

Wages — Pullman Porters

W. Phillips

December 10, 1926.

Memorandum:

To: The Director of Conciliation
From: Karl F. Phillips, Commissioner of Conciliation
Subject: The Pullman porter situation.

The Pullman porter situation, involving the work, wages and welfare of approximately 12,000 Negro Pullman porters, in their relations with the Pullman Company, represents one of the most unique and complex labor puzzles in the annals of group Negro service and work relationships.

Some years ago, the Pullman Company approved, fostered, and promoted, in cooperation with its Negro Pullman porters, an organization designated the "Pullman Porters' Beneficial Association," officered by Negro Pullman employees and representing group formation for the consideration and settlement of disputes and differences arising between the Company and the men. The P. P. B. A., then had and now has all the principles and system of the so-called typical "company organization," whereunder the workers are given an open voice in their relations with employer.

The P. P. B. A., seemingly progressed satisfactorily, with an increasing membership, etc., until, in 1925, Mr. A. Philip Randolph, Associate Editor of the "Messenger," a New York monthly magazine, began the organization of the "Brotherhood of Sleeping Car Porters." A series of meetings were held by the organizer, East and West, out of which there matured an organization which Mr. Randolph states now has enrolled about 60 per cent, or 7,200, of the 12,000 Negro Pullman porters. This organization is at present before the Railway Mediation Board with a petition for a higher wage scale, shorter hours, etc., and a member of that Board is now in Chicago investigating the membership, etc., of the Brotherhood.

In response to the Brotherhood's demands, the Pullman Company claims that the Brotherhood, not representing the majority of the Pullman porters, is not, therefore, a representative and bona fide labor organization, within the intent and scope of the Watson-Parker Act.

In the meanwhile, the Pullman Porters' Beneficial Association recently met in convention, elected officers, etc., and presented to the general public and its employer the claim that it could account for a paid-up membership, etc., of approximately 20 per cent of the 12,000 Negro Pullman porters.

In all its ramifications, the Pullman porter situation is highly complicated. It is one as to which sincere arbitration between the Pullman Company, the Pullman Porters' Beneficial Association, and the Brotherhood, is seemingly the only means which might actually and permanently preserve and protect the interests of both employers and employees.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

P
P

Tel. Watkins 450

"SERVES YOU RIGHT"

**PUBLIC SERVICE
CLIPPING BUREAU
INC.**

230 WEST 19th ST., NEW YORK

PRESS CLIPPINGS

THIS CLIPPING FROM THE

6 1927

"Tipping" System Is Losing Favor on All Sides, Says Report

(By Bascom N. Timmons, Washington Correspondent of The Daily Northwestern)

Washington, D. C.—The "tipping" system, which has grown to tremendous proportions since the world war, is losing favor, not only with the public but also with the recipient and stands a good chance of being abolished within the next few years, according to a statement issued by the United States department of labor.

The labor unions strenuously object to the tipping system, it is stated, for the reason that it gives the employer a feeling that he is relieved from the obligation to pay full wages. The result of this situation, the unions declare, is a wage wholly inadequate for the maintenance of a family, and to make up the deficit the employe must depend upon the generosity of the patron, an uncertain factor at best.

The unions oppose gratuities, also, on the grounds that receiving tips tends to detract from the independence of the workers and to create a servile spirit among them. As soon, therefore, as the union feels that it is strong enough to do so it is likely to press for the establishment of a fair basic wage and the abolition of the tipping system.

"It is safe to say," the labor department states, "that the abolition of tipping would be welcomed by the public. Many patrons now tip because they feel that the tip insures better service, or because without the service will be mediocre.

COGNIZANT OF SITUATION.

"Many do so because they are cognizant of the fact that the tipped occupations are usually underpaid jobs and that the tip is the necessary supplement to the wage; or do so, unwillingly, because they think that the tip is expected and they feel they must do the 'usual' thing.

This undesirable condition could be eliminated by paying adequate

BERLIN BRIDE

Tipping System Losing Favor on All Sides, Says Report

By Benson N. Trumbull, Washington, D. C. —

The tipping system, which has grown to tremendous proportions since the world war, is losing favor not only with the public but also with the recipients and stands a good chance of being abolished within the next few years, according to a statement issued by the United States department of labor.

The labor unions strenuously object to the tipping system, it is stated, for the reason that it gives the employer a feeling that he is relieved from the obligation to pay full wages. The result of this situation, the unions declare, is a wage wholly inadequate for the maintenance of a family, and to make up the deficit the employee must depend upon the generosity of the patron, an uncertain factor at best.

The unions oppose gratuities, also, on the grounds that receiving tips tends to detract from the independence of the workers and to create a servile spirit among them. As soon, therefore, as the union feels that it is strong enough to do so it is likely to press for the establishment of a fair basic wage and the abolition of the tipping system.

"It is safe to say," the labor department states, "that the abolition of tipping would be welcomed by the public. Many patrons now tip because they feel that the tip insures better service, or because without the service will be mediocre.

COGNIZANT OF SITUATION.

"Many do so because they are cognizant of the fact that the 'tipped' occupations are usually underpaid jobs and that the tip is the necessary supplement to the wage; or do so, unwillingly because they feel that the tip is expected and they feel they must do the usual thing.

This undesirable condition could be eliminated by paying adequate salaries, the unions declare.

Recently the "Brotherhood Sleeping Car Porters," a comparatively new organization, filed a complaint with the interstate commerce commission asking that the commission require the Pullman company to cease "informing and instructing applicants for positions as porters that they may expect increment to their wages from passengers, and from inducing or permitting porters in its service to receive gratuities from passengers, and from continuing to fix its wage rates for porters at an amount insufficient to enable them to remain in service."

The porters who are members of this "brotherhood" are demanding substantial salaries and the abolishment of tips.

NOTORIOUSLY UNDERPAID.

It is declared by the unions that waiters and waitresses are notoriously underpaid, it being expected that the public will offer assistance in the way of substantial tips and thus eliminate the necessity of the employer paying a living wage. This condition, it is stated, practically compels the waiters and waitresses to depend on charity.

The attitude of the public possibly has had much to do with bringing about the demand for permanent and substantial salaries for these wage earners, for the public, it would seem, is withholding the generous tips that were at one time freely given.

If the unions win their fight, Pullman porters, waiters and waitresses, taxi drivers, etc., will be paid a substantial wage by their employers and the public will no longer be expected to donate certain sums to the salary fund of corporations and concerns employing these people.

BERLIN BRIDE

PROBABLY WILL LIVE

United States Daily Oct 14 1927

Organized Labor Would Check Tipping System in All Trades

*Sleeping Car Porters, Waiters, Barbers, Chauffeurs and
Other Trade Workers Are Opposed to
Practice.*

The tipping system is opposed by organized labor in practically all occupations in which the system is prevalent, according to the Bureau of Labor Statistics, based upon a study of the question just made public by the Department of Labor.

"Tipping," says the statement, "is in essence merely a method by which the public supplements the inadequate wages paid by employers.

It implies servility on the part of the recipient, and is thus opposed to the principles of trade unionism. The unions affected are in favor of the complete abolition of tipping and a corresponding increase in straight wages."

A statement summarizing the results of the study follows in full text:

The question of the desirability of abolishing the tipping system is receiving the attention of the trades subject to this method of remuneration. Conspicuous among these are the so-called "personal service" occupations—those of the Pullman porters, waiters and waitresses, chauffeurs and hack drivers, barbers, employes of beauty parlors, etc.

In all of these the union has given serious consideration to the question, and in most instances the conclusion has been unfavorable to the continuance of the system. Especially is this likely to be true as the union gains in power and inclusiveness in its field.

A basic wage sufficient to maintain the worker and his family in moderate comfort is the main objective of all trade-unions, and the union is aware that in any occupation in which tipping is prevalent or customary the fact that the worker is the recipient of gratuities is one of the main obstacles to the securing of the basic wage.

The employer feels that the acceptance of tips by his employes relieves him of the obligation to pay full wages, and tips, thereafter, have to take the place of wages. The result is a wage wholly inadequate for the maintenance of a family, and to make up the deficit the employe must depend upon the generosity of the patron, an uncertain factor at best.

The unions oppose gratuities also on the grounds that receiving tips tends

to detract from the independence of the workers and to create a servile spirit among them. As soon, therefore, as the union feels that it is strong enough to do so it is likely to press for the establishment of a fair basic wage and the abolition of the tipping system.

It is safe to say that the abolition of tipping would be welcomed by the public. Many patrons now tip because they feel that the tip insures better service, or because without it the service will be mediocre.

Many do so because they are cognizant of the fact that the "tipped" occupations are usually underpaid jobs and that the tip is the necessary supplement to the wage; or do so, unwillingly, because they think that the tip is expected and they feel they must do the "usual" thing!

Tips Augment Wages Inadequate for Family

The tip is often an embarrassment to the giver in that he may be uncertain as to the amount he should give, and to the recipient in that there is implied, in the taking, a certain inferiority of status.

The attitude of the tipping public is well expressed in an editorial from Collier's Weekly, reproduced in the September, 1927, issue of the Messenger, as follows:

"One of our best and most permanent evils is tipping. Reformers are always conducting a campaign against it. These campaigns get nowhere because they attack the practice from the wrong end.

"The average man tips waiters, barbers, porters, and others because he likes to pay his way and knows that in certain kinds of service custom orders a tip and employers reduce wages by the amount of the tips. * * *

"Tipping itself is an offense to the code of American business ethics. It belongs in countries where begging is a recognized life calling, where petty bribery of the government employes is a recognized channel of revenue, where class distinctions are sharp and oppressive, and where cultivated servility is an art.

"But the custom is rooted in the

United States and it will grow and thrive until the great army of the tipped rises in rebellion and creates and demands a right to straight pay."

Since the subject is now before the public it is of interest to see what action the unions concerned have taken or are considering on the subject.

Waiters and Chauffeurs Demand Pay for Work

The official policy of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers of America is that of opposition to the tipping system, on the ground that acceptance of tips places the recipient in the position of a menial. The union takes the position that "the best cure for it is to raise wages."

In the August, 1927, issue of the union's official magazine Daniel J. Tobin, president of the union, makes the following statement.

"One of the substantial things accomplished by our organization since its formation is that of discouraging the custom of tipping. The only branch of our craft in which tipping prevailed was amongst the carriage and hack drivers, of old, and this has been somewhat inherited by the taxicab drivers.

"This custom, however, is gradually being eliminated amongst union men, due to the fact that our union has raised the standard of wages and brought up this class of workers to real high-grade, independent individuals."

Waiters and waitresses notoriously suffer from low wages, it being expected that these will be supplemented by gratuities from the customers. The bad effect upon both workers and union is seriously recognized by the president of the Hotel and Restaurant Employes' International Alliance and Bartenders' International League of America.

In his monthly letter to the membership, dated April 25, 1927, Mr. Flore discusses the various factors upon which the union must lay stress. Conditions of employment are among the most important, including the eight-hour day, and a living basic wage.

He emphasizes the fact that "the time must come when the workers in the

File with Porters file

catering industry must reach the higher standards in life—the elimination of gratuities and the establishment of a basic wage.”

The July 30, 1927, issue of Labor, the organ of the railroad brotherhoods, reports the attitude of the New York City local of waiters and waitresses as revealed in the testimony of its secretary-treasurer who is also vice president of the national union. He is reported as saying:

“The union has made several attempts to get a living wage for its members, but has failed. They are compelled to depend on the charity of the public.

“We are opposed to tipping, but there is nothing else to be done until a living wage is guaranteed employes of restaurants and hotels.”

Sleeping Car Porters File Formal Complaint

The Brotherhood of Sleeping Car Porters is a comparatively new organization, having been formed during the summer of 1925. Although it claims as members nearly 7,000 of the 12,000 colored maids and porters employed by the Pullman Company, it has had an uphill struggle for recognition as the representative of the employes.

Late in 1926 the brotherhood, acting under the terms of the Railroad Labor Act of 1926, requested a conference

with the company for the purpose of discussing certain desired improvements in conditions. The request being denied, the brotherhood took its case before the United States Mediation Board. The main question in the dispute—that of the brotherhood to represent the employes—is now before the board for determination.

One of the main demands of the brotherhood is that the tipping practice be abolished. The union points out that the minimum wage rate of porters is \$72.50 per month. Overtime is received after 11,000 miles have been traveled, such pay raising the average monthly compensation received from the company to \$78.11.

This was disclosed by returns on a questionnaire from 673 regular and 104 extra porters. The tips averaged \$58.15 per month. The union is making a stand for a minimum rate of \$150 a month and the abolition of the tipping system.

The brotherhood has even filed a complaint with the Interstate Commerce Commission asking that the commission

require the Pullman Co. to cease “informing and instructing applicants for positions as porters that they may expect increment to their wages from passengers, and from inducing or permitting porters in its service to receive gratuities from passengers, and from continuing to fix its wage rates for porters at an amount insufficient to enable them to remain in the service * * *.”

Barbers Ask for Wages Instead of Gratuities

In the words of one of the brotherhood's organizers:

“In their struggle to organize, the porters and maids have set their faces resolutely against the ‘tipping system’ as a method of rewarding them for the many excellent services they render the traveling public. This phase of the campaign * * * marks the porter's struggle as the most significant effort of the negro since his emancipation.

“He has come to understand that a firm and balanced manhood is incompatible with a dependence on public gratuities; that tips carry with them a haunting and horrible sense of insecurity, to say nothing of the lack of dignity. Tips for the negro as a reward for his labor bring back to the dim corners of his memory years of sorrow and bitterness spent in slavery; and they also tend to keep alive the fog of prejudice and ill feeling.”

The desirability of tipping is being thrashed out in the Journeymen Barbers' International Union. The question was precipitated by the action of the employers' organization, the Associated Master Barbers, in its convention held in November, 1926. The matter will doubtless come up for attention at the 1927 convention of the union.



BROTHERHOOD OF Sleeping Car Porters

Headquarters:

2311 SEVENTH AVENUE
NEW YORK, N. Y.

Official Publication: THE MESSENGER



Secretary-Treasurer
ROY LANCASTER

Special Organizer
FRANK R. CROSSWAITH

Field Representative
S. E. GRAIN

General Organizer
A. PHILIP RANDOLPH
Assistant General Organizer
W. H. DES VERNEY
Assistant General Organizer
A. L. TOTTEN

Dear Friend:

Dec. 24, 1927.

What of the destiny of the Negro worker? What of his wage and work? What of his mind and spirit? Whither is he trending? What of his relations to the world of industry and to organized labor?

Do we know? Should we care? Can we afford to be indifferent, unconcerned and apathetic to the problems of the Negro worker? How is the Negro world of culture, education, profession and business related to the world of Negro labor?

Why not get together and seek coolly and dispassionately, the light of fact and truth upon this question, big with promise or menace to Aframericans and white Americans?

To this end, permit us to invite you to attend the Negro Labor Conference which will be held Monday, January 9, from 2 to 6 P.M. in the auditorium of the Y. M. C. A., Twelfth Street Branch.

Notable addresses will be given. The agenda will be comprehensive. Prominent representatives of white labor and liberals will participate in the Conference. This will probably be the most epochal economic conference yet held by Negroes in the country, and we want the benefit of your judgment.

The Conference will begin Sunday afternoon Jan. 8th, 1928 at 2:30 to 6 P.M. with a big Mass Meeting at the John Wesley Church, 14th & Corcoran Streets, N. W., where we invite you also to send a representation.

Sincerely,

Archibald Grimke

Whitefield Mckinlay

Neval H Thomas

F. Morris Murray

Robert J. Nelson

Mary Church Terrell

Thos. Walker

Dr. M. O. Dumas

A. Philip Randolph
Director of Conference.

W. H. Des Verney
Ass't. Gen'l. Organizer.

*650 L. St. N. E.
Washington*

OUR GOAL:

More wages; better hours; better working conditions; pay for overtime; pay for "union" time; abolition of "doubling out," conductor's pay for conductor's charge and manhood rights.

No. 20007

BG:BGH

INTERSTATE COMMERCE COMMISSION

WASHINGTON,

December 27, 1927

NO. 20007

THE BROTHERHOOD OF SLEEPING CAR PORTERS

V.

THE PULLMAN COMPANY

Oral Argument in the above entitled case, now assigned for January 11, 1928, at Washington, D.C., before the Commission, is hereby cancelled, and this case is re-assigned for Oral Argument January 21, 1928, ten o'clock a.m., (standard time), at the office of the Interstate Commerce Commission, Washington, D.C., before the Commission, on the motion of defendant to dismiss the complaint, on the ground that the Commission is without jurisdiction.

By the Commission:

GEORGE B. MCGINTY

SECRETARY.

921164

VIS

Interstate Commerce Commission

OFFICE OF THE SECRETARY

GEORGE B. MCGINTY
SECRETARY

Washington

Jan. 12, 1928.

Mr. Karl F. Phillips,
Commissioner of Conciliation,
Department of Labor,
Washington, D. C.

Dear Sir:

In response to the request contained
in your letter of January 11, there is enclosed
herewith copy of notice assigning Docket No.
20007 for oral argument before the commission
on January 21, 1928.

Respectfully,

Enc.

Secretary.



BROTHERHOOD OF
Sleeping Car Porters

Headquarters:

239 WEST 136th STREET
NEW YORK, N. Y.

President and General Organizer
A. PHILIP RANDOLPH

General Secretary-Treasurer
ROY LANCASTER

Assistant General Organizer
A. L. TOTTE
Field Representative
S. E. GRAIN
Regional Supervisor
BENNIE SMITH



January 16th, 1929.

Mr Hugh Kervin,
U.S. Department of Labor Statistics,
Washington, D.C.

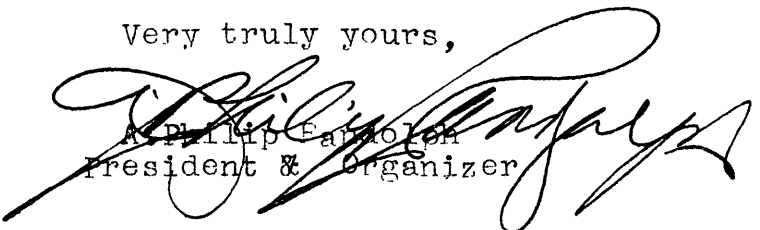
Dear Sir:

The Pullman porters receive their wages in two forms: one, a definite monthly payment by the Company; two, tips from the public. This method is quite unsatisfactory inasmuch as it is uncertain and the income quite inadequate.

There is also the matter of hours of work which is determined on a mileage basis of 11,000 miles. There are endless ramifications to the working conditions of the porter. Sometime recently Mr. Ethelbert Stewart of the Bureau of Labor Statistics wrote an article on tipping in which he exposed the system with respect to the porters. The public is immensely concerned about this ~~old~~ Pullman porter situation inasmuch as it pays \$7,000,000 a year in tips to the porter. Therefore, I am requesting information with respect to the procedure necessary for securing your Department making a study of the Wages, Hours and Working conditions of the Pullman porter and the ~~Porter~~ *Porter* ~~man~~ Industry such as you have done in the Garment Industry, the Shoe Industry, the Coal Industry and a number of others.

Wont you let me have at your earliest convenience the above mentioned information so that we may proceed with securing your department making a study of the Pullman situation?

Very truly yours,


A. Philip Randolph
President & Organizer

APR/DL

OUR GOAL:

More wages; better hours; better working conditions; pay for overtime; pay for "preparation" time; abolition of "doubling out," conductor's pay for conductor's work when in charge and manhood rights.

REPORT:

TO: The Secretary Through the Director of Conciliation
FROM: Georgia Douglas Johnson
SUBJECT: The Brotherhood of Sleeping Car Porters V. The Pullman Co.

Oral argument in the above mentioned case was heard before the Interstate Commerce Commission at the office of the Commission, Saturday, January 21, at 10:30 A.M.

PULLMAN COMPANY - First Attorney -

The argument was opened by Mr. Kelly for the Pullman Company. He questioned the authority of the Commission to arbitrate in this matter, pointing out that it should come before other tribunals for adjustment. He suggested further that the matter of prayer for a relief from the tipping system, urged by the porters, was a subterfuge for higher pay. He offered as a way out, that the porters themselves refuse the tips thereby doing away with all arbitration.

A Commissioner asked if it were not true that the Pullman Company recognized and counted upon the tips of porters in fixing the wage scale. Mr. Kelly thought that it might have some little bearing but very slight. He also denied that all of the porters were Negroes.

The question of the rights of state to legislate in the matter of 'tipping' was discussed. A Commissioner pointed out instances where the law to prevent tipping had been passed and enforced. Mr. Kelly was skeptical on the efficacy of these measures. In fact he observed that tipping was an old custom, long established and one not to be lightly swept aside. He observed that the Pullman Company neither compelled the traveling public to give tips nor the porters to receive them.

He was asked by a commissioner if the Company did not, indirectly at least benefit through the tipping system.

This was denied by Mr. Kelly.

PULLMAN PORTER'S ATTORNEY -

The Pullman porter's attorney stated first that the Company does receive compensation indirectly through the tipping system. Seven million dollars was the approximate figure of tipping receipts, and also counts upon these receipts in fixing the wage scale for porters. In fact the wage scale is much higher on runs where the tips are small as on the long runs West for tourists who pay but little. He added that while it was true that open solicitation of tips was not in vogue, there was a very well understood system of silent solicitation made use of - the last whisting service etc.

He instanced the fact that Negroes as a whole received less pay for services rendered and payed more for ser-

vices received than any other group, adding that the tipping system tended to promote the feeling of inferiority in the group thus penalized.

PULLMAN COMPANY - Second Attorney -

The second attorney for the Pullman Company also questioned the right of the Commission to interfere in this matter under discussion. Stating that it was a question entirely within the province of Congress to rule in this matter of tipping. Upon being asked by a Commissioner if the tip did not in some way interfere with the equal distribution of service received by the travelling public, giving unequal advantages in proportion to tips received, he said "NO". In fact he instanced that services were identical whether tips were received or expected, except in rare instances. Also affirmed that tips were only given at the end of a trip thereby making this unequal service of gratitude impossible.

RESULT

The Commission took down a hastily worded prayer offered by the attorney for the Pullman Porters, which in effect asked for their interference in relieving them from the tipping system.

U. S. DEPARTMENT OF LABOR
OFFICE OF THE SECRETARY
WASHINGTON

Jan. 18, 1929.

Referred to the Commissioner
of Labor Statistics.

Respectfully,

H. L. Kerwin.
Director of Conc'n.

P. S. Please return file
to K.F. Phillips,
Room 415.

K.F. Phillips

U. S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

U. S. CONCILIATION SERVICE

WASHINGTON

January 18, 1929.

Mr. H. L. Kerwin:

I have conferred at length with Mr. Ethelbert Stewart, Commissioner of Labor Statistics; and gave him, as a basis of my opinion concerning the Brotherhood of Sleeping Car Porters, the attached "notes" which I am asking you to read.

Mr. Stewart states that it would be an insuperable task to interview the Pullman porters and thereby "survey" the "tips" each one receives for any given period.

He states, further, that the only practicable way to make such a survey is to have each porter make periodical reports as to hours of service, wages, etc., to the Brotherhood, and thereafter have same sent (after six months carefully-compiled reports have been made) to the Bureau of Labor Statistics for tabulation and conclusions as to facts, etc.

I certainly agree with Mr. Stewart.

Since the matter is statistical, purely, I have drafted a letter, herewith, for your signature, referring your letter of Jan. 16th to Mr. Stewart, and advising Mr. Randolph that within a few days he will hear from Mr. Stewart, in reply to both letters, along the line Mr. Stewart indicated to me, as above.

Respectfully,

A handwritten signature in dark ink, appearing to be "K. M. P.", is written over a horizontal line. The signature is stylized and somewhat cursive.

DEPARTMENT OF LABOR

OFFICE OF THE SECOND ASSISTANT SECRETARY

WASHINGTON

Pullman Porters

January 18, 1929.

Notes : (As I see it)

The work of a Pullman porter is a service rather than productive labor. That is to say, it is not comparable with either skilled or unskilled labor, definitely contracted for and paid for upon a basic rate peculiar to any particular jurisdiction.

The value of the labor performed is not measured by group or productive value, but by the value of the "courteous service" rendered to each particular individual.

Work in the nature of personal service, although calling at times for special skill peculiar to the fancies of any particular employer, is usually paid for according to rates for personal service performed in the "financial sphere" in which the particular employer moves, or is guided by.

The wages of personal service workers, even though performing the same duties required elsewhere with the same degree of skill in particular families or on special jobs, vary according to such circumstances as wealth, position, the inexorable law of demand and supply, and the economic needs of the employee at the time of employment.

Query: Can a "tipping" income be accurately studied as to any service? Do not tips vary each day and each week? Does not even the total for one year "double" or "halve" itself in subsequent years or periods?

Pullman porters in the United States total approximately 12,000 men, each of whom has a conflicting tale as to the advantages or disadvantages of his employment. (I know this from personal interviews with many Pullman porters.)

A "controversy" has waged between the Brotherhood and the Pullman Company for several years past, due to many circumstances and becoming complicated because of the "company" organization of the Pullman company. The latter organization claims to have more than 7,000 satisfied members; while the Brotherhood claims that it has an enrollment of more than 51 per cent of the Pullman porters.

Hearings were held before the Railway Labor Board and the U. S. Mediation Board; and, later, an illy-advised formal action was filed with the Interstate Commerce Commission and argued before that body, which dismissed the petition for want of "jurisdiction."

Query: Is such a study as Mr. Randolph proposes practicable or possible? If practicable and possible, would it not have to be limited to States in which anti-tipping laws prevail?

Respectfully,

Harry Plummer

January 18, 1929.

Mr. A. Philip Randolph,
President, Brotherhood of Sleeping Car Porters,
239 West 136th Street,
New York, N. Y.

Dear Sir:

This will acknowledge receipt of your letter of January 16th, in which you make the request that a survey be made by this Department of the working conditions and wages in connection with the services of the Pullman porters who belong to your organization.

Upon checking up previous correspondence concerning this matter, I find that an earlier letter, addressed to the Commissioner of Labor Statistics, which had been inadvertently mislaid, has come to light today and will be replied to by the Commissioner of Labor Statistics, who is the proper official in charge of the compilation of such statistics and information as you are seeking. Accordingly, I have referred your letter of the 16th to the Commissioner of Labor Statistics, who has stated that he will write to you within the next few days.

Respectfully,

H. L. Kerwin,
Director of Conciliation.

Copy

ES-443

January 24, 1929.

Mr. A. Philip Randolph, President,
2311 Seventh Avenue,
New York, N. Y.

Dear Sir:

I received your letter of December 10th, which in some way became misplaced and was not answered. Your more recent letter, addressed to Mr. Hugh Hanna, has been referred to me for attention.

It is not clear to my mind just what sort of an investigation you propose. If you mean that the Bureau should call upon the Pullman porters and maids and get their story with their statement of the amount of tips and so on and so forth, it is an undertaking the expense of which is beyond anything that the Bureau of Labor Statistics could afford.

If you mean that the Bureau shall apply to the Pullman Company for wage rates, working rules, industrial and health conditions, hours of Pullman porters, etc., it is an entirely different matter and can be done. However, the Pullman Company would know nothing about the amount of the tips and it is questionable as to whether or not the Company at headquarters would know very much about the industrial and health conditions, as this largely depends upon the train conditions.

So far as the tips and the working conditions are concerned it seems to me that the only thing possible would be for your organization to send a blank to each of its members and have them keep a record from day to day of the amount of tips and the other information you want. When you have secured this information from all of your members or any very large percentage of your members you could turn the cards over to me and we would tabulate the results. I would be entirely willing to undertake to be of assistance to you and advise you as to the form of the cards upon which the information should be registered. It might be that one card would do for a month, each line representing a day. I know of no other way in which the Bureau of Labor Statistics could handle a question of this sort. You will readily understand that for us to undertake to follow up porters and train maids would be an impossible task.

Very truly yours,

(signed) Ethelbert Stewart,
Commissioner of Labor Statistics.

NATIONAL URBAN LEAGUE

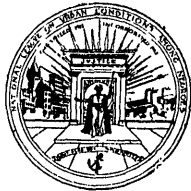
FOR SOCIAL SERVICE AMONG NEGROES

17 MADISON AVENUE, NEW YORK CITY

TELEPHONES: CALEDONIA 6534-6535

EXECUTIVE BOARD

L. HOLLINGSWORTH WOOD, CHAIRMAN
ROBERT R. MOTON, VICE-CHAIRMAN
JOHN T. EMLER, VICE-CHAIRMAN
KELLY MILLER, VICE-CHAIRMAN
GEORGE C. HALL, VICE-CHAIRMAN
WILLIAM H. BALDWIN, SECRETARY
LLOYD GARRISON, TREASURER
FELIX ADLER
ROGER N. BALDWIN
MRS. MARY MCL. BETHUNE
HENRY BRUERE
MISS NANNIE BURROUGHS
MISS EDITH CAMPBELL
THOMAS W. CHURCHILL
JOHN W. DAVIS
JAMES H. DILLARD
A. S. FRISSELL
ARTHUR C. HOLDEN
JOHN HOPE



EUGENE KINCKLE JONES
EXECUTIVE SECRETARY

EXECUTIVE BOARD

MRS. HENRY G. LEACH
ABRAHAM LEFKOWITZ
JOSIAH P. MARVELL
IRVING S. MERRELL
FRED R. MOORE
MRS. JOHN F. MOORS
MRS. B. B. MUNFORD
A. CLAYTON POWELL
MRS. ALBERT S. REED
E. P. ROBERTS
THEODORE ROOSEVELT
MRS. JULIUS ROSENWALD
ARTHUR SACHS
GEORGE W. SELIGMAN
MRS. V. G. SIMKHOVITCH
C. C. SPAULDING
MRS. LEOPOLD STOKOWSKI
MISS DOROTHY STRAUS
GRAHAM R. TAYLOR
W. R. VALENTINE
MISS ELIZABETH WALTON

January 25th, 1929

My dear Mr. Davis:

During the past two years there has been considerable discussion of the conditions under which the Pullman Car employees work and the wages they receive for the long hours they serve. An investigation should be made of the facts of the situation as there has been much discussion pro and con of the demands the Brotherhood of Sleeping Car Porters has made of the Pullman Company.

In justice to both of the parties concerned, it would seem that an authoritative statement of the actual conditions is needed. The United States Department of Labor is unquestionably the only agency through which this authoritative and unbiased study and report could be made and whose findings would be respected by all concerned, including the traveling public.

I am writing earnestly and respectfully to urge you as Secretary of the Department of Labor to authorize such a study at the earliest possible date.

Sincerely yours,

EKJ/AGL

Eugene Kinckle Jones,
Executive Secretary.

Honorable James J. Davis,
Secretary of Labor,
United States Department of Labor,
Washington, D. C.

C o p y :

Department of Labor
Office of the Secretary
Washington

January 30, 1929.

Mr. Eugene Kinckle Jones,
Executive Secretary, National Urban League,
17 Madison Avenue,
New York, N. Y.

My dear Mr. Jones:

The Secretary of Labor has referred to me your letter of January 25th, in which you make the request that the Department of Labor institute a survey of the wages and working conditions under which the Pullman porters are employed.

I find that this matter has been previously taken up with the Department by Mr. A. Philip Randolph, representing the Brotherhood of Sleeping Car Porters and by other interested parties, and that the matter has been gone into at length by Mr. Ethelbert Stewart, Commissioner of Labor Statistics, under whose Bureau such a survey as has been proposed would properly come. Mr. Stewart has shown me a copy of his last letter upon the subject, addressed to Mr. Randolph, a copy of which I am enclosing herewith for your information, and from which you will note fully the view which Mr. Stewart takes of the proposed survey.

Mr. Stewart has presented what seems to me to be a very practicable method of securing all the information which existing circumstances and conditions will permit; and I hope that it commends itself to both you and the officials of the Brotherhood.

With kindest regards, I am

Sincerely yours,

(Signed) Karl F. Phillips,
Commissioner of Conciliation.

January 30, 1929.

Mr. Frank Morrison,
Secretary, American Federation of Labor,
Washington, D. C.

Dear Mr. Morrison:

I am sending to you herewith copies of two letters which relate to the request of the Brotherhood of Sleeping Car Porters and Maids for a survey of the wages, "tips," and working conditions under which they are employed by the Pullman Company. These letters are sent to you because of your interest in the situation, and in order that you may know, at once, of the practicable plan which Commissioner Stewart has offered to the porters, by which they, themselves, may begin to make a careful tabulation of their monthly tips, and the other conditions under which they are serving.

Mr. Stewart has offered to aid them in the preparation of an appropriate record card, by which means, it seems to me, they may help themselves in the securing of the story of their employment.

With kind regards, I am

Sincerely yours,

H. L. Kerwin,
Director of Conciliation.

File "Pullman Porters"

Karl T. Phillips

Conciliation Service

Salaries and Expenses,

Commissioners of Conciliation 1929.

Priority

May 3, 1929.

William H. Des Verney,
150 West 131st Street,
New York, N. Y.

Referring to your visit this office last autumn, could you mail me today under confidential cover for official use copy of Constitution and By-Laws and full information concerning Brotherhood of Sleeping Car Porters, their charter, membership and national status.

Karl Phillips

Salaries and Expenses, Commissioners of Conciliation, 1929.

ATTEST:

Commissioner of Conciliation.

PATRONS ARE REQUESTED TO FAVOR THE COMPANY BY CRITICISM AND SUGGESTION CONCERNING ITS SERVICE

1201-S

CLASS OF SERVICE

This is a full-rate Telegram or Cablegram unless its deferred character is indicated by a suitable sign above or preceding the address.

WESTERN UNION

NEWCOMB CARLTON, PRESIDENT

J. C. WILLEVER, FIRST VICE-PRESIDENT

SIGNS

DL = Day Letter

NM = Night Message

NL = Night Letter

LCO = Deferred Cable

LT = Cable Letter

WLT = Week-End Letter

The filing time as shown in the date line on full-rate telegrams and day letters, and the time of receipt at destination as shown on all messages is STANDARD TIME. Always Open

Rec'd at Commercial Nat'l Bank Bldg.. 14th & G Sts., N. W. Washington, D. C.

929 MAY 6 PM 8 25

ND1508 4-NEWYORK NY 6 816P

KARL PHILLIPS=

LABOR DEPT WASHINGTON DC=

MESSAGE RECEIVED LETTER FOLLOWS=

W H DESVERNEY.

Pushman Parker

THE QUICKEST, SUREST AND SAFEST WAY TO SEND MONEY IS BY TELEGRAPH OR CABLE

INDUSTRIAL HELP

ALL AROUND MEN
BRAIDERS
BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
ELECTRICIANS
ELEV. MECHANICS
ELEV. OPERATORS
ELEV. STARTERS
ENGINEERS
FLOOR SCRAPERS
HANDYMEN
LAUNDRYMEN
MANGLERS
PACKERS
PAPERHANGERS
PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
WATCHMEN
WINDOW WASHERS
WRINGERMEN

GARAGE HELP

AUTOINSTRUCTORS
AUTO MECHANICS
AUTO TOP MAKERS
BODY MAKERS
CHAUFFEURS
CLEANERS
DAYMEN
FLOORMEN
FOREMEN
GARAGE HELPERS
IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
GARAGE HELP
GENERAL HELP
HOTEL HELP
INDUSTRIAL HELP
RESTAURANT HELP

RELIABLE HELP IS RESPONSIBLE HELP

Tel. BRAdhurst 1629

W. H. DesVerney, Prop.

The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue

New York City

May 6th
Dear Mr. Philips
I hope what I am sending
you will be of some service
I don't know their charters
membership and National Status
and I have my doubts if they
have any National Status
However I will send
you letter in a few days
You can reach me by phone
from 10:30 a.m. to 3:00 P.M.
Stagg 0036 and from 5 to
6 P.M. at the above as my
wife is in the office all
day send confidential letters
to 84 Broadway Brooklyn
% Williamsburg Luncheon Club
Hope you are well
Yours truly
W. H. DesVerney

FEMALE HELP

As't HOUSEKEEPERS
ASST. JANITORS
BUS GIRLS
CLEANERS
COAT ROOM GIRLS
COFFEE GIRLS
COUNTER GIRLS
COUPLES
DAYWORKERS
FACTORY GIRLS
HEAD CLEANERS
HEADLAUNDRESSES
HEADWAITRESSES
HOUSEKEEPERS
HOUSE WORKERS
JANITORS
LAUNDRESSES
LINEN ROOM GIRLS
PANTRY GIRLS
SALAD GIRLS
STOREROOM GIRLS
USEFUL GIRLS
USHERS
WAITRESSES
Etc.

KITCHEN HELP

BAKERS
BAKER'S HELPERS
BREAD BAKERS
BUTCHERS
CARVERS
CHEFS
COOKS
COFFEE MEN
COUNTER MEN
DINNERCOOKS
DISHWASHERS
ENGINEERS
FIREMEN
FRY COOKS
HANDYMEN
ICE CREAM MEN
KITCHENMEN
LUNCHMEN
LAUNDRYMEN
PASTRY BAKERS
PASTRY COOKS
PANTRYMEN
POT WASHERS
ROAST COOKS
SALADMEN
SECOND COOKS
SILVERMEN
STEWARDS
TIMEKEEPERS
VEGETABLEMEN
USEFULMEN
Etc.

DINING ROOM HELP

BELLBOYS
BUS BOYS
BUTLERS
CAPTAINS
CHECKERS
CLERKS
DOORMEN
FOOD CHECKERS
HALLBOYS
HEAD HALLMEN
HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

May 8, 1929.

Mr. William H. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

This office appreciates, indeed, your courtesy and cooperation in responding to the request for information concerning the Brotherhood of Sleeping Car Porters. Your letter and the exhibits enclosed therewith were received in this morning's mail, and, as I assured you by wire and Mrs. Des Verney over the telephone, the information which you have sent will be kept strictly in official confidence and all papers returned to you in due course. The Department was in need of certain information concerning the Brotherhood for official compilation by the Bureau of Labor Statistics in connection with trade union organizations, and it was felt that you were in a position to cooperate with us in this work.

I shall be in New York within a few weeks and shall take further occasion to thank you for your kind cooperation. In the meantime, I want you to know that you have rendered helpful service by responding so promptly and so fully to the Department's request.

With kind personal regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

New York City
May 12th 1929

My dear Mr. Philips.

I am sending the enclose for your information, these letters shows the attitude of a committee that was created by Randolph after Crosswhite was dismissed, and when he found out that the committee would render a decision against Lawrence he wanted them to whitewash the whole affair. Glad you received the material all. O. K. Please let me know when you are in the City as there is something that I would like to state verbally to you. Take good care of the matter I am sending you because I might need it some day for my own use.

Hope you are well my wife joins me in sending regards,

Address any letters as before
84 Broadway Brooklyn

Yours truly,

H. H. Astor
Parman Posters

noted
Mr. Philips
May 13, 1929
Thank you!

May 13, 1929.

Mr. William D. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

Thank you very much for your second batch of material concerning the Brotherhood. All of the same is being carefully held in this office and you may be sure that it will be returned to you intact within a short time.

I shall be in New York on May 30th and 31st, and if it would be convenient for me to see you some time on the morning of the 31st, I shall be glad to come to any address which you may name.

With kindest regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON

ES-GLT

May 13, 1929.

Memorandum for Commissioner of Conciliation Karl F. Phillips:

There is returned to you herewith the material which you forwarded to the Bureau of Labor Statistics with your memorandum of May 8th.

Your courtesy in this matter is much appreciated.



Commissioner of Labor Statistics.

May 13, 1929.

Mr. William D. Des Verney,
c/o Williamsburg Luncheon Club,
84 Broadway,
Brooklyn, N. Y.

Dear Mr. Des Verney:

Herewith please find your entire file of papers, which you so kindly forwarded to this Office in connection with official business relating to the Brotherhood of Sleeping Car Porters.

I beg to thank you for your courtesy, and shall expect to visit you in New York on May 31st or June 1st.

With sincere regards, I am

Cordially yours,

Karl F. Phillips,
Commissioner of Conciliation.

(Gullman Porters

INDUSTRIAL HELP

ALL AROUND MEN
BRAIDERS
BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
ELECTRICIANS
ELEV. MECHANICS
ELEV. OPERATORS
ELEV. STARTERS
ENGINEERS
FLOOR SCRAPERS
HANDYMEN
LAUNDRYMEN
MANGLERS
PACKERS
PAPERHANGERS
PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
WATCHMEN
WINDOW WASHERS
WRINGERMEN

GARAGE HELP

AUTOINSTRUCTORS
AUTO MECHANICS
AUTO TOP MAKERS
BODY MAKERS
CHAUFFEURS
CLEANERS
DAYMEN
FLOORMEN
FOREMEN
GARAGE HELPERS
IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
GARAGE HELP
GENERAL HELP
HOTEL HELP
INDUSTRIAL HELP
RESTAURANT HELP

RELIABLE HELP IS RESPONSIBLE HELP

Tel. BRAdhurst 1629

W. H. DesVerney, Prop.

The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue

New York City *May 14th 1929**My dear Mr. Philips:*

Glad you received material all O.K. I am in hopes of having May 30th off, as I have charge of this Luncheon Club in the Manufacturers Trust building in Brooklyn, as my wife looks at this business for me. I leave the New York side every morning at 9.30 in order to be there at 10.30 and my lunch is over at 3 P.M. I shall advise you later just where and what hour I will be able to see you.

Mr. Frank Crosswirth is very anxious to meet you during your visit he is alright and we are as one on the whole question of the Brotherhood. We have quite a bit of material that we would like for you

FEMALE HELP

As't HOUSEKEEPERS
ASST. JANITORS
BUS GIRLS
CLEANERS
COAT ROOM GIRLS
COFFEE GIRLS
COUNTER GIRLS
COUPLES
DAYWORKERS
FACTORY GIRLS
HEAD CLEANERS
HEADLAUNDRESSES
HEADWAITRESSES
HOUSEKEEPERS
HOUSE WORKERS
JANITORS
LAUNDRESSES
LINEN ROOM GIRLS
PANTRY GIRLS
SALAD GIRLS
STOREROOM GIRLS
USEFUL GIRLS
USHERS
WAITRESSES
Etc.

KITCHEN HELP

BAKERS
BAKER'S HELPERS
BREAD BAKERS
BUTCHERS
CARVERS
CHEFS
COOKS
COFFEE MEN
COUNTER MEN
DINNERCOOKS
DISHWASHERS
ENGINEERS
FIREMEN
FRY COOKS
HANDYMEN
ICE CREAM MEN
KITCHENMEN
LUNCHMEN
LAUNDRYMEN
PASTRY BAKERS
PASTRY COOKS
PANTRYMEN
POT WASHERS
ROAST COOKS
SALADMEN
SECOND COOKS
SILVERMEN
STEWARDS
TIMEKEEPERS
VEGETABLEMEN
USEFULMEN
Etc.

DINING ROOM HELP

BELLBOYS
BUS BOYS
BUTLERS
CAPTAINS
CHECKERS
CLERKS
DOORMEN
FOOD CHECKERS
HALLBOYS
HEAD HALLMEN
HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

to look over them you can decide for
yourself how much you would like
to have I know you will be
surprised when you see some of
the material we have that a man
could go so long on lies and news.

I trust you are well

Dear yours truly

W. H. Desjardis

INDUSTRIAL HELP

ALL AROUND MEN
BRAIDERS
BRAIDER FOREMEN
BRASS FITTERS
BRASS HELPERS
BRASS MAULDERS
CHIEF ENGINEERS
DAYWORKERS
DECK HANDS
DIE MAKERS
ELECTRICIANS
ELEV. MECHANICS
ELEV. OPERATORS
ELEV. STARTERS
ENGINEERS
FLOOR SCRAPERS
HANDYMEN
LAUNDRYMEN
MANGLERS
PACKERS
PAPERHANGERS
PLAST'S HELPERS
RADIO WORKERS
STARTERS
STOREROOM MEN
SUPERINTENDENTS
TINSMITHS
TOOLMAKERS
USEFULMEN
VALETS
WATCHMEN
WINDOW WASHERS
WRINGERMEN

GARAGE HELP

AUTOINSTRUCTORS
AUTO MECHANICS
AUTO TOP MAKERS
BODY MAKERS
CHAUFFEURS
CLEANERS
DAYMEN
FLOORMEN
FOREMEN
GARAGE HELPERS
IGNITIONMEN
INTERIOR MEN
MACHINISTS
MACHINE HANDS
MACHINE OPER.
MANAGERS
MECHANICS
MECH. HELPERS
OILERS
POLISHERS
SUPERINTENDENTS
TESTERS
WASHERS

FARM HELP

DAIRYMEN
DRIVERS
FARMERS
FARM HANDS
FLORISTS
GARDENERS
GREENHOUSEMEN
HERDSMEN
MILKERS
POULTRYMEN
STABLEMEN
TEAMSTERS

COUNTRY HELP
ESTATE HELP
FACTORY HELP
FARM HELP
FEMALE HELP
GARAGE HELP
GENERAL HELP
HOTEL HELP
INDUSTRIAL HELP
RESTAURANT HELP

RELIABLE HELP IS RESPONSIBLE HELP

Tel. BRAdhurst 1629

W. H. DesVerney, Prop.

The Reliable Labor Exchange

AGENCY

2311 Seventh Avenue

New York City

FEMALE HELP

As't HOUSEKEEPERS
ASST. JANITORS
BUS GIRLS
CLEANERS
COAT ROOM GIRLS
COFFEE GIRLS
COUNTER GIRLS
COUPLES
DAYWORKERS
FACTORY GIRLS
HEAD CLEANERS
HEADLAUNDRESSES
HEADWAITRESSES
HOUSEKEEPERS
HOUSE WORKERS
JANITORS
LAUNDRESSES
LINEN ROOM GIRLS
PANTRY GIRLS
SALAD GIRLS
STOREROOM GIRLS
USEFUL GIRLS
USHERS
WAITRESSES
Etc.

KITCHEN HELP

BAKERS
BAKER'S HELPERS
BREAD BAKERS
BUTCHERS
CARVERS
CHEFS
COOKS
COFFEE MEN
COUNTER MEN
DINNERCOOKS
DISHWASHERS
ENGINEERS
FIREMEN
FRY COOKS
HANDYMEN
ICE CREAM MEN
KITCHENMEN
LUNCHMEN
LAUNDRYMEN
PASTRY BAKERS
PASTRY COOKS
PANTRYMEN
POT WASHERS
ROAST COOKS
SALADMEN
SECOND COOKS
SILVERMEN
STEWARDS
TIMEKEEPERS
VEGETABLEMEN
USEFULMEN
Etc.

DINING ROOM HELP

BELLBOYS
BUS BOYS
BUTLERS
CAPTAINS
CHECKERS
CLERKS
DOORMEN
FOOD CHECKERS
HALLBOYS
HEAD HALLMEN
HEAD HOUSEMEN
HEAD PORTERS
HEADWAITERS
HOUSEMEN
MANAGERS
MESSENGERS
PORTERS
ROOM CLERKS
ROOM WAITERS
WAITERS
Etc.

June 26th 1929
 My dear Mr Phillips
 These two clippings is from the Amsterdam News I wondering if you could find out if Mr. Green will be present of course I have my double just another scheme to get some money they will of course reach a telegram from him regretting his inability to be present. I am anxious to know see what you can find out for me answer soon as possible
 Yours truly
 W. H. DesVerney

June 28, 1929.

Mr. William H. Des Verney,
Prop., The Reliable Labor Exchange,
2311 Seventh Avenue,
New York, N. Y.

Dear Mr. Des Verney:

Upon my return to the office this morning, I find your letter of June 26th, with enclosed news item and advertisement.

Inquiry at the A. F. of L. headquarters in this city brings the response that both the news item and the advertisement are correct, and that President Green is now in New York, prior to the scheduled meeting on June 30th.

I shall be in New York soon and shall write you in advance. Presume you received my telegram sent to you from Indianapolis on May 31st.

With kindest regards, I am

Sincerely yours,

Karl F. Phillips,
Commissioner of Conciliation.

Hecklers Jeer Green in Talk To Car Porters

Union Square Tactics Annoy A. F. L. Leader During Speech in Harlem Pulpit

Some Question Sincerity

Pamphlet Circulated Re- calls the Laundry Strikes

William Green, president of the American Federation of Labor, who once was a circuit-riding Baptist preacher but more recently has devoted his energies toward fighting Communism, yesterday invaded Harlem and occupied the pulpit of the Abyssinian Baptist Church, 138th Street and Seventh Avenue.

The tip question and the demands of the Brotherhood of Sleeping Car Porters, issues that had stirred Harlem even before the brotherhood recently received a charter from the federation, were to have been subjects of his address.

But these subjects, it developed, proved only incidental to the important duty of fighting subversive influences which seemed to have moved from the left-wing Trade Union Educational League at Union Square right into the Abyssinian Baptist Church, where all joined in quelling it.

Prepared to Answer

The labor leader, accompanied by Edward F. McGrady, his organizer, who was kidnaped recently during the textile strike in Tennessee, stood before a baptismal tank with flowered tiles. He had read the pamphlet addressed to "All Negro Workers," and was prepared to answer its attack.

"Will William Green tell you," the pamphlet asked, "why the brotherhood's strike was betrayed at the instigation of the American Federation of Labor. Will he tell you why he and the others of the reactionary clique which controls the A. F. of L. were so reluctant in recognizing the Brotherhood.

"The Negro workers are rightly suspicious of the A. F. of L. Our memory may be short, but we well remember how the A. F. of L. betrayed the strike of the Negro laundry workers. The policy of the A. F. of L. from the time of Sam Gompers (remember his infamous defense of mob rule against the Negro workers?) has been one of open antagonism to Negro workers."

Heckler Hurls Question

Mr. Green, whose secretary was waiting to record his speech was about to answer this attack. Before he had been fully introduced by his host, Phillip Randolph, president of the brotherhood, a left wing heckler hurled a question at him aimed to disrupt the meeting.

Randolph continued with his

introduction, explaining that Mr. Green not only had admitted the brotherhood to the A. F. of L., but also had waived a customary initiation fee of \$3,000. He was a great man, said Randolph.

"Why," said Randolph, sounding a broad "A" and dropping the second syllable of Abraham, "he's the 'ahram' Lincoln of the day."

The applause shook the church and cries of "amen" rose from the pews, a greeting interrupted by a left-winger who shouted:

"If that's so why didn't he support the strike?"

Sympathetic Heart Beats

Mr. Green had been introduced. "I'm here," he said, "because I understand the great heart of labor, and I know that it beats in sympathy with the colored workers."

"But there are certain mischief mak-

ers," he added, "who are trying to make trouble, and their motives are greed and dishonesty."

Certain unions of the A. F. of L., its president explained, had been hostile to Negroes. That was true, he said, but it was a condition over which he had no control. He was sorry for this, he said, and in such cases the "great American Federation of Labor" usually took the Negroes into their organization as separate unions.

C. Alexander, Negro organizer of the Trade Union Educational League, leaned forward in his front pew. He waved a long finger at Green, and shouted:

"How many unions? How many you've taken in?"

Condemns Demonstration

"It's just such exhibitions as this," Green replied, "that hinder the great

HERALD TRIBUNE, MONDAY, J

work we are trying to do. I can give you the names of plenty of unions that have a Negro membership."

Randolph banged his gavel on the pulpit while a few members of the congregation loudly suggested that Alexander be expelled from his pew. A whispered conversation between the offender and an usher resulted in a settlement, and Mr. Green continued.

"The porters," he said, "are suffering a great injustice. We propose to get higher wages, shorter hours. The A. F. of L. has never entertained any prejudice because of race or color. You have the full support of the A. F. of L. in your—"

"Why do you fight the left wing?" shouted Harold Williams, another dusky representative of the Trade Union Educational League?"

"Throw that man out of here!" a member of the brot while Mr. Green wait ment to die down.

Another usher, a literal execut approached. W

fiantly.

The labor process by

"The tip By it the benefit—t are made Company American about th

"There who are Don't b the Com be here There

There a right, br

Pullman Co. Denies Charge of Hand-Picked Delegates

**Representatives Had Been Elected
by Ballot, Officials Point Out**

By United Press

CHICAGO—Officials of the Pullman Co. denied here that porters and maids who negotiated a new wage agreement with them were "handicapped and signed the agreement because of fear of losing their jobs" as was charged by A. Philip Randolph, President of the Brotherhood of Sleeping Car Porters.

It was pointed out that more than 92 per cent of the porters and maids in secret ballot elected the 24 delegates who represented them in the wage conference for which they had asked and that every delegate signed the agreement after two weeks' negotiations.

GREEN IS HECKLED BY NEGRO RADICALS

Went Over Audience When He
Pledges A. F. of L. Support
to Pullman Porters.

BACKS THEIR PAY DEMANDS

At Meeting He Promises
Separate Charters to Racial
Groups Barred by Unions.

William Green, president of the American Federation of Labor, withstood heckling of negro "left wingers" and won the enthusiasm yesterday of a negro audience of 700 who shouted down his interrupters as he pledged the full support of the Federation to the wage demands of Pullman car porters and maids at their meeting in the Abyssian Baptist Church, 132 West 138th Street.

Entering Harlem to speed the unionization work of the Brotherhood of Sleeping Car Porters and to dispel criticism of the Federation among negro workers, Mr. Green denounced racial prejudice in labor ranks and made an open bid for the increase of negro union men. Where units in the Federation banned negro membership, the Federation itself would grant charters directly to the applicants, he promised.

The presence of four negro clergymen gave additional leadership to the sleeping car employes whose assemblage was heralded as presaging the passing of the traditional George of the Pullman car, sleepless and largely dependent on tips for his salary, to make way for a more independent worker on an eight-hour day. All the speakers indicated that present wages and conditions maintained by the Pullman Company made a strike inevitable.

Heckled on Stopping of Strike.

Even before Mr. Green rose to speak his critics in the audience voiced their skepticism of his good faith. While A. Philip Randolph, general organizer of the car employes, was enthusiastically introducing him as a second Abraham Lincoln, come to relieve industrial bondage, a dissenter took exception.

"Why did Mr. Green stop the strike last year?" he demanded.

Mr. Randolph ignored the question except to say that the meeting would not be swerved from its scheduled purpose. The federation president was stirred, however, as the hecklers turned on him. He had just assented that 100 out of 105 international unions in the federation provided for negro membership and that the federation would charter directly negro applicants refused by the remaining unions, when another interruption came.

"Say to how many unions have you done that?" a negro asked.

"I am speaking facts," said Mr. Green heatedly, "and when you are able to challenge them I'll meet you and talk to you."

While the audience shouted approval he added: "It is such exhibitions as this which have hindered the great work we are trying to do."

When he was again interrupted with some indistinct query as to why he was fighting the "left wing" he appealed to the rest of his audience.

"I know you people will know I am speaking the truth," he said, and the applause and shouted warnings caused his hecklers to subside.

"My presence here ought to be an answer to the mischief-makers who say that the A. F. of L. is not interested in the colored man," he asserted. In 1893 the Federation declared that the working people must unite to organize irrespective of creed, color, race or nationality. The record shows we have repeatedly reaffirmed that view. The Federation stands unalterably on the principle of no discrimination. When our movement departs from that fundamental principle it will perish."

He listed many unions constitutionally admitting negro members, and said that in other cases "we'll charter you direct and protect you with all our 2,000,000 membership."

Pledges Full Support.

Mr. Green insisted that the Federation and he personally were "immeasurably interested" in the Pullman car porters and would give them "all support possible."

"I want to see them wring from an unwilling corporation a wage commensurate with a proper standard of living," he said. "The sleeping-car porter and maid benefit very little by public generosity in tips. It is the Pullman car company which benefits by taking the public generosity into account when it fixes wages. The wage itself should be large enough to satisfy the needs of a normal life. I know the porters would rather be paid as they deserve and even destroy the tipping custom than go on as they do now. In the name of the American people I protest against the injustice accorded them."

Mr. Randolph pointed out that the porter's wage is \$77.50 a month. This is \$10 more than when the unionization work began in 1925. About 8,000 porters are now listed as members of the various union chapters operating under charters granted by the A. F. of L.

The hecklers, who said they were members of the Trade Union Educational League, distributed a leaflet which declared that the A. F. of L. was racially prejudiced and its controlling "reactionary clique" had reluctantly recognized the Brotherhood of Sleeping Car Porters as being organizing them inefficiently.

April 15, 1930.

Memorandum:

To: Commissioner of Labor Statistics -- Mr. Stewart

Permit me to file the following suggestions in connection with the "scope of inquiry" proposed by the Brotherhood of Sleeping Car Porters, as per attached letter referred by you to me:

Before anything is done, I suggest the attitude of the Pullman Porters Beneficial Association be ascertained, as a vital part of the survey. This Association claims a larger membership than the Brotherhood of Sleeping Car Porters, and, at all events, its membership would have such a large proportion of the facts desired, that without such facts no true survey of the porters could be made.

1. I believe "wages" should be studied only as to definite periods of time.

2. I do not believe there is any such thing as "average tips"; nor would "choice" runs be inclined to give accurate totals, because of competitive possibilities; "poor runs" might minimize or lower the actual totals. I believe "tips" should be eliminated from the survey.

3. I believe "hours of service" should also be limited to definite periods, with, of course, the "overtime" phases.

4. I believe "losses by passengers" etc., should be eliminated.

5. I believe "group insurance" and "stock" should be eliminated.

As to remaining matters, I believe your letter of January 24, 1929, should be followed.

Respectfully,

Karl F. Phillips,
Commissioner of Conciliation.

October 24, 1932.

The Honorable
The President of the United States,
The White House,
Washington, D. C.

My dear Mr. President:

I have the honor to acknowledge the receipt of your letter of October 21st and enclosure, statement of Mr. Milton P. Webster concerning his conference with 25 or 30 representatives of the Brotherhood of Sleeping Car Employees and their attitude in connection with the present campaign and their efforts to advance since their organization some years ago. I have carefully noted Mr. Webster's statement, and inasmuch as considerable correspondence has passed between this Department and the Brotherhood of Sleeping Car Porters during the past four or five years, in connection with a survey which the Brotherhood proposed, I have also carefully noted our files on this subject-matter.

Let me say first, however, that the Dinner to which Mr. Webster refers was not in any sense connected with the Pullman Company, but was merely a personal courtesy tendered to me in a private manner by my friend of many years, Mr. McMenimen, who happens to be an official of the Pullman Company.

This Department has always been very much interested in the advancement of the Pullman porters, and in response to a request of the President, Mr. A. Philip Randolph, we have proposed methods by which actual wages and hours of service might be surveyed, tabulated and summarized, along with such other definite information as could be accurately compiled. It was not apparent at the time, however, just how "tips" could be accurately surveyed and averaged. We did, however, suggest a card method to be instituted by the Brotherhood itself and then turned over to the Department for tabulation and summarization. No reply was ever received to this suggestion.

It was also disclosed at the time that another porters' organization known as the Pullman Porters Beneficial Association also claimed, as did the Randolph organization, to have

on its books more than a 50 per cent membership of the Pullman porters, and that a petition filed by the Brotherhood of Sleeping Car Porters against the Pullman Company with the Interstate Commerce Commission, in which Messrs. Donald R. Richberg and Henry T. Hunt, as counsel for the Brotherhood, at a fee which was said to be a severe drain upon the funds supplied by the porters, was dismissed by the Commission as being "without jurisdiction". These matters, of course, somewhat complicated the situation in which the Department was glad to be of as much assistance as possible to the Brotherhood.

I assure you, however, that I shall be glad to do all I can to keep the question alive and to be helpful in the premises, and I shall ask Mr. Randolph and several of his associate officers of the Brotherhood to come to the Department at their earliest convenience for consultation with me and with the Acting Commissioner of Labor Statistics and other experts of the Department to see what can be done to carefully survey the wages and working conditions of the Pullman porters. In this connection, I shall ask Mr. Randolph, again, that he submit to the Department a complete roster of his membership, which is absolutely necessary in order to intelligently contact the actual workers who are members of the Brotherhood. While he has refused to submit this list in the past, it may be that he is now in position to do so, in view of Mr. Webster's desire for accuracy and efficiency in any survey which may be made. I shall also make efforts to secure the roster of the P. P. B. A., in order that the complete roster of Pullman porters may be available.

Assuring you that I shall at once take steps to meet these ends, and with great respect, I am, Sir,

Faithfully yours,

Secretary.

October 25, 1932.

Mr. A. Philip Randolph,
President, Brotherhood of Sleeping-Car Porters,
239 West 136th Street,
New York, N. Y.

My dear Mr. Randolph:

Referring to previous correspondence between you and various officials of this Department in connection with your request that a survey be made of the working conditions and wages with regard to Pullman porters, as represented by your organization:

The Secretary of Labor has instructed me to say to you that he and several of his staff, including the Acting Commissioner of Labor Statistics, would be glad to have you and several of your associates come to the Department at some time in the very near future for the purpose of discussing this subject-matter in detail, to the end that the Department may be as helpful as it possibly can in connection with the request of the Brotherhood.

I would be glad, therefore, to have you advise with me, in order that this conference may be arranged as soon as possible. In this connection, however, the Secretary will be away from the office for the next four or five days; but by beginning correspondence at this time, I am sure we can fix a date which will be agreeable to all parties concerned.

Awaiting your response, and with kind personal regards, I am

Yours very truly,

Karl F. Phillips,
Commissioner of Conciliation.

BROTHERHOOD OF SLEEPING CAR PORTERS
4231 MICHIGAN AVENUE
CHIC GO, ILLINOIS

November 15, 1932

Mr. Karl F. Phillips
Commissioner of Conciliation
Department of Labor
Washington, D. C.

My dear Mr. Phillips:

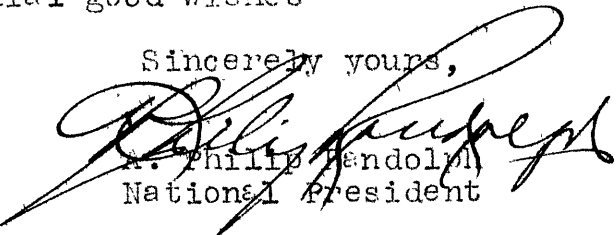
Thanks awfully for your letter of October Twenty-Fifth informing me that the Secretary of Labor and his general staff will be glad to have me and my associates come to Washington to go over the subject matter of the survey of working conditions and wages of Pullman porters sometime in the near future. I am sorry that I did not get your letter earlier. It was no doubt due to my absence from the city on Organization work for the Brotherhood.

I am now in Chicago awaiting the trial of The Brotherhood of Sleeping Car Porters' Injunction Case which we expect to come up soon in the Federal District Court here. Therefore, I am unable to suggest now when it will be convenient to take up this matter with the Secretary and his staff, but so soon as we finish with the trial of the case, I shall inform you and suggest the date.

Thanking you for your interest and fine spirit of cooperation, I am

With cordial good wishes

Sincerely yours,


A. Phillip Handolan
National President

APR/EGW

1628 "S" St., N. W.,
Washington, D. C.,

P e r s o n a l

April 19, 1933.

Hon. Oscar De Priest, M. C.,
House Office Building,
Washington, D. C.

Dear Congressman:

I am pleased, on my return to office, to take up your letter of April 14th, enclosing letter from Mr. Ashley L. Totten, National Secretary-Treasurer of the Brotherhood of Sleeping-Car Porters, with particular reference to the so-called Adamson Eight-Hour Law.

Mr. Totten is correct in his designation of the Adamson Eight-Hour Act -- Public No. 252 - 64th Congress, (H. R. 17700 -- "An Act to establish an eight-hour day for employees of carriers engaged in interstate and foreign commerce, and for other purposes".

However, in considering this Act, and, in fact, in considering the whole Act to Regulate Commerce, one is forced never to forget what an "employee" is interpreted to be, under the Act to Regulate Commerce, and all amendments thereto. This is the crux of any effort which the Pullman porters may ever hope to make.

Here is the interpretation: "The term 'employees' as used in this Act (Hours of Service Act, etc.) shall be held to mean persons actually engaged in or connected with the movement of any train." This was one of the points by reason of which the Interstate Commerce Commission in Docket No. 20007, Sept. 7, 1927, entitled "Brotherhood of Sleeping-Car Porters, plaintiff, against The Pullman Company, defendant," dismissed said complaint for LACK OF JURISDICTION.

The whole situation is indeed a difficult and discouraging one. Here is an employee (porter) who is rendering an auxiliary service -- I might say -- in connection with the transportation service which the carrier is rendering to the passenger service, but said porter's service, apparently, has nothing to do with the movement. He merely caters to the comforts of the passenger. Technically, he is merely a "hotel porter" but his hotel is on wheels which are transporting passengers in interstate commerce from point to point. He is producing no commodity -- he is merely laboring (skillfully) -- but labor

is not a commodity (according to U. S. Supreme Court decisions). I mention this "commodity" phase of the situation, for the reason that the Black bill seeks to deal with "commodities" moving in interstate commerce.

The Pullman porter is really in a desperate position, and probably will so remain, I regret to say; for the simple reason that, as soon as amendments might be made, hours limited, mileage lessened, labor dignified, -- well, you know what will happen, namely, he will be replaced by whites. That is an old old story which you know far better than do I.

I question, therefore, the wisdom of following Mr. Totten's suggestion to endeavor to have the Black Bill amended so as to make specification of Pullman porters. You, however, know better than I concerning that proposal.

If, however, a real showdown is desired by the Porters, regardless of present economic conditions, I would suggest that you boldly introduce an amendment to the Act to Regulate Commerce, or even to the so-called Watson-Parker Act -- to the effect that "hereafter the term employee, when used in connection with interstate transportation by rail or by rail-and-water, shall also include, not only those employees who are actually engaged in or connected with the movement of any train, but those who render any service to any persons or properties which are actually being moved by train, under a ticket, tariff, or lading consummating interstate commerce."

It might also interest you to know that the American Federation of Labor has said concerning the Brotherhood of Pullman Porters -- "It is not strong enough to function nationally."

I mention this to show what might, possibly, be of assistance in attempting to get through such an amendment as I have proposed, namely, if the Brotherhood could be made stronger, or if it could secure a better contact and relationship with the Brotherhood of Locomotive Firemen and Enginemen, or the Brotherhood of Locomotive Engineers, it might be that those organizations could be induced to assist in having the term "employee" broadened, as suggested above, and thus, become blanketed with the big brotherhood's efforts to spread employment through the shortening of mileage or work periods.

This is the very best thought I can give you in this matter. I hope it may be helpful to you and, particularly, to the Brotherhood, whose officials have studiously avoided me, ever, despite the fact that I am the only Negro in America who served nine years with the Interstate Commerce Commission, and studied in practice and theory the scope and applicability of the Act to Regulate Commerce to all types of questions arising under the

Act to Regulate Commerce.

With every good wish and with good hopes for the porters,
I am

Sincerely,

Karl F. Phillips,
Attorney-at-Law.

P. S. Richberg and Hunt, I am informed, were paid \$5,000 by
Randolph's organization for what I would have told them
for nothing in a quiet half-hour here at my office.

DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

C o p y

May 5, 1933.

Mr. A. Philip Randolph,
National President, Brotherhood of Sleeping-Car Porters,
239 West 136th St.,
New York, N. Y.

Dear Sir:

This will acknowledge receipt of your letter of April 29th with further reference to previous correspondence with Mr. Totten and yourself concerning the proposed inquiry as to working conditions and wages of Pullman porters.

Since the receipt of your letter, the matter has again been taken up with Mr. Baldwin, Acting Commissioner of Labor Statistics, who will be glad to confer with you at any time convenient to you, and, if possible, work out a plan of procedure along the lines proposed by Commissioner Stewart.

Copy of Senator Dill's Address is acknowledged, with thanks.

Yours very truly,

May 17, 1933.

Mr. A. Philip Randolph, Natl. Pres.,
Brotherhood of Sleeping Car Porters,
239 West 136th Street,
New York, N. Y.

My dear Mr. Randolph:

I am in receipt of your letter of May 13, 1933, written in response to the letter received by you from the Secretary of Labor relative to your desire that the Bureau of Labor Statistics should make a study of the income of Pullman porters, and in which you suggest that I come to New York and take up the matter with you.

I have been familiar with the correspondence between yourself and Mr. Ethelbert Stewart regarding this proposed survey, and I am in accord with the position that he took in connection with the study, and would be willing to undertake it along the lines proposed by him. Therefore, if and when you are in a position to meet the conditions outlined in Mr. Stewart's letter to you of January 24, 1929, a copy of which I am sending to you herewith, I will be glad to meet you here in Washington and work out the details necessary to handle the matter.

Very truly yours,

Chas. S. Baldwin,
Acting Commissioner of Labor Statistics.