, wherein it is stated that three New Jersey companies "have informed the President's Committee on Fair Employment Practices that they would delete references to race and religion from their employment application blanks."

Your records should show that on September 22, the Committee on Fair Employment Practice brought these cases to the attention of the War Department requesting appropriate action. On October 16, this office advised the Committee that "directives had been issued to the Services for which these companies are manufacturing war materials requiring the deletion of such references to religion in such forms."

The War Department has not sought publicity on the measures which it has taken from time to time to combat racial and religious discrimination by its contractors. However, it seems to me that in all fairness and in the interest of cordial relationships within the Federal Government, the Committee should not publicize its own success in this case without giving recognition to the fact that the action of the War Department was decisive in achieving the result for which both agencies deserve credit.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Carroll
Chapman*

December 29, 1942

Mr. Malcolm S. MacLean
Chairman
President's Committee on
Fair Employment Practice
Tenth and You Streets, N.W.
Washington, D. C.

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Sincerely yours,

Civilian Aide to the Secretary
of War

December 31, 1942

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

Dear Mr. Johnson:

Reference is made to your letter of December 16, 1942, forwarding to this office a copy of a letter of November 24, 1942, addressed to Dr. Will W. Alexander, Special Assistant to the Director of Operations, War Manpower Commission, by Mr. Barron B. Beshoar, Field Representative, Minority Groups Service, War Manpower Commission, and requesting an investigation into the alleged suspension of six American citizens of Japanese descent from their positions as Mess Attendants at Fitzsimons General Hospital, Denver, Colorado.

I understand that such suspensions are in accordance with a directive issued by the Secretary of War and that the War Department will not object to the employment of American citizens of Japanese descent in a non-defense agency of the Federal Government or with any private industrial concern.

As you have been previously advised, the controlling directive of the Secretary of War is secret. It was suggested that the Committee take up directly with the Administrative Assistant to the Secretary of War, Mr. John W. Martyn, specific cases as well as the question of policy regarding employment of American citizens of Japanese descent.

Sincerely yours,

Civilian Aide to the Secretary
of War

Copy of Report

December 31, 1942

Mr. George M. Johnson,
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DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

December 16, 1942

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

Dear Judge Hastie:

I am enclosing herewith two copies of a letter addressed to Dr. Will W. Alexander from Mr. Barron B. Beshoar, which was referred to this office for consideration and refers to a problem of discrimination against American citizens of Japanese extraction on the part of military authorities at the Fitzsimons General Hospital near Denver, Colorado.

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

Enclosure



December 16, 1942

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Enclosure

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WAR MANPOWER COMMISSION

WASHINGTON, D. C.

228 Equitable Bldg.
Denver, Colorado
November 24, 1942

Dr. Will W. Alexander
Special Assistant to the
Director of Operations
War Manpower Commission
Social Security Building
Washington, D. C.

Dear Dr. Alexander:

A formal complaint has been filed with this office by the Denver representative of the Pacific Coast Evacuee Placement Bureau charging military authorities at Fitzsimons General Hospital near Denver with discrimination against American citizens of Japanese extraction. Six Japanese-Americans, who were employed in the hospital as mess attendants, were suddenly suspended November 21. The suspension notice was signed by Gladstone MacFedries, First Lieutenant, Med. Adm. C., Chief, Civilian Personnel Branch, and gave the following reason for suspension:

"You are hereby suspended without pay from your position of Mess Attendant at Fitzsimons General Hospital until further notice, effective immediately. This action is taken for administrative reasons."

The suspension notice under the printed designation "Bureau Authority for Action or Position:" gave the following: "Radiogram SGO, 12-18-41, 1-433."

I talked with Lieutenant MacFedries this morning, and he told me that his attention has been called to a directive which forbade the use of persons of Japanese descent, and that he had been forced to suspend the six mess attendants. The hospital is using a large number of Spanish-Americans and Negroes, but nevertheless it is in urgent need of civilian employees.

There are a number of Japanese employed in the Fitzsimons General Hospital Post Exchange, and a number of others of Japanese extraction are employed as clerical workers under the immediate supervision of the National Youth Administration. Thus far these workers have not been disturbed.

Dr. Will W. Alexander--November 24, 1942

It has been very difficult to get any sort of concrete policy on Japanese-Americans. Throughout the summer they were banned from employment at the Ski Camp construction project at Pando. At the last moment Major William Sowell, Liaison Officer for Colorado, was informed that Japanese-Americans could be employed on the project, but at the time he received this ruling the project was closing down, and it was of no practical effect.

The War Relocation Authority and a number of other agencies in Denver are very much interested in the suspension of mess attendants at Fitzsimons. It is obvious that nothing can be done at this level.

I wonder if you will be so kind as to take this matter up with the War Department in Washington.

Very truly yours,

/S/ Barron B. Beshoar

Barron B. Beshoar
Field Representative
Minority Groups Service
War Manpower Commission

bbb:hm

C
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Y

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

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/S/ Barron B. Beshoar

Barron B. Beshoar
Field Representative
Minority Groups Service
War Manpower Commission

bbb:hm

December 24, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply

SUBJECT: Your File SPGC-L
095 Vultee Aircraft, Inc.

With reference to the findings and directions of the President's Committee on Fair Employment Practice addressed to Vultee Aircraft, Inc., Nashville, Tennessee, the Executive Secretary of the Committee has advised this office as follows:

"The Committee now has a communication from this company in which the appropriate officers indicate their compliance with the Committee's directions. In one or two minor matters, there has not been complete compliance but there is every indication of substantial compliance which can be accepted by the Committee as being satisfactory."

It does not appear from the records of this office whether the President of the Corporation has replied to the letter of the Under Secretary of War upon the same subject.

Civilian Aide to the Secretary
of War

cc. [unclear]

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 18, 1942.

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

Dear Judge Hastie:

I have your undated letter, postmarked December 12, in which you request that I advise you of any developments which may take place in connection with the directions of the Committee to the Vultee Aircraft, Incorporated in Nashville, Tennessee.

The Committee now has a communication from this company in which the appropriate officers indicate their compliance with the Committee's directions. In one or two minor matters, there has not been complete compliance but there is every indication of substantial compliance which can be accepted by the Committee as being satisfactory. *W*

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

J - SP 60-1
095 Vultee Aircraft



SPC-1
995 Vultee Aircraft, Inc.

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

Dear Mr. Cramer:

This will acknowledge the receipt of your letter of November 21, 1942, to Hon. Robert P. Patterson, concerning the findings and directions issued by your Committee in the matter of alleged violations of Executive Order 8802 by Vultee Aircraft, Inc.

You will be advised of any action taken by the War Department in this case, and may I request that you advise us of any new developments which come to the attention of your Committee?

Very truly yours,

WILLIAM H. HASTIE
Civilian Aide to the Secretary
of War

Copy for Office, Secretary of War

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74902

JPH:5-42
12-3-42

TRANSMITTAL SLIP

TO:

Judge Kastle

For your information.

HCL-

DATE:

U2245

HOWARD C. PETERSEN
Special Assistant to the
Under Secretary of War

Munitions Bldg.
Room 3050

Extensions
5348 5349

Mr. Richard W. Millar, President
Vultee Aircraft, Inc.
Vultee Field
Downey, California

Dear Mr. Millar:

I have received from the President's Committee on Fair Employment Practice a copy of the letter sent by that organization to your Nashville, Tennessee plant on November 17, 1942, setting forth the Summary, Findings, and Directions of the Committee in the matter of certain complaints alleging violations of Executive Order 8802 at that plant.

Inasmuch as your contracts with the War Department contain a clause requiring observance of the terms of this Executive Order, the President's Committee has communicated its Directions to this office with the request that the War Department take appropriate steps to obtain compliance with the Executive Order.

Before we discuss this case with representatives of the President's Committee, it will be most helpful to receive from you a complete statement of the facts of this case, and the possible action which is being contemplated in view of this communication from the President's Committee. May I request you to furnish me with such a statement.

Very truly yours,

ROBERT P. PATTERSON
UNDER SECRETARY OF WAR

Mr. Richard W. Millar, President
Vultee Aircraft, Inc.
Vultee Field
Downey, California

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Before we discuss this case with representatives of the President's Committee, it will be most helpful to receive from you a complete statement of the facts of this case, and the possible action which is being contemplated in view of this communication from the President's Committee. May I request you to furnish me with such a statement.

Very truly yours,

Signed -

ROBERT P. PATTERSON
UNDER SECRETARY OF WAR

November 25, 1942

MEMORANDUM

TO: The Under Secretary of War
Attention Mr. Petersen

With reference to the attached communication from The Committee on Fair Employment Practice concerning a finding that Vultee Aircraft., of Nashville, Tennessee, has violated Executive Order 8802, I suggest the following procedure:

1. That Mr. Cramer's letter be acknowledged with a statement that the Committee will be advised of any action taken by the War Department, and that the War Department wishes to be advised of any new developments in the case which may come to the attention of the Committee.
2. That the file be referred to the Director of the Civilian Personnel Division, Services of Supply, with a recommendation that he consider the following steps:
 - (a) A determination of the War Department contracts which Vultee Aircraft Inc., of Tennessee is performing, and the provisions against discrimination therein contained.
 - (b) A determination of the sanction available under such contracts for the enforcement of the non-discrimination provisions.
 - (c) A communication to Vultee Aircraft Inc., directing attention to the findings and directions of the Committee, and inquiring what steps are being taken in response thereto.

Copy to Mr. Cramer

3. Further action including the possible invocation of penalties would await the outcome of the foregoing procedures.

Civilian Aide to the Secretary
of War

November 25, 1942

MEMORANDUM

TO: The Under Secretary of War
Attention Mr. Petersen

With reference to the attached communication from The Committee on Fair Employment Practice concerning a finding that Vultee Aircraft., of Nashville, Tennessee, has violated Executive Order 8802, I suggest the following procedure:

1. That Mr. Cramer's letter be acknowledged with a statement that the Committee will be advised of any action taken by the War Department, and that the War Department wishes to be advised of any new developments in the case which may come to the attention of the Committee.
2. That the file be referred to the Director of the Civilian Personnel Division, Services of Supply, with a recommendation that he consider the following steps:
 - (a) A determination of the War Department contracts which Vultee Aircraft Inc., of Tennessee is performing, and the provisions against discrimination therein contained.
 - (b) A determination of the sanction available under such contracts for the enforcement of the non-discrimination provisions.
 - (c) A communication to Vultee Aircraft Inc., directing attention to the findings and directions of the Committee, and inquiring what steps are being taken in response thereto.

3. Further action including the possible invocation of penalties would await the outcome of the foregoing procedures.

Civilian Aide to the Secretary
of War

December 7, 1942

MEMORANDUM

TO: The Under Secretary of War
Attention: Mr. Petersen

Checking my files I find nothing to indicate what action has been taken upon my memorandum of July 21, copy attached hereto, with reference to a request from the President's Committee on Fair Employment Practice. Will you check to see what disposition has been made of this matter.

Civilian Aide to the Secretary
of War

C. H. [unclear]

December 7, 1942

MEMORANDUM

TO: The Under Secretary of War
Attention: Mr. Petersen

Checking my files I find nothing to indicate what action has been taken upon my memorandum of July 21, copy attached hereto, with reference to a request from the President's Committee on Fair Employment Practice. Will you check to see what disposition has been made of this matter.

Civilian Aide to the Secretary
of War

July 21, 1942

MEMORANDUM

TO: The Under Secretary of War

The attached letter from the President's Committee on Fair Employment Practice suggests that the Committee would like to make preliminary contacts with Army commanders in the field in cases where discrimination is charged in direct employment by Army installations, in an attempt to determine whether there is a prima facie case and whether the case can be adjusted at a local level before submitting complaints to the War Department.

I believe this procedure will eliminate the paper work of many formal investigations. I, therefore, recommend that the Committee on Fair Employment Practice be advised that the suggested procedure is satisfactory to the War Department.

Civilian Aide to the Secretary
of War

July 16, 1942

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

Dear Judge Hastie:

In connection with the reorganization of the Committee on Fair Employment Practice, it is contemplated to set up thirteen regional offices which will, among other things, have the duty to investigate complaints reaching the Committee in which the allegation is made that an agency of the Government has discriminated against a person in its employment practices because of his race, creed, color or national origin.

In line with the procedures suggested in Judge Patterson's letter of July 2 relating to the manner in which complaints of discrimination in Government-owned, privately operated plants shall be handled, it is believed that there should be a modification of our established practice in dealing with complaints of discrimination against the War Department itself in its direct employment of persons.

The Committee now plans to refer complaints of discrimination in this category to its field offices for preliminary investigation to determine whether or not there is a prima facie case before referring the matter to the government agency concerned for its investigation. This would be a change from our existing procedure but would, I believe, lead to a more effective handling of complaints with less burden on the War Department or other agency of the Government against which the complaints run.

Since this suggestion is wholly in line with the proposals made by Judge Patterson in his letter of July 2, and since the procedures outlined by him in that letter would be wholly adaptable to the treatment of complaints against the War Department itself, I suggest that you give this matter consideration and advise me whether or not this procedure should be established.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/mi

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

MALCOLM S. MACLEAN
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EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

December 5, 1942

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

Dear Judge Hastie:

For your information, I transmit herewith a copy of a letter sent by Assistant Secretary of the Navy Bard to the Gulf Shipbuilding Corporation.

Mr. Bard's letter does one of the things requested of him by the Committee, namely, it calls the attention of a Navy Department contractor to the character of his obligation assumed in his contract with the Navy Department. Mr. Bard does not, however, as requested by the Committee, call upon the company to carry out the specific directives issued by the Committee.

Mr. Gibson of your office has discussed the situation somewhat with me, and I believe he now understands what our present purpose is in asking the contracting agency of the Government to call upon contractors found guilty of discrimination by the Committee to comply with the provisions of Executive Order 8802 and their contract obligation not to discriminate. This is intended to forestall non-compliance. It is not yet our purpose to take specific steps to enforce the provisions of the Executive Order by any particular administrative sanctions but rather to make the application of those sanctions unnecessary.

Sincerely,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



Copy to Dept

C O P Y

301127 280

DEPARTMENT OF THE NAVY
Office of the Assistant Secretary
Washington

C O P Y

SOSED-2-4D-11/26

Gentlemen:

November 27, 1942

Mr. Lawrence W. Cramer, Executive Secretary of the President's Committee on Fair Employment Practice, has referred to the Assistant Secretary of the Navy a copy of his letter dated November 19, 1942, addressed to the Gulf Shipbuilding Corp., Chickasaw, Ala.

In that letter the Committee expressed its findings against your company of discriminatory practices in violation of Executive Order No. 8802.

The President stated in that order that it is "the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or Government because of race, creed, color, or national origin, and I do hereby declare that it is the duty of employers and of labor organizations, in furtherance of said policy and of this order, to provide for the full and equitable participation of all workers in defense industries, without discrimination because of race, creed, color, or national origin."

It is deemed that the contractual obligation of the Gulf Shipbuilding Corporation requires

- (a) that the practice of the Gulf Shipbuilding Corporation in recruitment, in-service training and up-grading of employees must conform to Executive Order No. 8802;
- (b) that any reference to race or religion, if such exists, must be deleted from the employment forms of the Gulf Shipbuilding Corporation.
- (c) that recruitment by the Gulf Shipbuilding Corporation must not be confined to any source that results in discrimination against workers solely because of race, creed, color or national origin, provided, of course, that the National Labor Relations Act and the laws regarding aliens must be complied with;
- (d) that the Gulf Shipbuilding Corporation must not in any other war discriminate against loyal, qualified applicants or employees solely because of race, creed, color, or national origin.

Yours very truly,

/s/ Ralph A. Bard

Gulf Shipbuilding Corporation,
Chickasaw, Alabama.

cc: Mr. Lawrence W. Cramer,
Executive Secretary, President's
Committee on Fair Employment Practice,
Washington, D. C.
Buships

Notice

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

November 7, 1942.

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

Dear Judge Hastie:

For your information I transmit here-
with a memorandum addressed by Mr. Fowler V.
Harper, Deputy Chairman of the War Manpower
Commission to the Chairman of the War Manpower
Commission, setting forth the position and
functions of the President's Committee on Fair
Employment Practice within the Manpower Commis-
sion.

This memorandum was agreed to by Mr.
McNutt and the Committee and is now in effect.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



U
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P
Y

October 24, 1942

MEMORANDUM TO: Mr. Paul V. McNutt
Chairman

FROM: Fowler V. Harper
Deputy Chairman

SUBJECT: Relationship of President's Committee on
Fair Employment Practice to War Manpower
Commission

The President's Committee on Fair Employment Practice, and its staff, shall be the operating agency within the War Manpower Commission dealing with all phases of the problem of discrimination falling within the purview of Executive Order 8802. It shall, as an organizational entity, be an integral part of the War Manpower Commission and all questions relating to discrimination based on race, creed, color, national origin or alienage shall be referred to it for disposition.

The Committee shall determine all policies relating to the enforcement and effectuation of Executive Order 8802 and such policies shall be binding on the War Manpower Commission upon approval by the Chairman of the War Manpower Commission.

The Committee shall determine, in operations bulletins and in instructions, all procedures for investigating and redressing complaints and for the development of programs intended to insure the full and equitable participation of all workers in war industries and the government service without discrimination because of race, creed, color, national origin, or alienage. These procedures shall be operative upon approval by the Chairman of the War Manpower Commission.

There shall be one staff in Washington and in the field dealing with problems of discrimination under Executive Order 8802. The Committee shall select and remove field or headquarters personnel in accordance with established Civil Service procedure. In the case of field representatives the Regional Director of the War Manpower Commission shall, if he objects to a Committee appointee in his region, so advise the Director of Operations who shall take the matter up with the Executive Director. If the Executive Director is unable to adjust the matter with the Executive Secretary of the Committee, the Chairman of the Committee shall take it up with the Chairman of the War Manpower Commission for final decision.

The War Manpower Commission Regional Director shall have administrative responsibility over the Committee's permanent field staff in his region and shall be responsible for directing its activities in conformity with Operations Bulletins and Instructions issued by the Committee.

The Committee shall issue its instructions to the Executive Director of the War Manpower Commission for approval on behalf of the Chairman of the War Manpower Commission. The Executive Secretary shall then transmit the instructions through the Director of Operations to the Regional Directors.

In all cases in which it determines that a public hearing must be held to bring about compliance with Executive Order 8802, the Committee shall advise the Chairman of the War Manpower Commission through the Executive Director in advance of hearings and prior to publication of any notice of such hearings.

All War Manpower Commission files dealing with problems of discrimination shall be amalgamated with the files of the Committee as soon as practicable.

All field personnel of the War Manpower Commission dealing with problems of discrimination will be combined with and become a part of the field staff of the Committee on Fair Employment Practice.

The Deputy Chairman of the War Manpower Commission shall attend the meetings of the Committee and shall represent the chairman at such meetings.

Fowler V. Harper

- COPE

October 24, 1942

MEMORANDUM TO: Mr. Paul V. McNutt
Chairman

FROM: Fowler V. Harper
Deputy Chairman

SUBJECT: Relationship of President's Committee on
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All field personnel of the War Manpower Commission dealing with problems of discrimination will be combined with and become a part of the field staff of the Committee on Fair Employment Practice.

The Deputy Chairman of the War Manpower Commission shall attend the meetings of the Committee and shall represent the chairman at such meetings.

Fowler V. Harper

October 16, 1942.

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

Dear Mr. Cramer:

Reference is made to your letter of September 22, 1942, in which you informed this office that Mr. Eli Cohen, Executive Director of the Jewish Occupational Council, 1841 Broadway, New York City, had informed the President's Committee on Fair Employment Practice that the Pollak Manufacturing Company, the Tung-Sol Tubes Division, and the Thomas A. Edison, Inc., require disclosure of religion in their application for employment forms.

I am advised that in accordance with my recommendation directives have been issued to the Services for which these companies are manufacturing war materials, requiring the deletion of such references to religion in such forms.

Sincerely yours,

Civilian Aide to the Secretary
of War

CONFIDENTIAL

October 16, 1942.

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

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Civilian Aide to the Secretary
of War

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

SPGC-L

000.3 Pollak Manufacturing Co.
Tung-Sol Tubes Division
Thomas A. Edison, Inc.
(10-1-42)

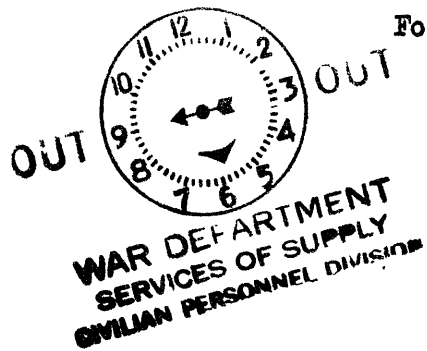
October 14, 1942

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

1. Reference is made to your memorandum of October 1, 1942, which reported the fact that the Pollak Manufacturing Company, the Tung-Sol Tubes Division, and the Thomas A. Edison, Inc., require disclosure of religion in their application for employment forms.

2. In accordance with your recommendation directives have been issued to the Services for which these companies are manufacturing war materials, requiring the deletion of such references to religion in their employment forms.

For the Commanding General:



JAMES P. MITCHELL
Director, Civilian Personnel Division



SPGC-1
000.3 Pollak Manufacturing Co.
Tung-Sol Tubes Division
Thomas A. Edison, Inc.
(10-1-42)

October 14, 1942

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(Attention: Judge William N. Hastie)

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2. In accordance with your recommendation directives have been issued to the Services for which these companies are manufacturing war materials, requiring the deletion of such references to religion in their employment forms.

For the Commanding General:

JAMES P. MITCHELL
Director, Civilian Personnel Division

October 1, 1942.

MEMORANDUM

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

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice stating that it has been advised that the Pollak Manufacturing Company, Arlington, New Jersey; the Tung-Sol Tubes Division, Newark, New Jersey, and Thomas A. Edison, Inc., West Orange, New Jersey, require disclosure of religion in their application for employment forms.

In the light of paragraph 8-c of the joint letter of the Secretaries of War and of the Navy and the Chairman of the Maritime Commission, dated July 2, 1942, and addressed to the Chairman of the President's Committee, if any of these companies have a contract with the War Department, may such company or companies be requested to delete from its application forms any reference to religion?

Civilian Aide to the Secretary
of War

*Marshall
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RPT.*

October 1, 1942.

MEMORANDUM

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

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In the light of paragraph 8-c of the joint letter of the Secretaries of War and of the Navy and the Chairman of the Maritime Commission, dated July 2, 1942, and addressed to the Chairman of the President's Committee, if any of these companies have a contract with the War Department, may such company or companies be requested to delete from its application forms any reference to religion?

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 22, 1942

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

Dear Judge Hastie:

The Committee on Fair Employment Practice has been advised by Mr. Eli Cohen, Executive Director of the Jewish Occupational Council, 1841 Broadway, New York, New York, that the following firms require disclosure of religion on their application for employment forms:

Pollak Manufacturing Company
541 Devon Street, Arlington, New Jersey

Tung-Sol Radio Tubes Division
95 Eighth Avenue, Newark, New Jersey

Thomas A. Edison, Incorporated
West Orange, New Jersey.

In line with the statement made in paragraph eight of the joint letter addressed by the Secretary of War, Secretary of the Navy and Chairman of the Maritime Commission on July 2, 1942 to Dr. MacLean, Chairman of the President's Committee on Fair Employment Practice, it is requested that your department take appropriate action to request any of the named firms with which it has a contract to delete this question from its application for employment forms.

Sincerely yours,



Lawrence W. Cramer
Executive Secretary



October 10, 1942.

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

Dear Mr. Cramer:

With reference to your letter of September 24, 1942, requesting reconsideration of the question of eliminating from the War Department Application and Personal History Statement any inquiry as to race, there is attached hereto a copy of a memorandum addressed to this office by Mrs. L. B. Swartz, Chief, Research and Policy Branch, Civilian Personnel Division, under date of October 8, 1942. You will note from this memorandum that the Department has adopted the Civil Service Commission's Standard Form 57 from which there has been eliminated any question requiring disclosure of race and that your request for statistics regarding Negro employees of this Department is the subject of present discussions with the Committee and the Civil Service Commission.

Sincerely yours,

Civilian Aide to the Secretary
of War

COPY
10/10/42

October 10, 1942.

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

Dear Mr. Cramer:

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Sincerely yours,

Civilian Aide to the Secretary
of War

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

October 8, 1942.

Memorandum to: The Civilian Aide to the Secretary of War.

Subject: Elimination of Racial Identity on Application for
Employment.

1. Reference is made to your memorandum of October 1, 1942, forwarding a copy of a letter from the President's Committee on Fair Employment Practice and raising anew the question of eliminating from employment applications any reference to race.

2. You are advised that the Department has adopted the Civil Service Commission's Standard Form 57 for universal use as an application for employment. You will note from the attached copy of Standard Form 57 that any question requiring disclosure of racial identity has been eliminated. In view of this fact, it is believed that the problems raised in your memorandum have been satisfactorily solved.

3. Form CP-3 (Application and Personnel History Statement) is retained, at least for the present, for use as a personal history record completed after appointment. Discussions are now being held with the Civil Service Commission and the President's Committee on Fair Employment Practices regarding collection of statistics as requested in the Committee's letter. In any case, however, you may be assured that such records will be instituted and maintained after appointment and that questions as to racial extraction will not appear on employment applications.

L. B. Swartz
L. B. Swartz,
Chief, Research and Policy Branch.

APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS.—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; if not, mail with an explanatory letter to the U. S. CIVIL SERVICE COMMISSION, WASHINGTON, D. C., unless otherwise directed. Notify same office of any change of address.

This space for agency use:

ANNO. NO.

APP. NO.

1. Name of examination, if any; or name of position applied for:	AV.	This space for U. S. Civil Service Commission	To U. S. Civil Service Commission
2. Place of examination (if a written test), or place of employment applied for:			
(City and State)			
3. Optional subject (if mentioned in examination announcement):			

4. -- Mr. -- Mrs. -- Miss (First name) (Middle) (Maiden, if any) (Last)	O. S.
5. (R. D. or street and number) (City or post office, and State)	Gr.
6. Date of birth (month, day, year):	E & E.
7. Age last birthday:	P & D.
8. Date of this application:	Ini.
9. Legal or voting residence: State	-- Preference: Adm'd exam.
10. Telephone numbers: (Residence phone) (Business phone)	Allowed—
11. (a) Check one: (b) Check one: -- Widowed. -- Male. -- Single. -- Separated. -- Female. -- Married. -- Divorced.	-- Veteran. Approved by
12. Height, with- Weight: out shoes: ----- ft. ----- in. ----- lb.	-- Disability. Exam. date
13. Where were you born? (Town) (State or country)	-- Wife. Not. Ra.
	-- Widowed. Date Reg.
	-- Disallowed. -- Material att'd.
	-- Closed. -- Material filed.
	-- Indian. -- Material ret.

Indicate "Yes" or "No" answer by placing X in proper column		Yes	No	Indicate "Yes" or "No" answer by placing X in proper column		Yes	No
14. Are you a citizen of the United States? Unless otherwise instructed, naturalized citizens must submit, along with this application, Naturalization Certificate; other foreign born, documentary proof of citizenship. Documents will be returned.				22. (a) Were you ever in the U. S. military or naval service? If so, give branch of service and date of last discharge: -- Army. -- Navy. -- Marine. -- Coast Guard. Date			
15. Have you ever been arrested, or summoned into court as a defendant, or indicted, or convicted, or fined, or imprisoned, or placed on probation, or has any case against you been filed, or have you ever been ordered to deposit collateral for alleged breach or violation of any law or police regulation or ordinance whatsoever? If so, list all cases, without any exception whatsoever, under Item 45, page 4, giving in each case (1) the date, (2) your age at the time, (3) the place where the alleged offense or violation occurred, (4) the name and location of the court, (5) the nature of the offense or violation, (6) the penalty, if any, imposed, or other disposition. The above question includes arrests by military or naval authorities and disciplinary action imposed by courts martial, as well as in civil cases. If appointed, your fingerprints will be taken.				(b) Were all discharges granted under honorable conditions? (c) Have you already established military preference with the Civil Service Commission? If so, check kind of preference below: -- Veteran. -- Disabled. -- Wife of disabled. -- Widow of veteran. veteran. veteran. If you are applying for a specific examination, and wish to claim veteran preference in connection with it, attach C. S. C. (Preference) Form 14, together with the evidence specified therein.			
16. (a) Have you any physical defect or disability whatsoever? (b) Have you ever had a nervous breakdown? If your answer to either (a) or (b) is yes, give full particulars under Item 45, page 4.				23. Have you registered under the Selective Service Act? If so, give address and number of local board. If classified, give your classification. Your order number.			
17. 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? If so, give complete details under Item 45.				24. (a) Are you now a member of any branch of military or naval reserve? If so, give name of organization. (b) Are you now on active duty?			
18. Have you ever been discharged for misconduct or unsatisfactory service, or forced to resign from any position? If so, state (under Item 45) when and where employed and give the name and address of your employer and the reason for your discharge or forced resignation in each case.				25. Give number of persons completely dependent on you, other than husband or wife.			
19. Within the past 12 months, have you used intoxicating beverages? If so, specify: -- Occasionally. -- Habitually. -- To excess.				26. Would you accept short-term appointment? -- 6 months. -- 3 months. -- 1 month.			
20. Are any members of your family or relatives (either by blood or by marriage), employed by the United States Government, excluding persons in the armed forces? If so, give name, address, relationship, and branch of service of each such relative under Item 45.				27. (a) Would you accept appointment anywhere offered in the United States? Give location preferences. (b) Would you accept appointment outside the United States? Give locations acceptable. (c) Would you accept appointment in Washington, D. C.? If so, and if you are applying for a specific examination, refer to the examination announcement to see if the Certificate of Residence (C. S. C. Form 12) is to be submitted. Proof of residence is required for many kinds of positions.			
21. Are you NOW employed by the Federal Government? (a) If so, (Department or agency) (Bureau) (Location) (b) If you now are or have ever been so employed, give dates: from (Month) 19 (Year) to (Month) 19 (Year)				28. What is the lowest entrance salary you will accept? \$ per You will not be considered for positions paying less.			
				29. If you are willing to travel specify: -- Occasionally. -- Frequently. -- Constantly.			
				30. How much notice will you require to report for work?			

Print or type your name here as in Item 4

31. (a) Have you ever **filed** applications for any Federal civil service examinations? (If so, list them below) Yes No

Titles of examinations	Examined in what cities	Month and year	Ratings

(b) Have you **passed** any State or other civil service examination (other than the above) within the last 5 years? (If so, give details under Item 45) Yes No

32. 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

Name and location of school	Dates attended		Years completed		Degrees conferred		Semester hours credit
	From—	To—	Day	Night	Title	Date	
(b) College or university.....							
(c) Other.....							

(d) List your four chief undergraduate subjects	Semester hrs	List your four chief graduate subjects	Semester hrs

33. Indicate your knowledge of foreign languages.	READ			SPEAK			UNDERSTAND			34. Are you now a licensed member of any trade or profession (such as electrician, radio operator, pilot, lawyer, CPA, etc.)? Yes No
	Exc	Good	Fair	Exc	Good	Fair	Exc	Good	Fair	

35. REFERENCES: List five persons, who are not related to you by blood or marriage, who live in the United States, and who are or have been mainly responsible for close direction of your work, or who are in a position to judge your work critically in those occupations in which you regard yourself as best qualified.

Full name	Address (Give complete address, including street and number)	Business or occupation

36. May inquiry be made of your present employer regarding your character, qualifications, etc.? Yes No

37. EXPERIENCE In the space furnished below give a record of every employment, both public and private, which you have had since you first began to work. **Start with your present position and work back to the first position you held**, accounting for all periods of unemployment. Describe your field of work and position and, except for employments held less than three months, give your duties and responsibilities in such detail as to make your qualifications clear. Give name you used on pay roll if different from that given on this application.

PRESENT POSITION	Place (City) _____ (State) _____	Exact title of your position _____	Salary: Starting, \$ _____
	From _____, 19 _____ (Month) (Year) to _____, 19 _____ (Month) (Year)		Per _____ Final, \$ _____
Name of employer:	Duties and responsibilities _____		
Address _____			
Kind of business or organization:			
Number and class of employees you supervised _____			
Name and title of your immediate supervisor _____	Machines and equipment you used _____		

Place _____ From _____, 19____ To _____, 19____ (City) (State) (Month) (Year) (Month) (Year)	Exact title of your position _____ Salary: Starting, \$ _____ Per _____ Final, \$ _____
Name of employer: _____ Address _____ Kind of business or organization: _____ Number and class of employees you supervised _____ Name and title of your immediate supervisor _____ Reason for leaving _____	Duties and responsibilities _____ Machines and equipment you used _____
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Name of employer: _____ Address _____ Kind of business or organization: _____ Number and class of employees you supervised _____ Name and title of your immediate supervisor _____ Reason for leaving _____	Duties and responsibilities _____ Machines and equipment you used _____

If more space is required, use a Continuation Sheet (Standard Form No. 58) or a sheet of paper, size 8 x 10½ inches. Write on each sheet your name, full address, date of birth, and examination title (if any). Enclose, unattached, with application. O-28094-1

October 1, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

The attached letter from the President's Committee on Fair Employment Practice raises anew the question of eliminating from the War Department Application and Personal History State (C.P.D. Form No. 3) any inquiry pertaining to race.

This office has previously pointed out that a personal history statement can be prepared after employment thus avoiding the necessity for disclosure on racial identity in the course of application for employment.

In the light of paragraph 8-c of the joint letter of the Secretaries of War and of the Navy and the Chairman of the Maritime Commission, dated July 2, 1942, and addressed to the Chairman of the President's Committee, stating that they were prepared to advise contractors that any reference to race should be deleted from employment forms, it seems appropriate that the War Department should eliminate any such inquiry from its forms.

May this matter be reconsidered with a view to elimination of designation of race or color from CPD-3?

Civilian Aide to the Secretary
of War

*Emaley
CGFE
10/1/42*

October 1, 1942.

MEMORANDUM

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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 24, 1942

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

Dear Judge Hastie:

Reference is made to your letter of February 14, in which you set forth the position of the Director of Personnel of the War Department with respect to the recommendation of the President's Committee on Fair Employment Practice that War Department Application for Employment Forms be modified to eliminate from them any requirement for disclosure of the race of the person applying for civilian employment with the War Department. Reference is made, also, to a letter dated July 2, addressed to Dr. MacLean, Chairman of the Committee, and signed jointly by the Secretary of War, the Secretary of Navy, and the Chairman of the Maritime Commission. For your ready reference, a copy of this letter is transmitted herewith.

I wish to call your attention to paragraph 8 of this letter of July 2, which states that the Secretary of War is prepared to require that war contractors eliminate from their Application for Employment Forms any reference to race. Since the Civil Service Commission has now prepared a uniform Application for Employment Form for all Government agencies, it appears appropriate that the War Department now modify its practice and use the Civil Service form rather than the combined Application for Employment and Personal History Statement now used by the War Department.

I may say that the Committee on Fair Employment Practice sees no objection to the maintenance of records (after employment) indicating the racial identity of employees. For your information on this point, I transmit



Honorable William H. Hastie
September 24, 1942
Page 2

a copy of a letter sent to Mr. Kushnick in connection with the Committee's request for information as to the number of and classifications of Negroes employed by the War Department.

It is requested that the recommendation of the President's Committee on Fair Employment Practice to the War Department to eliminate any reference to race on Application for Employment Forms be reconsidered and favorably acted upon in the light of the position taken in paragraph 8 of the joint letter of the Secretary of War, the Secretary of Navy, and the Chairman of the Maritime Commission.

Sincerely,


Lawrence W. Cramer
Executive Secretary

Enclosures: (2)

- (1) Copy of letter signed jointly by the Secretaries of War and Navy and the Chairman of the Maritime Commission.
- (2) Copy of letter to Mr. Kushnick.

August 18, 1942

Lieutenant Colonel Otto M. Jank
Iowa Ordnance Plant
Day and Zimmerman Company
Burlington, Iowa

Dear Colonel Jank:

Under date of May 25, the President's Committee on Fair Employment Practice wrote to Mr. A. F. Johnstone, Jr., Resident Manager, Day and Zimmerman Company, Burlington, Iowa, requesting that his company take certain steps with respect to the employment of its personnel at the Iowa Ordnance Plant to implement the contract obligation entered into between the company and the Government to refrain from discriminating against persons because of their race, creed, color or national origin. A copy of this letter is transmitted herewith.

The Committee on Fair Employment Practice has not had a reply from the company, but has instead had several inquiries ~~via~~ the office of Dr. Robert C. Weaver of the War Manpower Commission from Congressman Thomas E. Martin's office indicating that he has had complaints of discrimination from Negroes who allege that they have been denied employment with this company solely because of their racial origin.

Since the Iowa Ordnance Plant is a Government-owned facility, and in accordance with the procedure established with the War Department for dealing with complaints of discrimination against the operators of Government facilities of this sort, it is requested that you take up with the operators the failure of the company to comply with the Committee's letter of May 25. It is the view of the Committee that requests made by it represent appropriate steps which should be taken by contractors to implement their contract obligation with the Government not to discriminate against persons solely because of their race, creed, color or national origin.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Enclosure
Cramer/cs
cc: Dr. Weaver and Judge Nattie

carded

1707 S Street, N.W.
Washington, D. C.
July 30, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
1306 G Street, Northwest
Washington, D. C.

Dear Larry:

Among the great number of applications which you have for appointment to your staff are the applications of John A. Davis, David Grant, and William R. Valentine, Jr.

I think I have already spoken to you about Davis who was one of Lindsey Roger's graduate students at Columbia. However, all three men are as good as their records indicate for any assignments in which you need men of their particular qualifications.

Sincerely yours,

10/12/42
10/12/42
10/12/42

1707 S Street, N.W.
Washington, D. C.
July 30, 1942

Mr. Lawrence W. Cramer
Executive Secretary
President's Committee on
Fair Employment Practice
1306 G Street, Northwest
Washington, D. C.

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I think I have already spoken to you about Davis who was one of Lindsey Roger's graduate students at Columbia. However, all three men are as good as their records indicate for any assignments in which you need men of their particular qualifications.

Sincerely yours,

4538 Enright Avenue
St. Louis, Missouri
July 27, 1942.

Copy

Dr. Malcolm S. McLean, Chairman
Fair Employment Practice Committee
Washington, D. C.

Dear sir,

I herewith make application for employment on the legal staff of the Fair Employment Practice Committee.

From press reports I learn that a program expanding the committee's employed personnel is imminent and that regional offices and staffs are to be established.

If considered for appointment I desire to be stationed at St. Louis, Missouri, where I have wide connections which might be of value in my work with the committee. St. Louis also is my home. I have been in public life here for twelve years, am well known and I believe I enjoy the confidence of a large number of people.

History

Born -- January 1, 1903

Education -- Graduate St. Louis public schools; 60 hours credit University of Michigan, 1920 - 1923; Graduate Howard University Law School June, 1930 -- LL.B.

Profession -- Lawyer. Admitted to Missouri Bar August 1930. Admitted Federal Bar for this district February 1938.

Previous Employment -- Practised privately from date of admission until May 1933 when I was appointed Assistant City Counselor by Mr. Charles M. Hay. Resigned the above to accept appointment as Assistant Circuit Attorney on January 1, 1941. Appointed by Mr. Thomas C. Hennings Jr., (Mr. Hennings is now Lt. Commander, U.S.N.R.) Served in this office until June 1, 1942.

Salary expected -- \$5000 - \$6000

References -- Hon. William H. Hastie, War Department, Hon. Ralph J. Bunche, Office of Facts and Figures, Senators Clark (Missouri) and Truman, Representative John B. Sullivan, Hon. Bernard F. Dickmann, formerly Mayor of St. Louis, Dr. Robert C. Weaver,

P. K. S. McLean

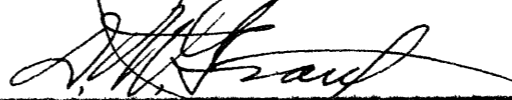
12-

WFB, Lt. Lawrence Oxley, Judges W. H. Koerner,
H. P. Russell, W. S. Conners, J. J. McLaughlin,
(Circuit Judges of the City of St. Louis), Hon.
George Moore, Federal Judge for this district,
Hon. Robert Hannegan, local collector of Internal
Revenue, Dr. W. J. Thompkins, Recorder of Deeds
for the District of Columbia.

On June 5 and 6, 1942, I was of counsel in an NLRB
representation hearing held here before Mr. Jack G. Evans,
Trial Examiner for the Labor Board. My client was
District 50, UMWA, Local 12284 of Alton, Illinois, cases
#R-3925, R-3926.

If the committee desires any further information concerning
me, or other references, I will be pleased to supply the same
upon request.

Respectfully submitted,



David M. Grant, Atty-at-Law
4338 Enright Avenue
St. Louis, Missouri

Telephone-Newstead 1847

DMG/TG

STATE WAR COUNCIL



STATE OF NEW YORK

~~STATE COUNCIL OF DEFENSE~~

COMMITTEE ON DISCRIMINATION IN EMPLOYMENT

STATE OFFICE BUILDING

80 CENTRE STREET, NEW YORK CITY

FRIEDA S. MILLER, CHAIRMAN
GEORGE BACKER, VICE CHAIRMAN
CHRISTINE ALLEN
LAWRENCE D. BELL
DOROTHY BELLANCA
EDWARD L. BERNAYS
JOHN BRENNAN
JANE PERRY CLARK
REV. WILBUR T. CLEMENS
FRANCIS J. D'AMANDA
MARGUERITE GANE
DR. SIDNEY E. GOLDSTEIN
LESTER GRANGER

LELAND HAMILTON
W. L. HINDS
REV. MURRAY SHIPLEY HOWLAND
RT. REV. ROBERT F. KEEGAN
FRANCES KELLER
RICHARD LAWRENCE
RICHARD H. PASS
A. PHILIP RANDOLPH
EMIL RIEVE
ALFRED H. SCHOELLKOPF
CHANNING H. TOBIAS
GEORGE S. VAN SCHAICK
WILFRED H. WINANS

~~ROBERT WASHINGTON~~
EXECUTIVE SECRETARY

~~FAY BROWN~~
ASSISTANT SECRETARY

July 24, 1942

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

Dear Bill:

This letter will introduce to you Mr. Herbert Harris who is an attorney of considerable standing here in New York. Mr. Harris is a graduate of Lincoln University and of St. John's University Law School.

He is very much interested in getting in contact with your friend Mr. Cramer because he would like to be considered for an appointment in the proposed Regional Office of the Fair Employment Practice Committee.

If you come to New York any time soon, I wish you would get in touch with me at the office, Cortlandt 7-9800, Ext. 209 or at my home, Wadsworth 7-7867. I would like to at least show off John Jr.

Thank you for whatever you can do.

Yours truly,

A handwritten signature in cursive script that reads "John".

John A. Davis
Assistant Executive Director

JAD:jl

Revised
CC FEPC
EPT

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 24, 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:

Thank you very much for your letter of
July 15 with its enclosure.

I am happy to see that the War Department
is taking vigorous steps to cooperate with the War
Manpower Commission. I am glad to have the list of
names of liaison officers who will deal with the
War Manpower Commission in its various field offices.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary



COPIED
10/27

July 24, 1942

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

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War Manpower Commission in its various field offices.

Sincerely yours,

Cramer/ai

Lawrence W. Cramer
Executive Secretary

July 21, 1942

MEMORANDUM

TO: The Under Secretary of War

The attached letter from the President's Committee on Fair Employment Practice suggests that the Committee would like to make preliminary contacts with Army commanders in the field in cases where discrimination is charged in direct employment by Army installations, in an attempt to determine whether there is a prima facie case and whether the case can be adjusted at a local level before submitting complaints to the War Department.

I believe this procedure will eliminate the paper work of many formal investigations. I, therefore, recommend that the Committee on Fair Employment Practice be advised that the suggested procedure is satisfactory to the War Department.

Civilian Aide to the Secretary
of War

COPIED

July 21, 1942

MEMORANDUM:

TO: The Under Secretary of War

The attached letter from the President's Committee on Fair Employment Practice suggests that the Committee would like to make preliminary contacts with Army commanders in the field in cases where discrimination is charged in direct employment by Army installations, in an attempt to determine whether there is a prima facie case and whether the case can be adjusted at a local level before submitting complaints to the War Department.

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Civilian Aide to the Secretary
of War

July 16, 1942

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

Dear Judge Hastie:

In connection with the reorganization of the Committee on Fair Employment Practice, it is contemplated to set up thirteen regional offices which will, among other things, have the duty to investigate complaints reaching the Committee in which the allegation is made that an agency of the Government has discriminated against a person in its employment practices because of his race, creed, color or national origin.

In line with the procedures suggested in Judge Patterson's letter of July 2 relating to the manner in which complaints of discrimination in Government-owned, privately-operated plants shall be handled, it is believed that there should be a modification of our established practice in dealing with complaints of discrimination against the War Department itself in its direct employment of persons.

The Committee now plans to refer complaints of discrimination in this category to its field offices for preliminary investigation to determine whether or not there is a prima facie case before referring the matter to the Government agency concerned for its investigation. This would be a change from our existing procedure but would, I believe, lead to a more effective handling of complaints with less burden on the War Department or other agency of the Government against which the complaints run.

Since this suggestion is wholly in line with the proposals made by Judge Patterson in his letter of July 2, and since the procedures outlined by him in that letter would be wholly adaptable to the treatment of complaints against the War Department itself, I suggest that you give this matter consideration and advise me whether or not this procedure should be established.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/mi

July 17, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply

The attached letter from the President's Committee on Fair Employment Practice arises out of the case of Mr. Ernest E. Mair which has heretofore been considered by the Corps of Engineers. The Committee does not request any further action in Mr. Mair's case but it does request that action be taken to assure the selection of civilian employees for service at the Caribbean Bases without racial discrimination.

This office has from time to time inquired into the matter and, after conference with the Division Engineer, I have suggested to several Negro engineers that they apply for such assignments. I am advised that a number of such applications have been made.

American Negroes of West Indian ancestry in particular have been willing and anxious to accept appointments or transfers to duty at the Caribbean Bases.

So far as I am advised, there have not been any appointments of Negro clerical or technical eligibles to duty at any of the bases. If this is correct, it would appear that a definite policy against assigning Negroes to operations in these bases is in operation. The relatively easy personal adjustments which such employees can make in these communities where the colored population predominates seem to make such assignments desirable.

May action be taken in line with the request of the Committee on Fair Employment Practice "that the War Department take the necessary steps to prevent any such discrimination in the future", and that the War Department advise the Committee "of such action as it takes in the matter".

Civilian Aide to the Secretary
of War

Handwritten:
COFEP
2/1/42

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

SOCIAL SECURITY BUILDING

WASHINGTON, D.C.

July 11, 1942

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

Dear Judge Hastie:

Acknowledgment is made of your letter of June 1 in which you furnish this Committee with the results of further investigation of the complaint of Mr. Ernest E. Mair, 63 East 100th Street, New York City, that he was discriminated against on account of his race by the War Department in his efforts to secure employment at an Insular Base.

An analysis of the results of your investigation indicates to the Committee that, although the evidence is not altogether conclusive, there are substantial grounds for the belief that Mr. Mair was discriminated against on account of his race. This view is based on the following:

1. According to your investigation the report of the Office of the Chief of Engineers denies Mr. Mair was discriminated against. According to this report applicants for positions in Puerto Rico were interviewed by a representative of the War Department on December 27 and 28, 1940, and "on December 30, 1940, 14 were recommended for employment". These were all interviewed on the 27th. Mr. Mair was one of those interviewed on the 28th and the report says that on that date "there were no further vacancies". Since the vacancies were not filled until the 30th it is difficult to see how this could be true. If it were true there could have been no point in interviewing men on the 28th of December.
2. Your report shows further that draftsmen Ceccarelli Sackron, and Frankel were appointed to work in Puerto Rico on January 20, 1941, three weeks after Mr. Mair was interviewed. One of these, Ceccarelli, and also one Mr. Gassett (also a draftsman) Mr. Mair claims were interviewed and were accepted on the same day that he was interviewed.

3. Your report further shows that fifty-six appointments were made in December 1941 of persons in various categories, including draftsmen, for work in Jamaica. Mr. Mair was not one of those employed although he had been advised by the Office of Chief of Engineers September 9, 1941, that the Division Engineer, Caribbean Division, would give his application consideration in the event a request was received from Jamaica.

Although the Civil Service eligibilities of Mr. Mair were cancelled for cause on February 27, 1942, and he is no longer eligible for a position with the Government, the Committee feels that the evidence of discrimination in his case is substantial. It is requested, therefore, that the War Department take the necessary steps to prevent any such discrimination in the future among its employees as contrary to Executive Order 8802 and the specific directions of the President to the War Department. The Committee further requests that the War Department advise it of such action as it takes in the matter.

By direction of the Committee.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

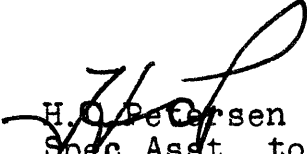
WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

July 17 1942

To: Judge Hastie

Requesting action as indicated below:

<u>Action</u>	<u>Explanation</u>
<u>Approval</u>	<u>Filing</u>
<u>Attaching File</u>	<u>Follow-up</u>
<u>Comment</u>	X <u>your Information</u>
<u>Compliance</u>	<u>Recommendation</u>
<u>Concurrence</u>	<u>Reply, direct</u>
<u>Consideration</u>	<u>Reply, prepared for</u>
<u>Correction</u>	<u>sig. of</u>
<u>Discussion w/me</u>	<u>Report</u>
<u>Distribution</u>	<u>Signature</u>


H. O. Petersen
Spec. Asst. to
Under Secy. of War.

(Name or Initials)

c o p y

PRESIDENT'S COMMITTEE ON FAIR
EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING
WASHINGTON, DC

July 15, 1942

Honorable Robert P. Patterson
Under Secretary of War
War Department
Washington, D. C.

Dear Mr. Patterson:

Dr. MacLean has requested me to acknowledge receipt of and thank you for your letter addressed to him under date of July 2 in which you outline a suggested procedure for dealing with complaints of discrimination in employment based on race, creed, color or national origin in plants owned by the Government, under the jurisdiction of the War Department, and operated by private contractors.

The procedure outlined in your letter is entirely in accord with the Committee's wishes and in accordance with its understanding of the discussions held on the subject matter of your letter. The Committee notes with satisfaction your statement that "the War Department has a responsibility to see that each plant is operated in accordance with all laws and Executive Orders." It will, therefore, before taking formal or public action in any case involving a complaint of discrimination against a Government-owned privately operated plant under the jurisdiction of the War Department, lay the matter before the War Department to secure its cooperation in bringing about compliance with Executive Order 8802, in line with assumption of responsibility by the War Department.

I attach herewith a list of the names of the members of the Committee and of its staff who may from time to time undertake primary investigations to determine whether or not there is a prima facie case of discrimination involved in any complaint which may reach the Committee. All of this personnel is at the present time operating from Washington, as a headquarters.

The staff of the Committee is in the process of reorganization and it is contemplated that the Committee will establish thirteen regional offices. As soon as these offices have been established and the personnel selected, I shall advise your office of the names of the Committee's representatives who will be authorized to undertake the investigations in question.

Sincerely your,

/s/ Lawrence W. Cramer
Executive Secretary

Attachment

c o p y

✓
COPIED
1942

PRESIDENT'S COMMITTEE ON
FAIR EMPLOYMENT PRACTICE

COMMITTEE MEMBERS

DR. Malcolm S. MacLean, Chairman - Hampton Institute,
Hampton, Virginia

Mr. Earl B. Dickerson - 3501 South Parkway, Chicago, Ill.

Mr. Mark F. Ethridge - Louisville Courier Journal,
Louisville, Kentucky

Mr. John Brophy - CIO, 1106 Connecticut Avenue, N.W.
Washington, D. C.

Mr. Frank Fenton - AFL, 901 Mass. Avenue, N.W., Wash, D.C.

Mr. Milton Webster - Brotherhood of Sleeping Car Porters,
4231 South Michigan Avenue, Chicago, Ill.

Colonel David Sarnott - Radio Corporation of America,
Rockefeller Center, New York City

FIELD REPRESENTATIVES

Mr. Maceo W. Hubbard

Mr. Ernest G. Trimble

Mr. Eugene L. C. Davidson

Dr. Ruth Landes

Mr. G. James Fleming

Mr. Daniel R. Donovan

Mr. Elmer Henderson

Mr. John Beecher

July 15, 1942

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

Dear Mr. Cramer:

You will probably be interested in the enclosed release both with respect to the functions therein outlined and to the names and addresses of field liaison officers.

Sincerely yours,

Civilian Aide to the Secretary
of War

CO
10/11

July 15, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply

Enclosed herewith is a copy of a letter forwarded to this office by the President's Committee on Fair Employment Practice concerning the failure of Fred Howland, Incorporated, a defense contractor, to employ qualified colored carpenters at Camp Blanding.

It will be appreciated if the representative of the War Department having supervisory jurisdiction over this local operation may be advised of the situation and instructed to take such steps as may be appropriate, with a view to affording these men the same opportunity for employment as is afforded qualified white carpenters.

Civilian Aide to the Secretary
of War

@ofef

July 15, 1942

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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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

July 13, 1942

MEMORANDUM

To: Judge William H. Hastie

From: Mr. George M. Johnson *GMJ*

The President's Committee on Fair Employment Practice refers for your attention correspondence between the War Production Board and the Fred Howland Company, relative to the employment of Negroes at Camp Blanding, Florida. You will note, in the correspondence, that Negroes are not being employed, according to the Fred Howland Company, because it has been impossible to arrange to feed Negro mechanics.

attachments



C
O
P
Y

June 10, 1942

Mr. Fred Howland
Superintendent Contractor
Camp Blanding, Project
Camp Blanding, Florida

Dear Mr. Howland:

We have received a complaint from the division of the War Production Board which handles Minority Problems regarding the employment of Negro carpenters at Camp Blanding project.

Throughout the United States, we have been endeavoring to have qualified colored mechanics employed on construction jobs and have been successful in setting aside a separate building for colored mechanics. As you know, President Roosevelt has requested that there be no discrimination against Negroes in defense work.

It will be appreciated if you will make every effort to cooperate with us in this matter, and please advise us in order that we may reply to the above-mentioned party.

Sincerely,

Joseph D. Keenan
Chief, AFL Consultant Service

JHR:dca
File retained in Mr. Keenan's office

C
O
P
Y

FRED HOWLAND, Inc.

General Contractor

Miami, Fla.

Camp Blanding, Fla.
June 15, 1942.

War Production Board,
Labor Division,
Washington, D. C.

Re: W-436-eng-8000
Camp Blanding, Fla.

Gentlemen:

Attention Mr. Joseph D. Keenan
Chief, AFL Consultant Service

We have your letter of June 10th, 1942, stating that you have received a complaint from the division of the War Production Board which handles Minority Problems regarding the employment of Negro carpenters at Camp Blanding project.

We have been endeavoring to cooperate with you in this matter, but up to this time, with the limited facilities available at Camp Blanding, it has been impossible to feed a colored crew. We are making every effort to correct this situation and expect in a very short time to be able to use twenty or thirty qualified colored carpenters who live outside of Camp and who are able to provide their own transportation.

As far as we are concerned, there has been discrimination against colored mechanics. The sole reason we have not used them is that we have no facilities to feed them.

Yours very truly,

FRED HOWLAND, INC.

By
/s/ Phil J. Laurence
Project Manager.

PJL-ACM

July 14, 1942

MEMORANDUM

TO: The Director of Civilian Personnel Division
Services of Supply

In a memorandum dated April 20, a copy of which is attached hereto, this office directed attention to the problem created wherever a closed shop agreement is made with a single local union which excludes Negroes from membership, although a separate Negro local exists in the craft and community concerned. Attention is directed to the recommendations embodied in that memorandum. I have not been advised of any action taken in this matter.

The War Manpower Commission has now brought to my attention two other cases in this same category.

"The Negro carpenters in Dallas, Texas are represented by Local #774, William S. Dunmore, 2236 Jordan Street, Business Agent. The Gainesville job is cleared through white carpenters No 2230, George Shields, Business Agent. The Greenville job is cleared through Dave Cooper, Business Agent, white carpenters No. 198, 1727 Young Street, Dallas, Texas. The complaint from Mr. Dunmore has been referred to George Tobias, USES. The case has also been referred to the office of Joseph D. Keenan, Labor Production Division, War Production Board; also to the office of Lieutenant Colonel C.D. Barker, Labor Relations Branch, Corps of Engineers.

"The Negro carpenters in the Eldorado, Arkansas area have been represented by Local #270, M.R. Perry, Business Agent, Pine Bluff, Arkansas. The white local charged with opposing Negroes in Eldorado is Carpenters Local 1683, Walter Whatley, Financial Secretary."

Handwritten:
COPIED
ALB

The Director of Civilian Personnel Division
Services of Supply

July 14, 1942

Page - 2 -

In a joint letter of July 2, 1942, to the Committee on Fair Employment Practice, the Secretaries of War and Navy and the Chairman of the Maritime Commission stated that defense contractors were being advised in part as follows:

"That recruitment should not be confined to any source that results in discrimination against workers solely because of race, creed, color or national origin, provided of course, that the National Labor Relations Act and the laws regarding aliens must be complied with."

This policy seems broad enough to cover the situation in question.

I believe this matter is serious enough and of sufficiently frequent occurrence to call for corrective action by the War Department.

Civilian Aide to the Secretary
of War

July 7, 1942

MEMORANDUM

TO: The Under Secretary of War

The attached reply to your request of June 5, for data concerning the Brecon Loading Company has been routed through this office. I believe this information is desired by the Manpower Branch of the Office of Services of Supply.

Civilian Aide to the Secretary
of War

COFER
M.P.F.

July 7, 1942

MEMORANDUM

TO: The Under Secretary of War

The attached reply to your request of June 5 for data concerning the Brecon Loading Company has been routed through this office. I believe this information is desired by the Manpower Branch of the Office of Services of Supply.

Civilian Aide to the Secretary
of War

July 2, 1942

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

Dear Judge Hastie:

In accordance with the request of Under
Secretary of War Patterson in his letter of June 5,
I transmit herewith data furnished by the Brecon
Loading Company of Talladega, Alabama, with respect
to the number and classification of workers employed
by that company at its Talladega, Alabama, plant.

Sincerely yours,

Cramer/nd

Lawrence W. Cramer
Executive Secretary

Enclosure

COPY

THE BRECON LOADING COMPANY
Wilmington, Delaware

Address Reply to
P. O. Box 416
Talladega, Alabama

CONFIDENTIAL MEMORANDUM FOR COMMITTEE ON
FAIR EMPLOYMENT PRACTICE
June 17, 1942

In response to the Committee's letters of June 4, 1942, and subsequent dates the following information is submitted by the Brecon Loading Company for the confidential use of the Committee as authorized by the War Department:

Total number of employees as of June 13, 1942		2277
White	2044	
Negro	<u>233</u>	2277
Total number of applicants for work from June 1, 1941, to June 13, 1942		11,929
White	10,823	
Negro	<u>1,106</u>	11,929
Number of such applicants employed		3399
White	3039	
Negro	<u>360</u>	3399

Classifications:

Total number of employees June 13, 1942		2277
(a) Bag manufacturing and powder lines		
White	1484	
Negro (munition handlers only)	18	
(b) Maintenance (transportation, utility, and miscellaneous)		
White	67	
Negro	203	
(c) Service (guards, fireman, first aid, and laundry)		
White	220	
Negro	12	
(d) Administrative (management, supervisory, clerical, and other)		

White

273

2277

The rate of pay for white and Negro employees engaged in the same type of work is the same.

Several months ago the total number of employees was substantially higher than at present.

SPGC-1
291.2

1942

Honorable Malcolm S. MacLean, Chairman
President's Committee on Fair Employment Practices
Social Security Building
Washington, D. C.

Dear Mr. MacLean:

I am attaching hereto for your information and assistance a list of government-owned, privately-operated plants under the supervision of the War Department. As I shall indicate more fully below, these plants are unique and deserve special treatment and consideration.

The plants, taken in the aggregate, constitute the backbone of the Nation's armament program. Under the terms of the Congressional mandate by which their construction and operation was authorized, the War Department was given the option of operating the plants itself or of operating them through the agency of selected, qualified commercial contractors. The War Department chose the latter course and in doing so created industrial units of a novel and peculiar character. Among their most significant features are the following:

(1) Each plant, and the property on which it is situated, is wholly owned by the Government, and, with very few exceptions, has been designated as a military reservation.

(2) Each plant is, or when completed will be, wholly devoted to war production - the manufacture and loading of explosives and ammunition, the assembly of bombers, and the fabrication of guns and other munitions. Most, if not all, will cease to operate when the war is concluded.

(3) In all of the plants the work performed is of a secret or confidential nature, and in most of them it is highly hazardous.

(4) Most of the workers recruited for work in many of these plants will of necessity be completely without experience in performing work of the hazardous character required.

(5) All are operated by private contractors under "management service" contracts, which can legally be terminated at any time if the Government should decide either to operate the plant itself or to entrust its operation to another contractor.

JUDGE WILLIAM HASTIE

COPIES
HASTIE

(6) The entire cost of operating each plant is borne by the Government. Under the contract with practically every operator, the latter is entitled to reimbursement for all expenses of operation, but only where prior approval of such expenses has been obtained from the War Department. In addition, the operator receives a fixed fee for his services which fee is unaffected by wages or other costs.

(7) The Government has complete power to require the dismissal of any person employed in any of these plants if the continued employment of such individual is, for any reason, deemed to be not in the public interest. This power is specifically reserved by contract and can be exercised to remove persons who are subversive or unqualified.

(8) Each plant is operated subject to the supervision of a Commanding Officer.

The foregoing factors combine to form a unique relationship between the operating contractor and the War Department, and, as you will immediately appreciate, the handling of many problems, including that of discrimination, must necessarily be slightly different than in the case of wholly private plants. The primary responsibility for dealing with problems relating to the employment of labor is with the contractor, since he is hired for the express purpose of utilizing his skill and experience in running the plant and taking care of all questions of personnel. Because of the relationship which obtains, however, the War Department has a responsibility to see that each plant is operated in accordance with all laws and executive orders, and in such a manner as to provide for the safety and protection of the plant and its personnel, and to insure maximum production at a reasonable cost.

In the light of these facts, I suggest that, whenever your committee or one of its field representatives has reasonable grounds for believing that the management of any one of these plants is guilty of some form of discrimination by reason of the race, color, creed or national origin of any employee, the following procedure be followed:

(1) The case will first be taken up at the local level by the representative of your committee with the contractor-operator, notice of the nature of the complaint being given simultaneously to the Commanding Officer at the plant.

(2) Where your committee believes that a complaint of discrimination is sound and that no satisfactory measures have been taken to meet the complaint, and that any reasonable hope of settling the matter at the local level has been exhausted,

then your committee will immediately advise Judge William
Castie, Special Consultant to the Secretary of War.

(2) Under no circumstances will your committee take
formal or public action in any case until the War Department
has had the opportunity to use its good offices to bring about
compliance with the President's Executive Order on this subject.

In my opinion, such a procedure, more than any other, possesses
the means of bringing about a greater measure of practical compliance
with the spirit of the foregoing Executive Order. I should hasten
to add, of course, that this Department intends, even apart from any
charges or complaints which your committee may discover, to see that
these quasi-government establishments are operated in such a way as
to preclude discrimination.]

The list of facilities which is attached may be revised from
time to time as new plants are constructed or as new Commanding
officers are appointed to any of the presently operating plants. In
the event that the foregoing procedure is acceptable to your committee,
I suggest that a copy of this list of plants, as well as a copy of
this letter, be furnished to all of your field personnel. In turn,
I would suggest that you furnish me with a list of your personnel,
together with the region in which each is stationed.

Would you kindly advise me at the earliest possible moment
whether the procedure outlined is acceptable to the committee?

Sincerely yours,

ROBERT F. PATTERSON
Under Secretary of War

Inclosure
List of Government-owned,
privately-operated Ordnance
plants

Ordnance Department Plants:

<u>Plant & Location</u>	<u>Operator</u>	<u>Commanding Officer</u>
Alabama Ordnance Works Childersburg, Alabama	Du Pont	Col. Charles H. Traeger
Allegheny Ordnance Plant Cumberland, Maryland	Kelly Springfield Engineering Corp.	Capt. E. E. Gialdini
Arkansas Ordnance Plant Jacksonville, Arkansas	Ford, Bacon & Davis, Inc.	Lt. Col. W. J. Joiner
Badger Ordnance Works Merrimac, Wisconsin	Hercules Powder Co.	Lt. Col. Geo. F. Griffith
Baytown Ordnance Works Baytown, Texas	Humble Oil & Re- fining Co.	Col. J. C. Beonton
Bluebonnet Ordnance Plant McGregor, Texas	National Gypsum Co.	Maj. Paul Van Tassel
Buckeye Ordnance Works South Point, Ohio	Atmospheric Nitrogen Corp.	Maj. Joseph Horridge
Cactus Ordnance Works Eiter, Texas	Chemical Construction Co.	Maj. John W. Quillian
Cherokee Ordnance Works Kingsport, Tenn.	Heyden Chemical Corp.	Col. William E. Ryan
Chicago Core Plant Cicero, Ill.	Edison General Electric Appliance Co., Inc.	
Chickasaw Ordnance Works Millington, Tenn.	Du Pont	Maj. Claron W. Meldrum
Cosa River Ordnance Plant Talladega, Ala.	Brecon Loading Co.	Capt. Gilbert Griswold
Cornhusker Ordnance Plant Grand Island, Nebraska	Quaker Oats Ordnance Co.	Lt. Col. Lewis M. Van Gleason
Denver Ordnance Plant Denver, Colorado	Remington Arms Co.	

<u>Plant & Location</u>	<u>Operator</u>	<u>Commanding Officer</u>
Des Moines Ordnance Plant Des Moines, Iowa	U. S. Rubber Co.	
Dickson Gun Plant Houston, Texas	Hughes Tool Co.	Lt. V. L. Packard
Dixie Ordnance Works Sterlington, La.	Commercial Solvents Co.	Lt. Col. R. N. Coombs
Eau Claire Ordnance Plant Eau Claire, Wisconsin	G. S. Rubber Co.	
Elwood Ordnance Plant Joliet, Ill.	Landerson & Porter	Lt. Col. Don F. Hoffman
Evansville Ordnance Plant Evansville, Ind.	Chrysler Corp. & Sun- beam Electric Mfg. Co.	
Gadsden Ordnance Plant Gadsden, Ala.	Landsdowne Steel & Iron Co.	Maj. James A. Griffiths
Gopher Ordnance Works St. Paul, Minn.	DuPont	
Green River Ordnance Plant Amboy, Ill.	Stewart-Warner Corp.	Maj. Chas. G. Tolson
Gulf Ordnance Plant Aberdeen, Miss.	Proctor & Gamble Def- ense Corp.	Maj. Harold F. Odgen
Holston Ordnance Works Kingsport, Tenn.	Tennessee Eastman Corp.	Lt. Col. William E. Ryan
Hoosier Ordnance Plant Charlestown, Ind.	Goodyear Engineering Corp.	Lt. Col. Kelly H. Lewis
Illinois Ordnance Plant Carbondale, Ill.	Sherwin-Williams Def- ense Corp.	Maj. Norman E. Gillespie
Indiana Ordnance Works Charlestown, Ind.	DuPont	Lt. Col. Kelly H. Lewis
Iowa Ordnance Plant Burlington, Iowa	Day & Zimmerman, Inc.	Lt. Col. Otto W. Jank
Jayhawk Ordnance Works Baxter Springs, Kansas	Military Chemical Works	Maj. George H. Ross
Kankakee Ordnance Works Joliet, Ill.	DuPont	Lt. Col. Hebert L. Kal- bach

<u>Plant & Location</u>	<u>Operator</u>	<u>Commanding Officer</u>
Kansas Ordnance Plant Parsons, Kansas	J-M Service Corp.	Lt. Col. Ira A. Crump
Kenosha Ordnance Plant Kenosha, Wisconsin	Simmons Mfg. Co.	
Kentucky Ordnance Works Paducah, Kentucky	Atlas Powder Co.	Lt. Col. C. H. Dutton
Keystone Ordnance Works Geneva, Pa.	Frazer-Bruce Engineer- ing Co.	Lt. Col. W. M. Serres
Kingsbury Ordnance Plant La Porte, Ind.	Todd & Brown, Inc.	Lt. Col. Edward J. Thomas
Kings Mill Ordnance Plant Kings Mills, Ohio	Remington Arms Co.	
Lake City Ordnance Plant Independence, Mo.	Remington Arms Co.	
Lake Ontario Ordnance Works Youngstown, N. Y.	Chemical Construction Co.	Maj. Justin D. Hillyer
Lone Star Ordnance Plant Texarkana, Texas	Lone Star Defense Corp. (B. F. Goodrich Co.)	Lt. Col. Wm. J. D'Espinoza
Longhorn Ordnance Works Karnack, Texas	Monsanto Chemical Co.	Lt. Col. Stanley C. Shubert
Louisiana Ordnance Plant Shreveport, Louisiana	Sliss Mason Co.	Lt. Col. J. J. Breen
Lowell Ordnance Plant Lowell, Mass.	Remington Arms Co.	
Maumelle Ordnance Works Marcho, Arkansas	Cities Service Defense Corp.	Maj. C. W. Walker
Milwaukee Ordnance Plant Milwaukee, Wisconsin	U. S. Rubber Co.	
Mississippi Ordnance Plant Flora, Mississippi	General Tire Engineer- ing Co.	Lt. Col. Fred H. Gallup
Missouri Ordnance Works Louisiana, Mo.	Hercules Powder Co.	Lt. Col. Byron Rife

<u>Plant & Location</u>	<u>Operator</u>	<u>Commanding Officer</u>
Morgantown Ordnance Works Morgantown, West. Va.	DuPont	Maj. Donald L. Cibray
Nebraska Ordnance Plant Wahoo, Nebraska	Nebraska Defense Corp.	Lt. Col. Floyd L. Strawn
New River Ordnance Plant Pulaski, Va.	Hercules Powder Co.	Col. Lucian D. Booth
New York Ordnance Works Baldwinsville, New York	National Aniline De- fense Corp.	Maj. John A. Rouleau
Oak Ordnance Plant Illioopolis, Ill.	Midland Ordnance Founda- tion	Lt. Col. Francis R. Scherer
Ohio Gun Plant Lima, Ohio	Ohio Steel Foundry Co.	
Ohio River Ordnance Works Henderson, Kentucky	Atmospheric Nitrogen Corp.	Maj. R. E. Smith
Oklahoma Ordnance Works Fryer, Okla.	DuPont	Lt. Col. Samuel R. Kimble
Ozark Ordnance Works El Dorado, Arkansas	Lion Chemical Corp.	Lt. Col. J. J. Green
Pantex Ordnance Plant Amarillo, Texas	Certain-Teed Products Co.	Maj. H. F. Burgard
Pennsylvania Ordnance Works Allenwood, Pa.	U. S. Rubber Co.	Col. Theodore C. Garber
Pilgrim Ordnance Works West Hanover, Mass.	National Fireworks, Inc.	Col. James S. Crawford
Platte Ordnance Works Columbus, Nebraska	DuPont	
Plum Brook Ordnance Works Sandusky, Ohio	Trojan Powder Co.	Maj. J. F. Rodenhauser
Radford Ordnance Works Radford, Va.	Hercules Powder Co.	Col. Lucian D. Booth
Ravenna Ordnance Plant Ravenna, Ohio	Atlas Powder Co.	Col. Lucian D. Moody

<u>Plant & Location</u>	<u>Operator</u>	<u>Commanding Officer</u>
St. Louis Ordnance Plant St. Louis, Mo.	U. S. Cartridge Co. Squay-Morris Mfg. Co. (core plant)	
Sangamon Ordnance Plant Illipolis, Ill.	Remington Rand Inc.	Lt. Col. Francis R. Sherer
Scioto Ordnance Plant Parion, Ohio	J. S. Hubber Co.	Lt. Col. John Huling, Jr.
Sunflower Ordnance Works Andosa, Kansas	Hercules Powder Co.	
Twin Cities Ordnance Plant St. Paul, Minn.	Federal Cartridge Co.	
Utah Ordnance Plant Salt Lake City, Utah	Remington Arms Co.	
Victory Ordnance Plant Decatur, Ill.	Caterpillar Military En- gine Co.	
Vigo Ordnance Plant Terre Haute, Ind.	Concan Ordnance Co.	Maj. T. J. Sheehan
Virginis Ordnance Works Glen Milton, Pa.	Hercules Powder Co.	
Volunteer Ordnance Works Chattanooga, Tenn.	Hercules Powder Co.	Maj. John S. Walker
Wabash River Ordnance Works Newport, Ind.	DuPont	Maj. Robert W. Bacher
Weldon Springs Ordnance Works Weldon Springs, Mo.	Atlas Powder Co.	Maj. R. G. Nichols
West Virginia Ordnance Works Point Pleasant, West Va.	General Chemical Defense	Col. A. W. Ford
Wolf Creek Ordnance Plant	Oroctor & Gamble Defense Co.	Maj. Klein T. Kennedy

Air Corps Plants:

Consolidated Aircraft Corp.
North American Aviation, Inc.
Glenn L. Martin-Nebraska Co.
Douglas Aircraft Co., Inc.

Fort Worth, Texas
Kansas City, Kansas
Omaha, Nebraska
Tulsa, Oklahoma

Chemical Warfare Service Plants:

E. I. DuPont de Nemours Co.

Niagra Falls, N. Y.

July 2, 1942.

My dear Mr. McLean:

1. This joint letter of the War Department, Navy Department and Maritime Commission, which has been submitted to the War Manpower Commission, is in reply to your identical letter to us of 26 May, 1942, regarding compliance with Executive Order No. 8802, Fair Employment Practices.

2. The responsibilities of the Army, Navy, and Maritime Commission for enforcing the non-discrimination principles of Executive Order No. 8802 may properly be considered under three general categories:

- a. Government establishments, i. e., Navy Yards, Army Arsenals, etc.
- b. Government owned, privately operated plants.
- c. Privately owned, privately operated plants having Government contracts.

3. In considering this subject it is desirable to discuss the matter in order that there may be a clear understanding and acceptance of our procedures by all interested parties.

4. Government Establishments. In regard to those Government establishments which are under our jurisdiction, we have directed compliance with Executive Order No. 8802.

5. Government Owned, Privately Operated Plants. In regard to the Government owned, privately operated plants, operating for our account, we will, through our Inspectors-in-Charge, or Commanding Officers, instruct the

contractor-operators that their policies and procedure must conform to the principles of Executive Order No. 8802. In this category, although the Government agency concerned has a vital interest in the matter, it should not itself take over any of the details of personnel matters, but should hold the contractor-operator to his contractual obligations including maintenance of satisfactory labor-management relationships. The Government agencies will concern themselves with insuring that the policies followed in such plants shall be consistent with maximum production, good management, safety and security of the plant, and with the principles of fair employment practices set forth in Executive Order No. 8802.

6. Privately Owned, Privately Operated Plants. The situation regarding plants in this category is somewhat different. The Government agencies do not have direction over the personnel or other management procedures of such contractors, even though they may be working on Government contracts. However, such Government contracts now contain a non-discrimination clause calling for compliance with Executive Order No. 8802. We are, therefore, prepared to inform our contractors through the customary channels that the Government agency concerned regards it as necessary that the contractor carry out his contractual obligations regarding non-discrimination and that the points enumerated in paragraph 8 hereof are deemed essential elements of the contractual obligation. You will appreciate the point we are making in foregoing, namely, that such instructions shall not be interpreted as an intrusion upon the contractor's responsibilities in handling personnel, but rather as a definition of an obligation that already

exists by virtue of the non-discrimination clause in the contract. For the same reasons we cannot intrude upon labor unions, employment agencies and vocational training schools outside of our jurisdiction.

7. Recognizing that the methods of providing equal employment opportunities for all qualified persons regardless of race, creed, color or national origin will vary in different parts of the country and in different types of plants, the following principles will be used as a general guide in handling minority group questions:

- a. Efforts will be continued particularly in cooperation with the War Manpower Commission to provide equal opportunities for employment, in-service training and advancement to all qualified citizens, regardless of race, creed, color or national origin, to expedite maximum production.
- b. Such equal opportunities for minority groups may be provided either parallel to or integrated with the opportunities afforded majority groups, and thus may be arranged and provided for to conform to existing state laws and community customs.
- c. In the practical application of this policy every effort will be made to open available employment opportunities to minority groups in such numbers and in such classes of positions as will expedite maximum production and as governed by the available supply of qualified workers.

- d. In the event of any misunderstanding we will be glad to clarify our positions as set forth in this document with any specific agency or business concerned.

8. The letters which we are prepared to issue in conformity with the foregoing will include the following:

- a. That Executive Order No. 8802 should be complied with, and specifically.
- b. That recruitment, in-service training and up-grading of employees should conform thereto.
- c. That any reference to race or religion should be deleted from employment forms if such exist.
- d. That recruitment should not be confined to any source that results in discrimination against workers solely because of race, creed, color or national origin, provided of course, that the National Labor Relations Act and the laws regarding aliens must be complied with.
- e. That the contractor should not in any other way discriminate against loyal qualified applicants or employees solely because of race, creed, color or national origin.

9. Success in carrying out these policies must depend largely upon the cooperation of all parties concerned, including the War Manpower Commission, the Federal contracting agencies, your own Committee and minority groups, unions, State and local officials and the citizenry of particular localities. The molding of public opinion in any given working force and community is of great importance and should be the concern of all.

10. Notwithstanding the difficulty of this problem, we recognize the importance of securing compliance, not only with the word, but with the spirit of Executive Order No. 8802, and we will continue to cooperate with your Committee in all practicable ways in reaching a satisfactory solution.

Very sincerely yours,

HENRY L. STIMSON
The Secretary of War

FRANK KNOX
Secretary of the Navy

E. S. LAND, CHAIRMAN
United States Maritime
Commission

Hon. Malcolm S. McLean,
Chairman, President's Committee on Fair Employment Practices,
Social Security Building,
Washington, D. C.

Copy to:

Hon. Paul V. McNutt,
Chairman, War Manpower Commission,
Social Security Building,
Washington, D. C.

SPGC-L
191.4

July 1, 1942

Honorable Malcolm S. MacLean, Chairman
President's Committee on Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. MacLean:

I am attaching hereto for your information and assistance a list of government-owned, privately-operated plants under the supervision of the War Department. As I shall indicate more fully below, these plants are unique and deserve special treatment and consideration.

The plants, taken in the aggregate, constitute the backbone of the Nation's armament program. Under the terms of the Congressional Mandate by which their construction and operation was authorized, the War Department was given the option of operating the plants itself or of operating them through the agency of selected, qualified commercial contractors. The War Department chose the latter course and in doing so created industrial units of a novel and peculiar character. Among their most significant features are the following:

(1) Each plant, and the property on which it is situated, is wholly owned by the Government, and, with very few exceptions, has been designated as a military reservation.

(2) Each plant is, or when completed will be, wholly devoted to war production - the manufacture and loading of explosives and ammunition, the assembly of bombers, and the fabrication of guns and other munitions. Most, if not all, will cease to operate when the war is concluded.

(3) In all of the plants the work performed is of a secret or confidential nature, and in most of them it is highly hazardous.

(4) Most of the workers recruited for work in many of these plants will of necessity be completely without experience in performing work of the hazardous character required.

(5) All are operated by private contractors under "management service" contracts, which can legally be terminated at any time if the government should decide either to operate the plant itself or to entrust its operation to another contractor.

(6) The entire cost of operating each plant is borne by the Government. Under the contract with practically every operator, the latter is entitled to reimbursement for all expenses of operation, but only where prior approval of such expenses has been obtained from the War Department. In addition, the operator receives a fixed fee for his services which fee is unaffected by wages or other costs.

(7) The Government has complete power to require the dismissal of any person employed in any of these plants if the continued employment of such individual is, for any reason, deemed to be not in the public interest. This power is specifically reserved by contract and can be exercised to remove persons who are subversive or unqualified.

(8) Each plant is operated subject to the supervision of a Commanding Officer.

The foregoing factors combine to form a unique relationship between the operating contractor and the War Department, and, as you will immediately appreciate, the handling of many problems, including that of discrimination, must necessarily be slightly different than in the case of wholly private plants. The primary responsibility for dealing with problems relating to the employment of labor is with the contractor, since he is hired for the express purpose of utilizing his skill and experience in running the plant and taking care of all questions of personnel. Because of the relationship which obtains, however, the War Department has a responsibility to see that each plant is operated in accordance with all laws and Executive Orders, and in such a manner as to provide for the safety and protection of the plant and its personnel, and to insure maximum production at a reasonable cost.

In the light of these facts, I suggest that, whenever your committee or one of its field representatives has reasonable grounds for believing that the management of any one of these plants is guilty of some form of discrimination by reason of the race, color, creed or national origin of any employee, the following procedure be followed:

(1) The case will first be taken up at the local level by the representative of your committee with the contractor-operator, notice of the nature of the complaint being given simultaneously to the Commanding Officer at the plant.

(2) Where your committee believes that a complaint of discrimination is sound and that no satisfactory measures have been taken to meet the complaint, and that any reasonable hope of settling the matter at the local level has been exhausted,

then your committee will immediately advise Judge Milton
Harris, Special Consultant to the Secretary of War.

(3) Under no circumstances will your committee take
formal or public action in any case until the War Department
has had the opportunity to use its good offices to bring about
compliance with the President's Executive Order on this subject.

In my opinion, such a procedure, more than any other, possesses
the means of bringing about a greater measure of practical compliance
with the spirit of the foregoing Executive Order. I should hasten
to add, of course, that this Department intends, even apart from any
charges or complaints which your committee may discover, to see that
these quasi-government establishments are operated in such a way as
to preclude discrimination.

The list of facilities also is attached and may be revised from
time to time as new plants are constructed or as new Commanding
Officers are appointed to any of the presently operating plants. In
the event that the foregoing procedure is acceptable to your committee,
I suggest that a copy of this list of plants, as well as a copy of
this letter, be furnished to all of your field personnel. In turn,
I could suggest that you furnish me with a list of your personnel,
together with the region in which each is stationed.

Would you kindly advise me at the earliest possible moment
whether the procedure outlined is acceptable to the committee?

Sincerely yours,

ROBERT L. HATFIELD
Under Secretary of War

June 27, 1942

Mr. George M. Johnson
Assistant Executive Secretary
President's Committee on
Fair Employment Practice
1106 G Street, Northwest
Washington, D. C.

Dear Mr. Johnson:

Attached hereto are two letters addressed to Judge Hastie concerning alleged discrimination against an applicant for employment at the Naval Air Station, Corpus Christi, Texas. Mr. Wooten has been informed of the referral.

Yours very truly,

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

CONFIDENTIAL

June 27, 1942

Mr. Homer C. Wooten
1305 N. Staple Street
Corpus Christi, Texas

Dear Mr. Wooten:

Your letter of June 21 addressed to Judge Hastie, as well as your letter of June 22, has been directed to my attention.

Because our activity is confined to the War Department, I am taking the liberty of referring your matter to the President's Committee on Fair Employment Practice.

Yours very truly,

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

June 27, 1942

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Corpus Christi, Texas

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CONTINUED