

COFEP DEPARTMENTAL

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Ex 2431
MHR:mw

10 April 1946

Mr. Malcolm Ross
President's Committee on Fair
Employment Practice
Standard Oil Building
Washington 25, D. C.

Dear Mr. Ross:

Inclosed please find BPR release for the materials which we had discussed. If you are planning the development of a resume of the activities of your office, we should like a copy for use here.

Sincerely yours,

Marcus H. Ray
Civilian Aide to the
Secretary of War

Incls.

*Card Box
Capt. (Capt.)*

Ex 2431
MHR:mw

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Secretary of War

Incls.

Ex 2431

MEMO/Director BPR
(3 Apr 46)

2

1st Ind.

WOS/FR
Rev Br
Van Ness/hwp
24491

War Department Bureau of Public Relations, Washington 25, D. C., 8 April 1946.

TO: Assistant Civilian Aide to the Secretary of War
Attention: Mr. James C. Evans, Room 4E945, The
Pentagon, Washington 25, D. C.

1. The War Department interposes no objection to the use by the President's Committee on Fair Employment Practices of extracts taken from "Post War Educational Plans of Soldiers" Series B-128, B-129, B-132, and B-133 as issued by the Information and Education Division, A.S.F.

JAMES R. PIERCE
Colonel, G.S.C.
Deputy Director

3 April 1946

MEMORANDUM FOR: The Director
Bureau of Public Relations

Subject: Post War Educational Plans of Soldiers

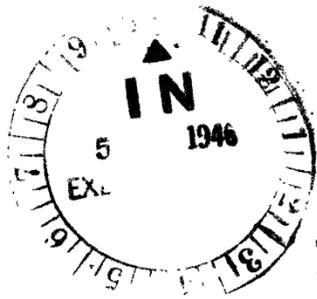
1. The President's Committee on Fair Employment Practices desires to include extracts from the following unclassified publications as partial background materials in an official report:

"Post War Educational Plans of Soldiers"
B-128, B-129, B-131, B-132, and B-133 as
issued by the Information and Education
Division, A.S.F.

2. May this office be furnished with information upon which to base a reply.

James C. Evans
Assistant Civilian Aide to the
Secretary of War

APR 11 1946



REGISTERED MAIL
FIRST CLASS
INDIANAPOLIS, IND.

WATER TO P. 25 8 1946

S. AND THIS OFFICE IS ADVISED BY THE DIRECTOR, FBI

RE: [Illegible]
[Illegible]
[Illegible]
[Illegible]

RECORDS

SECTION OF THE BUREAU OF INVESTIGATION
WASHINGTON, D. C.

DATE

BY [Illegible]

3 1946

63

WAR DEPARTMENT
WASHINGTON, D. C.

3 April 1946

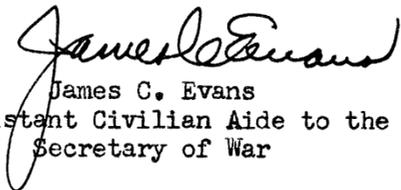
MEMORANDUM FOR: The Director
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2. May this office be furnished with information upon which to base a reply.


James C. Evans
Assistant Civilian Aide to the
Secretary of War





IN

EXL

12 April 1946

Mr. Eugene Davidson
Associate Director of
Field Operations
Committee on Fair Employment
Practice
3rd & Constitution Avenue, N. W.
Washington 25, D. C.

Dear Mr. Davidson:

I wish to acknowledge your letter of 3 April 1946.
I have undertaken to have deleted the reference to re-
ligion from the application for employment of the Culver
Corporation, Wichita, Kansas.

I shall be pleased to keep you informed of develop-
ments.

Sincerely yours,

Marcus H. Ray
Civilian Aide to the
Secretary of War

12 April 1946

Culver Aircraft Corporation
600 East 35th Street
Wichita, Kansas

Gentlemen:

Information has come to this office that your firm on its application for employment forms is requesting the religion of the applicant.

I refer you to the letter of instruction issued jointly by the Secretary of War and the Secretary of the Navy on 2 July 1942 in which it was transmitted "that any references to race or religion should be deleted from employment forms" of War Department contractors.

We should appreciate your informing us of the accuracy of our information and steps taken to delete the reference to religion from the employment forms of the Culver Aircraft Corporation.

Sincerely yours,

Marcus H. Ray
Civilian Aide to the
Secretary of War

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Marcus H. Ray
Civilian Aide to the
Secretary of War

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



April 3, 1946

Colonel Marcus H. Ray
Civilian Aide to the
Secretary of War
War Department
Pentagon Building
Washington, D. C.



Dear Colonel Ray:

I transmit herewith an Application for Employment form purportedly in use by the Culver Aircraft Corporation, Wichita, Kansas. This form carries references to the religion of applicants. I also enclose a copy of the covering letter from the company to prospective employees stating that the company has government contracts.

As you know, this Committee in its efforts to eliminate discrimination because of race and religion has taken the position that such references should be deleted from application forms. Also, as you are undoubtedly aware, the Secretary of War on July 2, 1942 jointly issued with the Secretary of Navy and the Chairman of the Maritime Commission a letter to this Committee in which it was recognized "that any references to race or religion should be deleted from employment forms" of War Department contractors.

I shall appreciate your efforts to have the references to religion deleted from the form of the Culver company and a report on the results of such efforts.

Sincerely,


Eugene Davidson
Associate Director
Field Operations

Enclosures - 2

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Civilian Aide to the
Secretary of War
War Department
Pentagon Building
Washington, D. C.

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Sincerely,

Eugene Davidson
Associate Director
Field Operations

Enclosures - 2

COPY

CULVER AIRCRAFT CORP.

1946

Dear Sir:

You will know of our company as a small plane manufacturer. During the war we have been a source of radio-controlled aircraft for both the Army and the Navy. We are continuing Government contract of this or a similar nature, which program we expect will run concurrently with our engineering of and production of new commercial aircraft.

If you have a definite interest in the small plane field, we will be glad to have you complete and return the enclosed application form to us. We will welcome any other information you think may be of interest to us.

Yours very truly,

CULVER AIRCRAFT CORPORATION

/s/Harold E. Swanson
Personnel Director

hlk
enc.

PERSONAL HISTORY

PHYSICAL		BIRTH	CARD	NATURALIZATION		FAMILY STATUS		
Age	Sex	Birth City:		Nationality:		Married <input type="checkbox"/>	Single <input type="checkbox"/>	Divorced <input type="checkbox"/>
Weight	Height	Birth State:		Date Entered U. S.:		Separated <input type="checkbox"/>	Widow <input type="checkbox"/>	Widower <input type="checkbox"/>
Color of Hair		Date of Birth:		Port of Entry:		Number Dependents	Number Children	
Color of Eyes		Mother Born in:		Date of First Papers:		Own Home	With Parents	
Hearing	Eyesight	Father Born in:		Naturalization Certificate No.:		Rent	Room & Board	
Physical Defects		Birth Certificate:		Date of Final Papers:		Religion:		
MILITARY RECORD: ARMY, NAVY, MARINES NAT. GUARD, R.O.T.C., ETC.		RANK OR RATING	SHIP OR ORGANIZATION	BRANCH OF SERVICE	DATE ENTERED SERVICE	DATE OF DISCHARGE	COMMANDING OFFICER	
Draft Registration Yes <input type="checkbox"/> No <input type="checkbox"/>		Order Number:	Classification:	Date Received:		Classification:		

Where did you register? Local Board No. _____ County _____ City _____ State _____

Have you ever applied for bond? _____ For what amount? _____ Name of Bonding Co. _____

If rejected, state reason: _____ Have you any debts or liabilities other than for current expense? Yes No If so, give amount and how incurred on separate sheet.

Name of nearest living relative: _____ (other than husband or wife)

Name of wife or husband (RELATION) (NAME) (ADDRESS) (CITY) (STATE)

Maiden name of wife (NAME) (ADDRESS) (CITY) (STATE)

CHILDREN: (BIRTHPLACE) (WIFE'S OR HUSBAND'S PRESENT EMPLOYMENT)

(NAME) (ADDRESS) (CITY) (STATE)

(NAME) (ADDRESS) (CITY) (STATE)

(NAME) (ADDRESS) (CITY) (STATE)

Do you have any relative in our employ? (NAME) (POSITION) (DEPARTMENT)

Do you carry Life Insurance? Yes No Amount _____ Beneficiary _____

Notify in case of accident (NAME) (ADDRESS) (CITY) (STATE) (PHONE)

Were you ever arrested? Yes No If you have ever been arrested or convicted of a felony give dates, location, reason and details surrounding same Use additional sheet if necessary.

Names and addresses of relatives living in foreign countries:

Does anyone now employed here know you? If so, give names of one or two who know you best.

List below at least two Character and one Financial references:

(NAME) (ADDRESS) (CITY) (STATE)

(NAME) (ADDRESS) (CITY) (STATE)

(NAME) (ADDRESS) (CITY) (STATE)

I hereby certify that the answers and statements given by me to the foregoing questions are true and correct without consequential omissions of any kind whatsoever. I authorize the companies or persons named above to give any information regarding me or my employment whether or not it is on their records. I hereby release said companies or persons from all liability for any damages whatsoever for issuing this information. I will accept employment for a temporary period dependent entirely upon my ability to qualify to the satisfaction of the management. In the event of employment by CULVER AIRCRAFT CORPORATION, I agree to furnish physical examination, standard photograph of myself, proof of birth or citizenship verification fee.

I hereby authorize CULVER AIRCRAFT CORPORATION to deduct from wages due me at any time, the value of any tools, the property of CULVER AIRCRAFT CORPORATION, which may during the course of my employment be entrusted to me and for which I am required to give a tool check receipt. This shall be good until revoked in writing by me. I agree to abide by all the rules and regulations of the Company now in force or that may be established.

DATE _____ SIGNATURE OF APPLICANT _____

DO NOT WRITE BELOW THIS LINE

Date employed _____ Department _____ Position _____ Rate of pay _____

HEADQUARTERS ARMY SERVICE FORCES
MEMO ROUTING SLIP

To the following in order indicated: gpo 16-38689-2

	(Name or title)	(Organization)	(Building and room)	(Initials)	(Date)
1	Lt. Col. Marcus Ray, Civilian Aide, OSW				
2			Room 4E 945 Pentagon		
3					

FILE
WWR

RECEIVED
JAN 21 1946
OFFICE OF CIVILIAN
AIDE
WAR DEPARTMENT

From: (Name) (Organization) (Building and room) (Date) (Telephone)

FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division
23 Jan 46
73626



HEADQUARTERS ARMY SERVICE FORCES
WASHINGTON 25, D. C.

SPGCE
095 Tenn. Eastman Corp.

25 JAN 1946

MEMORANDUM FOR THE CIVILIAN AIDE TO THE SECRETARY OF WAR, Room 4E-945,
The Pentagon

SUBJECT: Alleged Discrimination Against Negroes at Tennessee Eastman
Corporation, Kingsport, Tennessee

1. In response to an informal request from your office to investigate the subject complaint, an investigation was made by the Office, Chief of Engineers. Inclosed herewith is the complete file containing the report of the investigation.

2. It is the opinion of this office that about as thorough an investigation has been made as was possible under the circumstances. It is believed that the additional information submitted will be found sufficient and we therefore recommend that the case be closed.

FOR THE COMMANDING GENERAL:

1 Incl
File re subject

F. L. Furphy
FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division

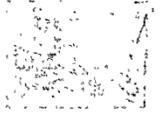
Copy to M



SECRET SERVICE VISA APPLICATION

1946 JAN 25 08 58

SECRET SERVICE VISA APPLICATION



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.

September 21, 1945



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

Dear Mr. Gibson:

Your letter of September 18th addressed to Mr. Malcolm Ross concerning the installation at Oak Ridge, Tennessee, is before me. Also under consideration is the Tennessee Eastman Corporation's letter of June 30th addressed to the District Engineer of the Clinton Engineer Works.

Since receiving your letter, I have had an opportunity to discuss this problem with Mr. A. Bruce Hunt, formerly our Atlanta regional director but who is now in the Washington office. He is very familiar with our problems at the Tennessee Eastman Corporation. We have agreed that it would serve no useful purpose to pursue further the complaints of Miss Alzina Williams, Miss Gracie L. Hendricks, and Miss Ogust Mai DeLaney. On the other hand, we are convinced that additional consideration should be given to the case of Miss Almeda Stafford. Your report admits that she was at one time employed as a temporary clerk-typist, although the reason for removing her is somewhat general. I believe this matter would be clarified if you will state what were the qualifications expected for the position and how Miss Stafford failed to meet them. She contends, as was stated in my letter to Colonel Gow on May 7th, that she was removed from her position at the direction of a Mr. Johnson. This individual, it is stated, took the action against Miss Stafford because of alleged complaints based on her race.

Your report states that the Tennessee Eastman Corporation does have Negroes employed in clerical capacities. If this is true, we will appreciate a statement showing the number of such employees and whether they are classified as stenographers, clerks, or messengers. We also believe it proper to request that Miss Stafford be offered a new opportunity for employment as a

Incl #1

Mr. Truman K. Gibson

- 3 -

September 21, 1945

I wish to remind you of the Committee's position in this regard as enunciated in the directives issued against the McQuay-Norris Company in St. Louis, Missouri:

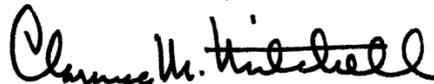
"We cannot countenance reliance on adherence to any community practices which tend to thwart or thwart the effective employment of persons at their qualified skills because of race, color, creed or national origin as a defense to charges of a violation of Executive Order 9346. Local discriminatory employment practices must yield to the overriding national policy prescribed in (the) Executive Order "

Under all of the circumstances, it seems that additional inquiry by your office is not only desired but extremely necessary.

It will be appreciated if you will inform me of what steps your office takes to bring the employment policies of this company into line with the requirements of Executive Order 9346. This matter has been pending for some time and it is noted that although the company replied on June 30th, this statement did not reach us until September 18th. In addition, I have a letter from Colonel Foster L. Furphy stating that the final report on this matter was forwarded to your office in a memorandum dated August 30th. I therefore hope that a reply to this communication will be expedited.

Because I initiated the correspondence with the Army Service Forces, I am sending a copy of this letter to Colonel Furphy, who has replaced Colonel Gow.

Sincerely yours,



Clarence M. Mitchell
Director of Field Operations

SPGCL 095 Tennessee Eastman Corp. 1st Ind

Hq, ASF, Washington 25, D. C. 3 OCT 1945

TO: The Office of the Chief of Engineers. ATTENTION: Lt. Col. W. A. Mowery
400 Riverside Apartment Building, 2145 C Street, N.W. Washington, D. C.

Forwarded for investigation and report.

BY COMMAND OF GENERAL SOMERVELL:

1 Incl
n/c

FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division



DUDLEY FRANK
Lt. Colonel, General Staff Corps
Deputy Director, Ind. Pers. Div.

MAINTENANCE DISTRICT
OCT 6 5 02 PM '45
MONTGOMERY

MANHATTAN DISTRICT
OCT 8 2 05 PM '45
OAK RIDGE, TENN.

ART
11-011100
1945 OCT 03 17 15
FBI TELEVISION
001

CE 600.1 (Clinton Engineer Works) SPEPW 2nd Ind

OCE, 4 October 1945

To: The Manhattan District Engineer, Oak Ridge, Tennessee

Forwarded for compliance with the preceding indorsement.

BY ORDER OF THE CHIEF OF ENGINEERS:


WILLIAM A. MOWERY
Lt. Colonel, Corps of Engineers
Assistant, Legal Division

Subject: FEPC Complaint Against Tennessee Eastman Corporation.

Manh. 291.2 (CEW) EIDMP-1 3rd Ind.

U. S. Engineer Office, Manhattan District, Oak Ridge, Tenn., 31 October 1945.
To: The Chief of Engineers, U. S. Army, Washington, D. C. (Att: SPEPW).

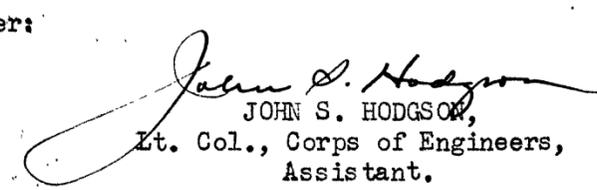
1. There is attached copy of a letter dated 25 October 1945 from Tennessee Eastman Corporation commenting on the letter of 21 September 1945 from Mr. Clarence M. Mitchell to the War Department concerning alleged discrimination by the corporation in employment.

2. Investigation by this office indicates that statements in the corporation's letter are correct.

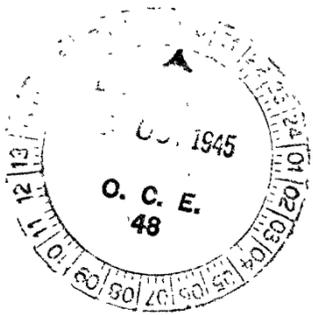
3. Since 1 August 1945 the Tennessee Eastman Corporation has reduced its working force by approximately 7,000 and additional layoffs are being made currently. As the corporation points out in its letter, no trainees are being hired now, nor is it contemplated that additional trainees will be hired in the future. Every effort is being made to insure that no discrimination occurs in layoffs.

For the District Engineer:

1 Incl.: (in quad.)
Cy TEC ltr 10-25-45.


JOHN S. HODGSON,
Lt. Col., Corps of Engineers,
Assistant.

MANHATTAN ENGINEER DISTRICT
File No. Man. 291.2 (EIDMP-1)



NOV 14 45



CE 600.1 (Clinton Engineer Works) 4th Ind.
SPEPW

OCE, 14 November 1945

To: Headquarters, Army Service Forces, Washington 25, D. C.
Attention: Colonel F. L. Furphy, General Staff Corps, Director,
Industrial Personnel Division

Pursuant to instructions contained in first indorsement questions contained in the basic letter have been investigated and a report, consisting of letter dated 25 October 1945 from Tennessee Eastman Corporation to the District Engineer, Manhattan District, is attached. It will be noted that investigation by the office of the District Engineer indicates that statements in the corporation's letter are correct.

FOR THE CHIEF OF ENGINEERS:

1 Incl
Cy of Ltr fm Tennessee
Eastman (10/25/45)

William A. Mowery
WILLIAM A. MOWERY
Lt. Colonel, Corps of Engineers
Assistant, Legal Division

Foster
045 Tennessee
Eastman Corp.
501

NOV 15 45 AM



U.S. POSTAGE
SERVICES DIVISION
WASHINGTON, D.C.



SPGCE 095 Tennessee Eastman Corp. 5th Ind

73626
RKD/erg

Hq, ASF, Washington 25, D. C. 27 NOV 1945

To: Office, Chief of Engineers. ATTENTION: Lt. Col. W.A. Mowery,
400 Riverside Apartment Building, 2145 C Street, NW,
Washington 25, D. C.

1. The Tennessee Eastman Corporation's letter of 25 October states that Miss Almeda Stafford lacked sufficient training and experience to warrant permanent employment in a clerk-typist capacity. It is desired that the company submit a statement of the qualifications for such a position, as submitted to the United States Employment Service for its guidance in selecting applicants for referral to the company. In this connection, it is also desired that a detailed evaluation be made of the qualifications of Miss Stafford as submitted by her at the time of her application to the United States Employment Service. This evaluation should show the basis for the decision by the company that the applicant lacked the requisite training and experience for the position in question.

2. The Tennessee Eastman Corporation should be fully informed of its obligation under Executive Order 9346 to afford employment opportunities without reference to considerations of race. The company's statement to the effect that it did not believe it could secure qualified Negro applicants for training is not considered to be an adequate explanation for its failure to recruit Negro trainees, nor does such a belief relieve the company of its obligations under Executive Order 9346.

BY COMMAND OF GENERAL SOMERVELL:

12 2/2

FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division

1975



RECEIVED
CORRELATION BRANCH

Subject: FEPC Complaint Against Tennessee Eastman Corporation. (21 Sept 45)

CE 600.1(Clinton Engineer Works) 6th Ind
SPEFW

OCE, 3 December 1945

To: The Manhattan District Engineer, Oak Ridge, Tennessee
(Attention: Lt. John J. Flaherty)

Forwarded for compliance with requests contained in the preceding indorsements.

BY ORDER OF THE CHIEF OF ENGINEERS:

1 Incl
Cy of Ltr fm Tennessee
Eastman (10/25/45)

William A. Mowery
WILLIAM A. MOWERY
Lt. Colonel, Corps of Engineers
Assistant, Legal Division

Manh. 291.2(CEW) EIDMP-1 7th Ind.

U. S. Engineer Office, Manhattan District, Oak Ridge, Tenn., 7 January 1946.
To: Army Service Forces, U. S. Army, Washington, D. C. (Through The Chief of Engineers, U. S. Army, Washington, D. C., Attention: Lt. Col. William A. Mowery).

1. The inclosed copy of a letter from Tennessee Eastman Corporation dated 21 December 1945 contains information requested in paragraph 1 of 5th indorsement, as well as an additional comment on statements contained in paragraph 2 of 5th indorsement.

2. This office has investigated the contractor's statements and finds them to be fully substantiated.

For the District Engineer:

2 Incls.:
1. N/C
2. Added: Cy ltr
21 Dec 45 fr TEC (in quad.)

S. L. Brown
S. L. BROWN,
Colonel, Corps of Engineers,
Assistant.



CE (Clinton Eng Wks) SPEPW 8th Ind.

OCE, 15 Jan 46

TO: Headquarters, Army Service Forces, Washington 25, D. C.
(Attention: Industrial Personnel Division)

Attention is invited to preceding indorsement and inclosed copy of letter from the Tennessee Eastman Corporation, dated 21 December 1945.

FOR THE CHIEF OF ENGINEERS:

2 Incls
Withdrawn: 1 copy of Incl 2


WILLIAM A. MOWERY
Lt. Colonel, Corps of Engineers
Assistant, Legal Division

C
O
P
Y

October 25, 1945

The District Engineer
Clinton Engineer Works
Oak Ridge, Tennessee

Attention: Lieutenant Colonel John R. Ruhoff
Contracting Officer's Representative

Dear Sir:

We reply to your request for our comments on the letter dated September 21, 1945, from Mr. Clarence M. Mitchell, Director of Field Operations for the President's Committee on Fair Employment Practice, to Mr. Truman K. Gibson, Jr., Civilian Aide to the Secretary of War.

We note that the FEPC acknowledges that no useful purpose would be served by pursuing further three of the four complaints which were originally filed. The fourth complaint relating to Miss Almeda Stafford appears to us to be almost equally lacking in merit for the reasons which we have previously stated. Miss Stafford's training and experience were not such as to warrant permanent employment in a clerk-typist capacity and she was given no promise of such employment. Emergency situations have frequently required the temporary use of employees in a capacity for which they could not be considered as adequately qualified on a permanent basis. Even if we were hiring clerical help at this time, we believe that Miss Stafford would have no claim to employment as a clerk-typist.

We have three Negroes presently employed in clerical capacities, all of whom are classified as record clerks.

In view of the curtailment of our operations, we are not now employing trainees. We have in the past employed as trainees persons whom we believed could be trained to perform a variety of production jobs which required specialized training over periods ranging from a few days to two months. We have not endeavored to recruit Negroes for training because of our belief that we could not secure and retain an adequate number of qualified applicants to fill our requirements. The operating jobs for which we have given specialized training are ones in which segregation would be essential if the work were to be carried on without serious danger of stoppage.

Apart from the specific points mentioned above, we are frankly at a loss to know what we can add to the previous discussions and correspondence on this subject. We submit that the FEPC's "problems at the Tennessee Eastman Corporation" are, in the last analysis, not problems of discrimination, but problems of taking affirmative steps to broaden employment opportunities for Negroes. These problems are not unique to any one company or to any one region and, as we have stated on numerous occasions, we have endeavored to contribute to their solution to the extent that we have believed consistent with carrying out your instructions to operate this plant without interruption.

Incl. 1

The District Engineer

-2-

October 25, 1945

We have requested in good faith that the FEPC afford us access to any employer whom it believed to be complying more effectively with Executive Order 9346, and we repeat that, wholly apart from any obligations that we may have under such order, we would welcome the benefit of the experience of any other employer who might be thought to have made more fair and effective use of available Negro personnel.

Very truly yours,

CLINTON ENGINEER WORKS
Tennessee Eastman Corporation

/s/ E. P. Baker

Assistant Works Manager

EdgarPBaker
dm

C
O
P
Y

December 21, 1945

The District Engineer
Clinton Engineer Works
Oak Ridge, Tennessee

Attention: Major D. C. Moore
Contracting Officer's Representative

Dear Sir:

In reply to your letter of December 17, 1945, (your reference EIDMU-5, MY 230.7) we quote the qualifications that we have given to the United States Employment Service at such times as we have requested the referral of stenographers and typists:

<u>Title</u>	<u>Education and Experience</u>
Stenographers	(Female) Dictation 90 words per minute, typing 40 words per minute. Rate of pay within designated range based on speed, accuracy, and experience.
Typists	(Female) Typing 40 words per minute. Hiring rate within the designated range based on speed, accuracy, and experience.

At the time that Miss Almeda Stafford was employed, we were hiring no clerical help, and she was referred to us by the USES specifically for employment as a janitress. We had no occasion to verify the statement contained in her employment application that she could type 50 words a minute and take dictation at the rate of 75 words a minute since we had no opening for a typist. In view of the fact that she claimed a typing speed only slightly above the minimum required of an applicant for clerical work and had no experience whatever, there was clearly no reason to make special note of her case in the event that clerical help might subsequently be needed.

We are fully aware of our obligations under Executive Order No. 9346 and, as we have repeatedly stated, we believe that we have complied with such obligations in our employment program.

Very truly yours,

CLINTON ENGINEER WORKS
Tennessee Eastman Corporation

/s/ Edgar P. Baker

Assistant Works Manager

EdgarPBaker
fj

C O P Y

Edgar P. Baker

W. D., A. G. O.
Form No. 0115
23 March 1944

HEADQUARTERS, ARMY SERVICE FORCES
MEMO ROUTING SLIP

To the following in order indicated:

GPO 16-34200-3

	(Name or title)	(Organization)	(Building and room)	(Initials)	(Date)
1	Mr. Truman K. Gibson, OSW		4E-945		
2					
3					

SPGCE

For your information:

This office has been informed by Mr. Vais of AAF that AAF Contract #33038 AC 7357 mentioned in Mr. Eugene Davidson's (FEPC) letter of 10 October 45 has been closed recently by completion.

From Lemuel L. Foster IPD 5C 465
Race Relations Analyst
(Name) (Organization) (Building and room)

26 Oct 45
(Date)
(Telephone)
73626

FORM OSW-81
(4-15-44)

TRANSMITTAL

(FOLD OVER MATERIAL AND CLIP)
Office Of The Secretary Of War

TO Mr Lemuel Foster

5C-465, The Pentagon

Location

FROM Truman K. Gibson, Jr

4E-945, The Pentagon

Location

2431

Phone

10-12-45

Date

REMARKS

For your information.

T/KG
K.G.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

October 10, 1945

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington 25, D. C.

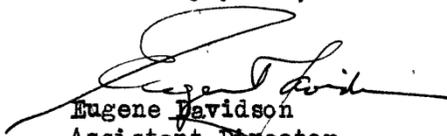
Dear Mr. Gibson:

Thank you for your letter of October 2, 1945 concerning our request that you seek deletion of references to race from the application for employment forms used by the American Chain and Cable Company, Inc., New York, New York. You state that a check of production status of Ordnance contract W36 034 ORD 2988 with that company revealed that the contract was terminated August 14, 1945.

Since you do not mention AAF contract #33038 AC 7357 mentioned in my letter of August 4, I presume that a report will be forthcoming on this contract or that on the basis of it the War Department is currently directing the deletion of the references.

Your further advise will be appreciated.

Sincerely yours,


Eugene Davidson
Assistant Director
Field Operations



*Copy 12/7/45
Sawyer*

Ex 2431
TKG:LRL:mw

2 October 1945

Mr. Eugene Davidson
Assistant Director, Field Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Washington 25, D. C.

Dear Mr. Davidson:

Further reference is made to your letter of 4 August 1945, concerning deletion of references to race from the application for employment forms used by the American Chain and Cable Company, Inc., New York, New York.

A check of production status of Ordnance contract W36 C34 ORD 2988 with that company has been made. The contract was terminated 14 August 1945, and the last delivery under the contract was made 22 August 1945.

Sincerely yours,

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

copy kept

SPGCE

1st Ind

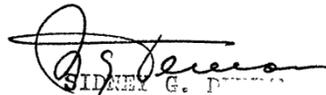
Hq, ASF, Washington 25, D.C. 26 SEP 1945

TO: Office of Civilian Aide to Secretary of War, Room 4119

Attention is invited to basic communication from Office of the Chief of Ordnance.

FOR THE COMMANDING GENERAL:

FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division


SIDNEY G. P...
Major, GCS
Executive Officer



SEP 27 1945

WAR DEPT.
ARMY SERVICES
IND PER DIV

1945 SEP 26 16 41

OUT

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

RDubin/msc
3102

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO:

NO. 160
ATTENTION OF 11316
SPOGC-Labor

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON, D. C.

American Chain + Cable Co 24 September 1945

SUBJECT: American Chain and Cable Company

TO: Director
Industrial Personnel Division ✓
Headquarters, Army Service Forces

ATTN: Mr. L. L. Foster

In accordance with a recent verbal request, this office has made a check of the production status of Ordnance contract W36 034 ORD 2988 with the American Chain and Cable Company. The contract was terminated 14 August 1945 and the last delivery under the contract was made 22 August 1945.

FOR THE CHIEF OF ORDNANCE:

Everett M. Goulard

EVERETT M. GOULARD
Lt Col, Ord Dept
Assistant



SEP 25 45 AM



A

NAVY DEPARTMENT
NAVY SERVICE FORCES
NAVY PERS. DIV.



SPGCE

1st Ind

Mr. Foster/wm
Ext. 73626

Hq, ASF, Washington 25, D.C. 26 SEP 1945

TO: Office of Civilian Aide to Secretary of War, Room 4E 945, The Pentagon

Attention is invited to basic communication from Office of the Chief
of Ordnance.

FOR THE COMMANDING GENERAL:

FOSTER L. FURPHY
Colonel, General Staff Corps
Director, Industrial Personnel Division

OFFICE OF WAR INFORMATION

For Immediate Release
Friday, May 28, 1943

N-463

The White House today issued a new Executive Order establishing a new Committee on Fair Employment Practice "to promote the fullest utilization of all available manpower, and to eliminate discriminatory practices."

At the same time, the White House confirmed the recent appointment of Monsignor Francis J. Haas as chairman of the new Committee which is established as a separate agency within the Office of Emergency Management of the Executive Office of the President.

The new Committee will be composed of a Chairman and not more than six other members to be appointed by the President. Upon the appointment of the new Committee, the old organization, established by Executive Order 8802 and operating within the War Manpower Commission, will cease to exist.

The full text of the new Executive Order, which defines the powers and duties of the Committee, follows:

EXECUTIVE ORDER

FURTHER AMENDING EXECUTIVE ORDER NO. 8802 BY ESTABLISHING A NEW COMMITTEE ON FAIR EMPLOYMENT PRACTICE AND DEFINING ITS POWERS AND DUTIES

In order to establish a new Committee on Fair Employment Practice, to promote the fullest utilization of all available manpower, and to eliminate discriminatory employment practices, Executive Order No. 8802 of June 25, 1941, as amended by Executive Order No. 8823 of July 18, 1941, is hereby further amended to read as follows:

"WHEREAS the successful prosecution of the war demands the maximum employment of all available workers regardless of race, creed, color, or national origin; and

"WHEREAS it is the policy of the United States to encourage full participation in the war effort by all persons in the United States regardless of race, creed, color, or national origin, in the firm belief that the democratic way of life within the nation can be defended successfully only with the help and support of all groups within its borders; and

"WHEREAS there is evidence that available and needed workers have been barred from employment in industries engaged in war production solely by reason of their race, creed, color, or national origin, to the detriment of the prosecution of the war, the workers' morale, and national unity:

"NOW, THEREFORE, by virtue of the authority vested in me by the Constitution and statutes, and as President of the United States and Commander in Chief of the Army and Navy, I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin, and I do hereby declare that it is the duty of all employers, including the several

X-16148

Federal departments and agencies, and all labor organizations, in furtherance of this policy and of this Order, to eliminate discrimination in regard to hire, tenure, terms or conditions of employment, or union membership because of race, creed, color, or national origin.

"It is hereby ordered as follows:

"1. All contracting agencies of the Government of the United States shall include in all contracts hereafter negotiated or renegotiated by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, or national origin and requiring him to include a similar provision in all subcontracts.

"2. All departments and agencies of the Government of the United States concerned with vocational and training programs for war production shall take all measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin.

"3. There is hereby established in the Office for Emergency Management of the Executive Office of the President a Committee on Fair Employment Practice, hereinafter referred to as the Committee, which shall consist of a Chairman and not more than six other members to be appointed by the President. The Chairman shall receive such salary as shall be fixed by the President not exceeding \$10,000 per year. The other members of the Committee shall receive necessary traveling expenses and, unless their compensation is otherwise prescribed by the President, a per diem allowance not exceeding twenty-five dollars per day and subsistence expenses on such days as they are actually engaged in the performance of duties pursuant to this Order.

"4. The Committee shall formulate policies to achieve the purposes of this Order and shall make recommendations to the various Federal departments and agencies and to the President which it deems necessary and proper to make effective the provisions of this Order. The Committee shall also recommend to the Chairman of the War Manpower Commission appropriate measures for bringing about the full utilization and training of manpower in and for war production without discrimination because of race, creed, color, or national origin.

"5. The Committee shall receive and investigate complaints of discrimination forbidden by this Order. It may conduct hearings, make findings of fact, and take appropriate steps to obtain elimination of such discrimination.

"6. Upon the appointment of the Committee and the designation of its Chairman, the Fair Employment Practice Committee established by Executive Order No. 8802 of June 25, 1941, hereinafter referred to as the old Committee, shall cease to exist. All records and property of the old Committee and such unexpended balances of allocations or other funds available for its use as the Director of the Bureau of the Budget shall determine shall be transferred to the Committee. The Committee shall assume jurisdiction over all complaints

and matters pending before the old Committee and shall conduct such investigations and hearings as may be necessary in the performance of its duties under this Order.

"7. Within the limits of the funds which may be made available for that purpose, the Chairman shall appoint and fix the compensation of such personnel and make provision for such supplies, facilities, and services as may be necessary to carry out this Order. The Committee may utilize the services and facilities of other Federal departments and agencies and such voluntary and uncompensated services as may from time to time be needed. The Committee may accept the services of State and local authorities and officials, and may perform the functions and duties and exercise the powers conferred upon it by this Order through such officials and agencies and in such manner as it may determine.

"8. The Committee shall have the power to promulgate such rules and regulations as may be appropriate or necessary to carry out the provisions of this Order.

"9. The provisions of any other pertinent Executive order inconsistent with this Order are hereby superseded."

FRANKLIN D. ROOSEVELT

THE WHITE HOUSE,

May 27, 1943.

For Immediate Release
Friday, May 28, 1943

OFFICE OF WAR INFORMATION

N-463

The White House today issued a new Executive Order establishing a new Committee on Fair Employment Practice "to promote the fullest utilization of all available manpower, and to eliminate discriminatory practices."

At the same time, the White House confirmed the recent appointment of Monsignor Francis J. Haas as chairman of the new Committee which is established as a separate agency within the Office of Emergency Management of the Executive Office of the President.

The new Committee will be composed of a Chairman and not more than six other members to be appointed by the President. Upon the appointment of the new Committee, the old organization, established by Executive Order 8802 and operating within the War Manpower Commission, will cease to exist.

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"WHEREAS the successful prosecution of the war demands the maximum employment of all available workers regardless of race, creed, color, or national origin; and

"WHEREAS it is the policy of the United States to encourage full participation in the war effort by all persons in the United States regardless of race, creed, color, or national origin, in the firm belief that the democratic way of life within the nation can be defended successfully only with the help and support of all groups within its borders; and

"WHEREAS there is evidence that available and needed workers have been barred from employment in industries engaged in war production solely by reason of their race, creed, color, or national origin, to the detriment of the prosecution of the war, the workers' morale, and national unity:

"NOW, THEREFORE, by virtue of the authority vested in me by the Constitution and statutes, and as President of the United States and Commander in Chief of the Army and Navy, I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin, and I do hereby declare that it is the duty of all employers, including the several

X-16148

Federal departments and agencies, and all labor organizations, in furtherance of this policy and of this Order, to eliminate discrimination in regard to hire, tenure, terms or conditions of employment, or union membership because of race, creed, color, or national origin.

"It is hereby ordered as follows:

"1. All contracting agencies of the Government of the United States shall include in all contracts hereafter negotiated or renegotiated by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, or national origin and requiring him to include a similar provision in all subcontracts.

"2. All departments and agencies of the Government of the United States concerned with vocational and training programs for war production shall take all measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin.

"3. There is hereby established in the Office for Emergency Management of the Executive Office of the President a Committee on Fair Employment Practice, hereinafter referred to as the Committee, which shall consist of a Chairman and not more than six other members to be appointed by the President. The Chairman shall receive such salary as shall be fixed by the President not exceeding \$10,000 per year. The other members of the Committee shall receive necessary traveling expenses and, unless their compensation is otherwise prescribed by the President, a per diem allowance not exceeding twenty-five dollars per day and subsistence expenses on such days as they are actually engaged in the performance of duties pursuant to this Order.

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and matters pending before the old Committee and shall conduct such investigations and hearings as may be necessary in the performance of its duties under this Order.

"7. Within the limits of the funds which may be made available for that purpose, the Chairman shall appoint and fix the compensation of such personnel and make provision for such supplies, facilities, and services as may be necessary to carry out this Order. The Committee may utilize the services and facilities of other Federal departments and agencies and such voluntary and uncompensated services as may from time to time be needed. The Committee may accept the services of State and local authorities and officials, and may perform the functions and duties and exercise the powers conferred upon it by this Order through such officials and agencies and in such manner as it may determine.

"8. The Committee shall have the power to promulgate such rules and regulations as may be appropriate or necessary to carry out the provisions of this Order.

"9. The provisions of any other pertinent Executive order inconsistent with this Order are hereby superseded."

FRANKLIN D. ROOSEVELT

THE WHITE HOUSE,

May 27, 1943.

LRL/mjb
Ewt 2431

21 August 1945

Mr. Eugene Davidson, Assistant
Director, Field
President's Committee on Fair
Employment Practice
Standard Oil Building
3rd & Constitution Avenue, N. W.
Washington 25, D. C.

Dear Mr. Davidson:

Reference is made to your letter of 4 August 1945 concerning deletion of references of race from the application for employment forms used by the American Chain and Cable Company, Inc., New York, New York. Both Ordnance and Army Air Forces have contracts with this company. Ordnance has been requested to make an investigation and report. As soon as a report is received, you will be advised.

Sincerely yours,

Louis R. Lautier,
Administrative Assistant, Office,
Civilian Aide to the Secretary of War.

Eugene Davidson
Same

21 August 1945

Mr. Eugene Davidson, Assistant
Director, Field
President's Committee on Fair
Employment Practice
Standard Oil Building
3rd & Constitution Avenue, N. W.
Washington 25, D. C.

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Sincerely yours,

Louis R. Lautier,
Administrative Assistant, Office,
Civilian Aide to the Secretary of War.

HEADQUARTERS, ARMY SERVICE FORCES
MEMO ROUTING SLIP

TO THE FOLLOWING IN ORDER INDICATED:

	NAME OR TITLE	ORGANIZATION	BUILDING AND ROOM	INITIALS
1	Mr. Lautier		4E 945 Pentagon	DATE
2				
3				

SPGCL

Both Ordnance and Army Air Forces have contracts with the American Chain and Cable Company. We have requested Ordnance to make an investigation and report.

We are returning your letter dated 4 August 1945 from FEPC, herewith.

NAME	ORGANIZATION	BUILDING AND ROOM	DATE
FROM: Lemuel L. Foster, Race Relations Analyst	Labor Br., IPD	5C 465	14 Aug 45
			TELEPHONE 73626

W. D., A. G. O. Form 0115
1 October 1944

This Form supersedes W. D., A. G. O. Form 0115, 23 March 1944,
which may be used until existing stocks are exhausted.
15-31046-2 GPO

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



In reply, refer to:

4-ER-770

August 4, 1945



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

Dear Mr. Gibson:

Acknowledgment is made of your letter of July 30, 1945, in the matter of our request that the War Department direct that references to race be deleted from the application for employment forms approved by the American Chain and Cable Company, Inc., New York, New York, and currently used not only by this company but by its subsidiary, the Maryland Bolt and Nut Company, Baltimore, Maryland.

In your letter, you state that the War Department has no jurisdiction in this case because none of the Army's technical services has a contract with this company.

Pursuant to my telephone conversation with Mr. Lautier, of your office, I am submitting the following Army contracts with the American Chain and Cable Company, as listed in the April 20, 1945, issue of "State Listings of Major War Supply Contracts Active as of March 31, 1945:"

1. Place: Adrian, Michigan
Service: Army Air Force
Contract No.: 33038 AC 7357
Product: Tow Target Cable
Value: \$118,000
Award date: 1/45
Completion date: 1/46
2. Place: York, Pennsylvania
Service: Ordnance
Contract No.: 36034 ORD 2988

Mr. Gibson

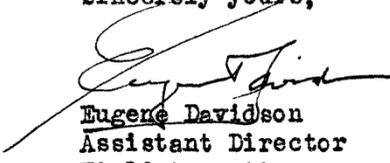
-2-

August 4, 1945

Product:	Tow chains
Value:	\$114,000
Award date:	7/44
Completion date:	11/45

I will appreciate it if you will verify the existence of these contracts and use your good offices to cause the deletion of the reference to race.

Sincerely yours,


Eugene Davidson
Assistant Director
Field Operations

Ex 2431
LRL:mw

30 July 1945

Mr. Eugene Davidson
Assistant Director
Field Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Washington 25, D. C.

Dear Mr. Davidson:

Reference is made to your letter of July 11, 1945, requesting the War Department to have the reference to race deleted from the application for employment forms used by the Maryland Bolt and Nut Company, Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York.

The War Department has no jurisdiction in this case because none of the Army's technical services has a contract with this company.

In compliance with your request I am returning herewith the copy of the form used by the Maryland Bolt and Nut Company.

Sincerely yours,

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

Incl.

*Card - Davidson
Copy of Davidson*

Ex 2431
LRL:mw

30 July 1945

Mr. Eugene Davidson
Assistant Director
Field Operations
President's Committee on Fair
Employment Practice
Standard Oil Building
Washington 25, D. C.

Dear Mr. Davidson:

Reference is made to your letter of July 11, 1945, requesting the War Department to have the reference to race deleted from the application for employment forms used by the Maryland Bolt and Nut Company, Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York.

The War Department has no jurisdiction in this case because none of the Army's technical services has a contract with this company.

In compliance with your request I am returning herewith the copy of the form used by the Maryland Bolt and Nut Company.

Sincerely yours,

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

Incl.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C. In reply refer to:
4-ER-370



July 11, 1945

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Pentagon Building
Arlington, Virginia

Dear Mr. Gibson:

Pursuant to the request of Mr. Lautier of your office, I am enclosing herewith the application for employment form of the American Chain and Cable Company, Inc., which form is also used by the Maryland Bolt and Nut Company, a subsidiary of the former company.

Please return this form when it has served your purposes.

Sincerely yours,


Eugene Davidson
Assistant Director
Field Operations

enclosure

In reply refer to:
4-BR-370

July 11, 1945

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Pentagon Building
Arlington, Virginia

Dear Mr. Gibson:

Pursuant to the request of Mr. Lautier of your office, I am enclosing herewith the application for employment form of the American Chain and Cable Company, Inc., which form is also used by the Maryland Bolt and Nut Company, a subsidiary of the former company.

Please return this form when it has served your purposes.

Sincerely yours,

Eugene Davidson
Assistant Director
Field Operations

enclosure



HEADQUARTERS ARMY SERVICE FORCES
WASHINGTON 25, D. C.

OFFICE OF CIVILIAN
AIDE
WAR DEPARTMENT



SPGCL 095 Maryland Bolt and Nut Co.

28 JUL 1945

MEMORANDUM FOR THE CIVILIAN AIDE TO THE SECRETARY OF WAR, Room 4E-945,
The Pentagon

SUBJECT: Reference to Race on Maryland Bolt and Nut Company's
Application for Employment Forms

1. The basic complaint against the Maryland Bolt and Nut Company of Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York, is herewith returned for the reason that none of our technical services have a contract with this company.

2. For the reason mentioned in the above paragraph, the War Department has no jurisdiction over this complaint.

FOR THE COMMANDING GENERAL:

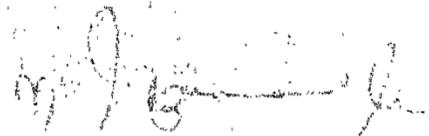
RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

W. J. Brown, Jr.

WAR DEPT
ARMY SERVICE FORCES
IND PER DIV

1945 JUL 28 15 41

OUT



Director, Industrial Personnel Division
Colonel General Staff Corps
WALTER E. GOM

FOR THE COMMANDING GENERAL:

Department has no jurisdiction over this complaint.

3. For the reason mentioned in the above paragraph, the War
with this complaint.

For the reason that none of our respective relatives have a contract
and State Company, Inc., New York, New York, is presently operating
Company of Baltimore, Maryland, a subsidiary of the American Ship

1. The state complaint against the Maryland Boat and Ice

Application for Employment Form

SUBJECT: Reference to case on Maryland Boat and Ice Company, a

The Bureau

MEMORANDUM FOR THE CHIEF OF BUREAU AND THE SECRETARY OF NAVY, ROOM 4E-242

SUBJECT: Maryland Boat and Ice Co.

HEADQUARTERS ARMY SERVICE FORCES



28 JUL 1945



SPGCL 095 Maryland Bolt and Nut Co.

28 JUL 1945

MEMORANDUM FOR THE CIVILIAN AIDE TO THE SECRETARY OF WAR, Room 4E-945,
The Pentagon

SUBJECT: Reference to Race on Maryland Bolt and Nut Company's
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1. The basic complaint against the Maryland Bolt and Nut Company of Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York, is herewith returned for the reason that none of our technical services have a contract with this company.

2. For the reason mentioned in the above paragraph, the War Department has no jurisdiction over this complaint.

FOR THE COMMANDING GENERAL:

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

Ex 2431
TKG:LRL:RW

11 July 1945

MEMORANDUM FOR: Director, Industrial Personnel Division
Army Service Forces
Room 4C-457, The Pentagon.

1. Attached is a copy of a letter from the President's Committee on Fair Employment Practice alleging that the application for employment forms used by the Maryland Bolt and Nut Company, Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York, contains a reference to race.

2. In view of the joint letter of July 2, 1942, from the Secretaries of War and Navy, and the Chairman of the Maritime Commission, advising the Chairman of the President's Committee on Fair Employment Practice that they are prepared to advise contractors that any reference to race or religion should be deleted from employment forms, may appropriate action be taken in this case.

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

Incl.

*Car. G. Harwood
Copies kept.*

Ex 2431
TKG:LRL:mw

11 July 1945

MEMORANDUM FOR: Director, Industrial Personnel Division
Army Service Forces
Room 4C-457, The Pentagon.

1. Attached is a copy of a letter from the President's Committee on Fair Employment Practice alleging that the application for employment forms used by the Maryland Bolt and Nut Company, Baltimore, Maryland, a subsidiary of the American Chain and Cable Company, Inc., New York, New York, contains a reference to race.

2. In view of the joint letter of July 2, 1942, from the Secretaries of War and Navy, and the Chairman of the Maritime Commission, advising the Chairman of the President's Committee on Fair Employment Practice that they are prepared to advise contractors that any reference to race or religion should be deleted from employment forms, any appropriate action be taken in this case.

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

Incl.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



July 10, 1945

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Pentagon Building
Arlington, Virginia

Dear Mr. Gibson:

Our Regional Director, Region IV has referred to this office for action at this level, the matter of references to race on application for employment forms used by the Maryland Bolt and Nut Company, Baltimore, Maryland and the American Chain and Cable Company, Inc., New York, New York, of which the former company is a subsidiary.

The report from our Regional Director includes a conference by our regional examiner with Mr. C. S. Duvall, President and Mr. E. C. Blankenship, Assistant Manager of the Maryland Bolt and Nut Company in which we were referred to the parent company on the matter of the deletion of references to race. Subsequently, under date of June 30, 1945, Mr. C. N. Johns, Vice-President, American Chain and Cable Company, Inc. wrote to Mr. Duvall as follows:

I am in receipt of your letter of June 14 in which you advise that the representative of the President's Committee on Fair Employment Practice has again contacted your office requesting that we eliminate the word "Color" in the fifth line of our employment application form SO-2821, which is a followup of their previous conference with you on the above subject.

This application form which we have was inaugurated and approved by the various Army Service Commands and Naval Districts in which our plants are located. The word "color" is stated specifically on the Federal Bureau of Investigation form 16-22517. The words "race", "white", "negro" appear on the Selective Service Registration Certificate 16-21631. In recent Labor Department reports, they have used the term "white" and "non-white".

You may therefore advise the representative in Baltimore that:

- (a) we are thoroughly familiar with Executive Order 9346

- (b) we are not discriminating in our Baltimore plant or any plant because of color, race, or creed.
- (c) we do not propose to change the wording of our application blank SC-2821. In order that there may be no misunderstanding we are attaching copy of the application blank which we propose to use in all of our plants.

This letter is being sent to you in triplicate and if you so care to transmit a copy to the Fair Employment Practice office in Baltimore, it is quite satisfactory.

Especially since Mr. Johns bases his refusal to delete references to race on the approval of "the various Army Service Commands", you are requested to cause the deletion of such references in accordance with the positions of this Committee and of the War Department that such references should be deleted from application for employment forms.

I shall appreciate your early attention to this matter and a report on your findings and action.

Sincerely yours,



Eugene Davidson
Assistant Director
Field Operations

JCE/mjb
Ext. 2431

4 July 1945

Mr. John A. Davis
Director of Division of
Review and Analysis
Fair Employment Practice Committee
Standard Oil Building
3rd & Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Davis:

In accordance with our conversation of this morning please furnish us with six copies of the FIRST REPORT, Fair Employment Practice Committee, dated July 1943--December 1944.

You are to be commended for compilation of significant data.

Sincerely yours,

James C. Evans,
Assistant Civilian Aide to the
Secretary of War.

*See file - Mr. Davis
July 11, 1945*

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SPGCL

1st Ind

73626
LLF/erg

Hq, ASF, Washington 25, D. C.

29 MAY 1945

TO: Office of the Secretary of War. ATTENTION: Mr. Truman K. Gibson, Jr.,
Civilian Aide to the Secretary of War, Rm 4E-945, The Pentagon

1. Content of basic communication and inclosure noted.
2. Major Sullivan, Labor Officer of Detroit, Michigan, has been advised of these hearings.
3. Mr. Lemuel L. Foster will attend the hearings.

FOR THE COMMANDING GENERAL:

1 Incl
1 - W/d
2 - Added: Cy ltr dtd
26 May 45 fm IPD
to 6th Sv C

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

William J. Brennan, Jr.
WILLIAM J. BRENNAN, JR.
Colonel, General Staff Corps
Chief, Labor Branch

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Copy Dept.

WAR DEPT.
ARMY SER FORCES
IND PER DIV

1945 MAY 29 17 06

OUT

TO: SAC
FROM: SAC
SUBJECT: [illegible]

Director, [illegible] Division
Colonel, [illegible] Corps
[illegible]

FOR THE COMMISSIONER'S INFO:

- 1. Mr. [illegible] [illegible] [illegible] [illegible]
- 2. [illegible] of these results.
- 3. [illegible] [illegible] [illegible] [illegible] [illegible]
- 4. [illegible] of these communications and [illegible] notes.

STAFF: [illegible] of the Secretary of War, [illegible] [illegible] [illegible]
TO: Office of the Secretary of War, [illegible] [illegible] [illegible] [illegible]
[illegible] [illegible] [illegible] [illegible]

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73626
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Hq, ASF, Washington 25, D. C.

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Chief, Labor Branch

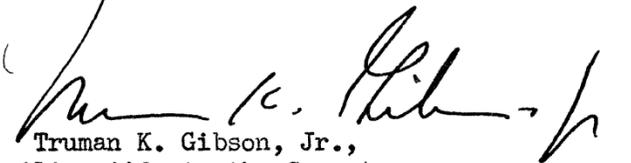
WAR DEPARTMENT
WASHINGTON, D. C.

24 May 1945

DE.
334

MEMORANDUM FOR: Director, Industrial Personnel Division
Room 4C-457
The Pentagon.

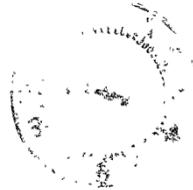
Inclosed herewith for your information is a copy of a letter of May 18, 1945, from the President's Committee on Fair Employment Practice, together with copy of notice of Hearing and Statement of Charges in the matter of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 299, et al, Case No. 84.


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

Incl. w/d



WY 5 25 19



A

WASH DC 20540
ARMY SERVICE CENTER
MID. PERS. DIV

1. Visit of face plants to subject to be in service command

2. Commanding General
Sixth Service Command
2107 Camp Meade Blvd. N.
X Northwacker Drive
Chicago 6, Illinois

3. [Illegible]

1. Mr. Samuel L. Foster, vice chairman analyst for the Industrial Personnel Division, will be in the Sixth Service Command during the period from 2 June 1945 to 9 June 1945.

2. He will be present as an observer at the public hearings by the Committee on Fair Employment Practices involving the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 279, and eleven Detroit trucking companies, 2 June 1945.

3. It is our desire that he visit the Separation Center at Fort Sheridan, Illinois, the 6th or 7th of June.

BY [Illegible]

LARRY F. [Illegible]
Colonel, General Staff Corps
Director, Industrial Personnel Division

L.L. Foster
73b26: erg

cc: Col. C. G. Volts
cc: Col. McAfee

C
O
P
Y

May 18, 1945

Mr. Truman K. Gibson
Civilian Aide to
The Secretary of War
War Department
Pentagon Building
Washington, D. C.

In the Matter of:
The International Brotherhood
of Teamsters, Chauffeurs, Ware-
housemen and Helpers of
America, Local 299, et al
Case No. 84

Dear Mr. Gibson:

The President's Committee on Fair Employment Practice
has scheduled a hearing in the above-entitled matter com-
mencing on June 2, 1945.

A copy of the Statement of Charges & Order for Hearing
and a copy of the Notice of Hearing are enclosed herewith for
your information.

Yours very truly,

George M. Johnson
Deputy Chairman

Copy 154

Ex 2431
LRL:mw

24 May 1945

MEMORANDUM FOR: Director, Industrial Personnel Division
Room 4C-457
The Pentagon.

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

Incl.

*Card Johnson
Copy kept*

Ex 2431
LRL:mw

24 May 1945

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Room 4C-457
The Pentagon.

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

Incl.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

May 18, 1945

Mr. Truman K. Gibson
Civilian Aide to the Secretary of War
Pentagon Building
Washington 25, D. C.

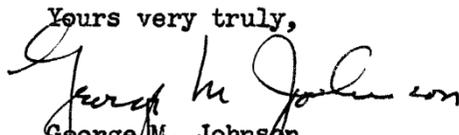
In the Matter of:
The International Brother-
hood of Teamsters, Chauffeurs,
Warehousemen and Helpers of
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Yours very truly,


George M. Johnson
Deputy Chairman

Enclosures - (2)



UNITED STATES OF AMERICA
EXECUTIVE OFFICE OF THE PRESIDENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

In the Matter of :
The International Brotherhood of Teamsters, :
Chauffeurs, Warehousemen and Helpers of America, :
Local 299 :
The White Star Trucking Company :
The Mannion Express Company : Case No. 84
McFarren Cartage Company :
Shippers Dispatch, Inc. :
The Opland Trucking Company :
The Detroit Delivery Company :
The Dealers Transport Company :
Associated Truck Lines, Inc. :
Fourteenth Avenue Cartage Company :
U. S. Truck Company, Inc., and the :
Douglas Trucking Lines, Inc. :
:

NOTICE OF HEARING

TO: The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 299
2741 Trumbull Avenue
Detroit, Michigan

McFarren Cartage Company
140 Twelfth Street
Detroit, Michigan

Opland Trucking Company
2541 Ferry Park
Detroit, Michigan

The Dealers Transport Company
4151 Cabot Street
Detroit, Michigan

The White Star Trucking Company
12722 Michigan
Detroit, Michigan

The Mannion Express Company
1400 Twelfth Street
Detroit, Michigan

Shippers Dispatch, Inc.
1546 West Lafayette Street
Detroit, Michigan

The Detroit Delivery Company
3140 Grand River Avenue
Detroit, Michigan

Associated Truck Lines, Inc.
1208 St. Aubin Street
Detroit, Michigan

Fourteenth Avenue Cartage Co.
1038 Twenty-First Street
Detroit, Michigan

U. S. Truck Company, Inc.
2290 Twenty-Fourth Street
Detroit, Michigan

The Douglas Trucking Lines, Inc.
1240 West Elizabeth Street
Detroit, Michigan

Please take notice that beginning on the second day of June, 1945, at ten o'clock in the forenoon, at a place to be designated in the City of Detroit, State of Michigan, a hearing on the matters set forth in the annexed Statement of Charges and Order for Hearing will be conducted before the President's Committee on Fair Employment Practice, or a duly authorized sub-committee and/or Hearings Examiner acting on behalf of the Committee, pursuant to Executive Order 8802, as amended by Executive Order 9346, promulgated by the President of the United States on June 25, 1941 and May 23, 1943, respectively.

The Committee requests that you be represented at the hearing by an official or officials who can testify with authority and full knowledge of the facts relative to the issues involved in the proceeding.

Pursuant to said Order for Hearing, Simon Stickgold and Frank D. Reeves have been designated as counsel on behalf of the Committee.

You are further notified that you may file an answer and any other documents relating hereto with the President's Committee on Fair Employment Practice, c/o Edward M. Swan, Examiner-in-Charge, Region V, 1516 Penobscot Building, Detroit 26, Michigan.

In testimony whereof



Malcolm Ross, Chairman

by direction of the Committee has
hereunto set his hand at
Washington, D. C. this 18 th day
of May, 1945

UNITED STATES OF AMERICA
EXECUTIVE OFFICE OF THE PRESIDENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

In the Matter of)	
The International Brotherhood of Teamsters,)	
Chauffeurs, Warehousemen and Helpers of America,)	STATEMENT OF CHARGES
Local 299)	and
The White Star Trucking Company)	ORDER FOR HEARING
The Mannion Express Company)	
Shippers Dispatch, Inc.)	Case No. <u>84</u>
The McFarren Cartage Company)	
The Opland Trucking Company)	
The Detroit Delivery Company)	
The Dealers Transport Company)	
Associated Truck Lines, Inc.)	
Fourteenth Avenue Cartage Company)	
U. S. Truck Company, Inc., and the)	
Douglas Trucking Lines, Inc.)	
Respondents)	

Upon receipt of complaints that The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 299; The White Star Trucking Company; The Mannion Express Company; Shippers Dispatch, Inc., The McFarren Cartage Company; The Opland Trucking Company; The Detroit Delivery Company; The Dealers Transport Company; Associated Truck Lines, Inc.; Fourteenth Avenue Cartage Company; U. S. Truck Company, Inc.; and the Douglas Trucking Lines, Inc.; have engaged in discriminatory employment practices forbidden by Executive Order 8802 as amended by Executive Order 9346, promulgated by the President of the United States on June 25, 1941 and May 27, 1943, respectively, the President's Committee on Fair Employment Practice hereby issues its Statement of Charges and alleges:

(1) The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 299 (hereinafter referred to as the Respondent Union) is a labor organization affiliated with the American Federation of Labor and admits to membership, among others, truck drivers in the Detroit area who are qualified to engage in interstate, intra-state and intra-city hauls.

(2) The Respondent Union has collective bargaining agreements with trucking companies in the Detroit area including: The White Star Trucking Company; The Mannion Express Company; Shippers Dispatch, Inc.; The McFarren Cartage Company; The Opland Trucking Company; The Detroit Delivery Company; The Dealers

Transport Company; Associated Truck Lines, Inc.; Fourteenth Avenue Cartage Company; U. S. Truck Company, Inc.; and the Douglas Trucking Lines, Inc. (hereinafter sometimes referred to as the Respondent Companies). These agreements provide, in substance, that all truck drivers employed by said companies for interstate, intra-state and intra-city hauls of essential war materials must be members of the Respondent Union or must join and become members of the Respondent Union.

(3) By virtue of the nature of its activities, duties and responsibilities and its agreements with the Respondent Companies, the Respondent Union is a labor organization within the meaning of Executive Order 9346 and its policies and practices insofar as they affect employment in war industries are subject to the jurisdiction of the President's Committee on Fair Employment Practice.

(4) The Respondent Union, since June 25, 1941, and at all material times thereafter, has failed and refused and still fails and refuses to permit or authorize the employment of needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, and has threatened and threatens to cause work stoppages in the event such needed and qualified Negroes are employed as truck drivers by Respondent Companies.

(5) The Respondent Union, during the year 1942, by virtue of its collective bargaining agreement with the White Star Trucking Company, Respondent herein, prevented said Company from employing Festus Hairston, a needed and qualified Negro and a member of the Respondent Union, as a truck driver for interstate hauls of essential war materials, because of his race or color.

(6) The Respondent Union, on or about March 12, 1945, by virtue of its collective bargaining agreement with the Douglas Trucking Company, prevented said Company from employing Henry Adams, a needed and qualified Negro as a truck driver for interstate, intra-state and intra-city hauls of essential war materials, because of his race or color.

(7) The Respondent Union, by virtue of its collective bargaining agreements with the Respondent Companies hereinafter enumerated, caused the discharge or resignation of the following named needed and qualified Negro truck drivers, because of their race or color, on or about the dates set opposite their names:

George E. Johnson	August 2, 1943	Mannion Express Co.
Joseph Smith	December 1944	Detroit Delivery Co.

(8) The Respondent Union has failed and refused and still fails and refuses to admit into its membership the following named needed and qualified Negro truck drivers, because of their race or color, on or about the dates set opposite their names, thus preventing their employment by the Respondent Companies listed opposite their names:

George E. Johnson	June 1943	Mannion Express Co.
-------------------	-----------	---------------------

Joseph Smith	March 1944	Detroit Delivery Co.
O. Purvey	August 1944	U. S. Truck Co., Inc.
Henry Adams	March 1945	Douglas Trucking Co.

(9) The Respondent Companies are carriers located in the Detroit, Michigan, area engaged in the interstate, intra-state and intra-city automotive transportation of war materials for delivery to and use by (a) the United States Government or agencies thereof for military purposes and (b) enterprises engaged in the production of war materials or in activities necessary for the maintenance of the production or utilization of war materials.

(10) The Respondent Companies, at all times herein mentioned, owned and operated, and now own and operate trucks and trucking facilities in the city of Detroit, state of Michigan, which are essential for the discharge of said Companies' activities as described in paragraph (9) above.

(11) By virtue of the operations described in paragraphs (9) and (10) above, the Respondent Companies are war industries within the meaning of Executive Order 9346 and their employment policies and practices are subject to the jurisdiction of the President's Committee on Fair Employment Practice.

(12) The White Star Trucking Company, Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ and/or retain in its employment needed and qualified Negroes as truck drivers for interstate, intra-state and intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(13) The White Star Trucking Company, during the year 1942, in Detroit, failed and refused to employ and/or retain in its employment Festus Hairston, a needed and qualified Negro, inter alia, as a truck driver for interstate hauls of essential war materials, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(14) The Mannion Express Company, Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ and/or retain in its employment needed and qualified Negroes as truck drivers for interstate, intra-state and intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(15) The Mannion Express Company, on or about August 2, 1943, in Detroit, demoted George E. Johnson, a needed and qualified Negro truck driver in its employ, to the position of helper, because of his race or color.

(16) Shippers Dispatch, Inc., Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials,

because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(17) Shippers Dispatch, Inc., on or about January 23, 1945, in Detroit, has failed and refused and still fails and refuses to employ, inter alia, Albert Davis, a needed and qualified Negro, as a truck driver for interstate, intra-state or intra-city hauls of essential war materials, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(18) The McFarren Cartage Company, Respondent herein, since June 25, 1941, and at all material times thereafter, has failed and refused and still fails and refuses to employ and/or retain in its employment needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(19) The McFarren Cartage Company, on or about August 21, 1944, in Detroit, failed and refused to retain in its employment as a truck driver for interstate, intra-state or intra-city hauls of essential war materials, L. D. Wallace, a needed and qualified Negro, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(20) The McFarren Cartage Company, during September 1944, in Detroit, failed and refused to employ inter alia, Holly Peek, a needed and qualified Negro, as a truck driver for interstate, intra-state or intra-city hauls of essential war materials, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(21) The Opland Trucking Company, Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(22) The Opland Trucking Company, in Detroit, has failed and refused and still fails and refuses to employ, inter alia, the following named needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, on or about the dates set opposite their names, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so:

Charles Joiner	April 25, 1945
Paul Beasley	January 4, 1945
Kermit Belcher	July 7, 1944

(23) The Detroit Delivery Company, Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses, inter alia, to employ and/or retain in its employment needed and qualified Negroes as truck drivers for interstate, intra-state

or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(24) The Detroit Delivery Company, during December 1943 or January 1944, in Detroit, failed and refused to retain in its employment as a truck driver for interstate, intra-state or intra-city hauls of essential war materials, Joseph Smith, a Negro, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(25) The Detroit Delivery Company, in Detroit, has failed and refused and still fails and refuses to employ the following named needed and qualified Negroes, inter alia, as truck drivers for interstate, intra-state or intra-city hauls of essential war materials on or about the date set opposite their names, because of their race or color, the Company's explanation being that the Respondent Union would not permit it to do so:

K. C. Bills	March 27, 1944
James Cathey	April 17, 1944
Ed Calloway	April 12, 1944

(26) The Dealers Transport Company, Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(27) The Dealers Transport Company, on or about August 11, 1944, in Detroit, failed and refused and still fails and refuses to employ, inter alia, Stennis E. Lloyd, a needed and qualified Negro, as a truck driver for interstate, intra-state or intra-city hauls of essential war materials, because of his race or color, the Company's explanation being that the Respondent Union would not permit it to do so.

(28) Associated Truck Lines, Inc., Respondent herein, since June 25, 1941, and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(29) Associated Truck Lines, Inc., in Detroit, has failed and refused and still fails and refuses to employ the following named needed and qualified Negroes, inter alia, as truck drivers for interstate, intra-state or intra-city hauls of essential war materials on or about the dates set opposite their names, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so:

Louis Smith	February 9, 1944
Henry Thomas	April 12, 1944
Lawrence Warren	November 1944

(30) The Fourteenth Avenue Cartage Company, Respondent herein, since June 25, 1941 and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(31) The Fourteenth Avenue Cartage Company, in Detroit, has failed and refused and still fails and refuses to employ the following named needed and qualified Negroes, inter alia, as truck drivers for interstate, intra-state or intra-city hauls of essential war materials on or about the dates set opposite their names, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so:

Arthur Miles	May 23, 1944
Arthur King	March 17, 1944
Alvin Wiggins	July 21, 1944

(32) The U. S. Truck Company, Inc., Respondent herein, since June 25, 1941 and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ and/or retain in its employment needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(33) The U. S. Truck Company, Inc., in Detroit, has failed and refused and still fails and refuses to employ and/or retain in its employment the following named needed and qualified Negroes, inter alia, as truck drivers for interstate, intra-state or intra-city hauls of essential war materials on or about the dates set opposite their names, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so:

Dewey Windom	July 13, 1944
O. Purvey	August 1944

(34) The Douglas Trucking Lines, Inc., Respondent herein, since June 25, 1941 and at all material times thereafter, in Detroit, has failed and refused and still fails and refuses to employ needed and qualified Negroes as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so.

(35) The Douglas Trucking Lines, Inc., in Detroit, failed and refused and still fails and refuses to employ the following named needed and qualified Negroes, inter alia, as truck drivers for interstate, intra-state or intra-city hauls of essential war materials, on or about the dates set opposite their

names, because of their race or color, the Company's explanation being that the Respondent Union will not permit it to do so:

Zuett Jefferson January 29, 1945
Henry Adams March 12, 1945

(36) The aforesaid policies and practices of the Respondents are forbidden by Executive Order 8802 as amended by Executive Order 9346, in that said policies and practices constitute discrimination in employment because of race or color.

WHEREFORE, After preliminary investigation of the complaints above set forth and by virtue of the authority conferred upon it by Executive Order 9346 to "conduct hearings, make findings of fact and take appropriate steps to obtain elimination of discrimination forbidden by the Order," THE PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE ORDERS THAT A HEARING BE HELD IN THE CITY OF DETROIT, STATE OF MICHIGAN, FOR THE PURPOSE OF EXAMINING SAID COMPLAINTS AND THE EMPLOYMENT PRACTICES OF THE RESPONDENTS RELATING THERETO AND THAT COUNSEL BE DESIGNATED ON BEHALF OF THE COMMITTEE.

WASHINGTON, D. C., May 18, 1945

PRESIDENT'S COMMITTEE ON
FAIR EMPLOYMENT PRACTICE

By Malcolm Ross
Chairman

SPGCL 095 Tennessee Eastman Corp. 1st Ind.

Hq, ASF, Washington 25, D. C.

TO: The Office of the Chief of Engineers. ATTENTION: Labor Officer
Forwarded for investigation and report.

BY COMMAND OF GENERAL SOMERVELL:

RALPH P. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

Log 6268

L.L.Foster
73626: cwr

Mr. Truman K. Gibson, Jr.

March 11, 1961

Atlanta Office of the
Federal Bureau of Investigation
Army Service Forces
15157 Georgia Building
Atlanta, Ga.

Dear Sir:

The Atlanta office of the Committee on Fair Employment Practices has referred to Washington complaints against the Tennessee Machine Corporation, a contractor for the Southern District Engineers. This project which is at Newport, Tennessee is described by management as so confidential that even information on the occupation held by Negroes can not be supplied to the public. A Mr. Robert J. Lobb, who reports stated that the contractor was in need of 2,000 trainees but refused to employ any Negroes for this type of work. In the same case, the company was listed as needing three hundred clerical workers. Negroes are also refused this type of work.

In a conference on March 12, Mr. W. W. Shor, Assistant Area Manager, informed that a previous plan the company had been considering, which Mr. Shor believed would permit the employment of Negroes as trainees, had been canvassed and rejected as unworkable. The company representative also declined to indicate whether Negroes would be employed for clerical jobs. The company employs a total of 6,000 persons and 75 are said to be non-white.

Three Negro complainants allege that during the month of June 1960, they sought employment as clerical workers but were turned down by Mr. George Carbutt, a company representative, because of their race. These persons were Misses Alma Williams, Marie M. Pennington, and Justine Adams. She states that on

June 1 or 2, 1944, they were refused employment as typists by Mr. Arbitt. The company contends that all three were hired as janitresses because it was the work for which they were best suited. It is alleged by the company that the applicants said they were best qualified for jobs as janitresses. However, an EEO representative has examined the application forms and found that the complainants applied for jobs as typists as a first preference. Miss Tolson is listed as having a typing speed of seventy words a minute. According to the complainants, Mr. Arbitt informed them definitely that Negroes could not be used in clerical jobs.

Another complainant, Miss Aimee Stafford, contends that she was employed as a typist and worked under the supervision of an individual who in turn worked under the supervision of the buildings. Miss Stafford alleges that she was the only person of her race in the office and that because of alleged complaints and criticisms, she was removed at the direction of a Mr. Johnson. She alleges that this was done because she is a Negro. Later she was transferred to a medical unit at the same rate of pay after declining a job as a maid. The company admits that Miss Stafford was employed on June 27, 1944, but states that she was referred by the United States Employment Service as a janitress and was so classified. It is contended further by the company that no clerical help was employed at that time but for a brief period, Miss Stafford was used for secretarial duties. An EEO representative examined the application form filled out by Miss Stafford and it was noted that she applied for a secretarial job and that she could type fifty words per minute. Her shorthand speed was listed as seventy-five words per minute.

All of these complainants have since left the company but they have not withdrawn their complaints which were filed with EEOC. The company contends that it employs Negroes above the level of common laborers in the Chemical Building but declined to state the nature of these jobs. The company summarizes its policy with reference to Negro employment as follows:

"It is our policy to employ Negroes in all capacities which are consonant with the practices and customs of the general area. A careful review of our use of Negroes convinces us that we have given full effect to such policy."

Colonel Ralph Low

May 1, 1945

The regional office has had a number of meetings with company and War Department representatives in the area. Lieutenant John J. Flaherty, Special Assistant to the Director of Personnel, was designated to represent the Commanding Officer, Colonel E. M. Nichols, in the negotiations. None of these negotiations have produced any definite results which would show that the contractor intends to comply with the Executive Order.

F.O.C. would like to have some assurance that in the specific occupations requiring the use of trainees and clerical workers the contractor will hire without discrimination because of race. It will be useful to have a breakdown showing the occupations in which Negroes are now included. In view of the time which has elapsed since F.O.C. began negotiations with the contractor, it would seem appropriate that company furnish this agency with a statement showing the plan it intends to follow in complying with Executive Order 9808. I shall be glad to confer with appropriate War Department representatives on this matter.

Sincerely yours,

Clarence A. Mitchell
Associate Director of
Field Operations



file

HEADQUARTERS ARMY SERVICE FORCES
WASHINGTON 25, D. C.



SPGC-L
095 Hunter, Clara W.

29 March 1945

MEMORANDUM TO THE DIRECTOR OF CIVILIAN PERSONNEL AND TRAINING,
OFFICE OF THE SECRETARY OF WAR (Attention: Mr. Louis R. Lautier)

SUBJECT: Grievance of Employee at U. S. Cartridge Company,
St. Louis, Mo.

1. In response to your request in a memorandum under date of 8 March 1945, an investigation of the above-named complaint was made. Your attention is called to the attached copy of the Third Indorsement, under date of 23 March 1945.

2. Should your office feel that the information contained in this Indorsement is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

FOR THE COMMANDING GENERAL:

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

1 Incl:
Cy Third Ind.

William J. Brennan, Jr.
WILLIAM J. BRENNAN, JR.
Colonel, General Staff Corps
Chief, Labor Branch

MAR 30 1945
[Handwritten initials]

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RECEIVED
MAR 2 1954

SPGC-L
095 Hunter, Clara W.

29 March 1945

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RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

1 Incl:
Cy Third Ind.

WILLIAM J. ROEDER, JR.
Colonel, General Staff Corps
Chief, Labor Branch

COPY

00-201 Hunter, Clara W.
095 Hunter, Clara W.
SLP 230.74/8

3rd Ind.

Hudgens/se

Commanding Officer, St. Louis Ordnance Plant, St. Louis, Missouri,
23 March 1945

To: Chief of Ordnance, ASF, Pentagon Building, Washington 25, D. C.
Attn: SPOGC - Major E. M. Goulard

Investigation reveals that the Mrs. Clara W. Hunter referred to
in basic communication applied for transfer to production operations
and was transferred to a packing operator on 15 March 1945.

/s/ J. S. Hudgens
J. S. HUDGENS
Major, Ord. Dept.
Commanding

LRL/mjb
Ext. 2431

29 March 1945

Mr. Clarence M. Mitchell,
Associate Director of
Field Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of February 27, 1945, concerning the release of soldiers to work at the Aluminum Company of America's Plant at Alcoa, Tennessee. This matter has been investigated and the report states as follows:

Negro male common labor was not available at Alcoa, Tennessee at the time arrangements were made to provide soldiers, nor at the time the soldiers reported at the plant. That type of labor is not presently available as evidenced by the fact that the company has been and is attempting to recruit male common labor with no color restrictions.

The soldiers who reported to the Aluminum Company of America at Alcoa, Tennessee were hired as common labor and if Negro males had been available they could have done the same work, but they were not.

The company presently employs 10% Negroes, which is the average in that area for war industries. The Negro population of the area comprised approximately 10% of the total population.

In regard to the telegram quoted in Mr. Mitchell's letter, the investigation reveals that the F.E.P.C. complaint against the company by the Regional Office has been closed as satisfactorily adjusted. In substantiation there is attached a copy of a letter dated

Copy of letter

12 February 1945 from Aluminum Company of America to Mr. John Hope II, F.E.P.C. Fair Practice Examiner, Region VII, Atlanta, Georgia, and a copy of a letter dated 23 February 1945 from Mr. Hope to the company.

From the investigation which was conducted it appears that the company was and still is very anxious to hire male common labor with no color restrictions. The soldiers now employed at the plant are on a temporary basis and the Army and the company are desirous of replacing them with civilian labor as quickly as possible.

Sincerely yours,

Louis R. Lautier,
Administrative Assistant, Office,
Civilian Aide to the Secretary of War.

29 March 1945

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President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington 25, D. C.

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Sincerely yours,

Louis R. Lautier,
Administrative Assistant, Office,
Civilian Aide to the Secretary of War.



IN REPLY REFER TO:
AFDRE-7

HEADQUARTERS, ARMY AIR FORCES
WASHINGTON



26 March 1945

MEMORANDUM FOR THE ADMINISTRATIVE ASSISTANT, OFFICE OF CIVILIAN AIDE
TO THE SECRETARY OF WAR:

Subject: Employment of Negroes at the Aluminum Company of
America's Plant at Alcoa, Tennessee.

1. Reference is made to your memorandum dated 1 March 1945, same subject. This matter has been investigated and the following information is submitted as the basis for a reply to the letter dated 27 February from Clarence M. Mitchell, Associate Director of Field Operations, Fair Employment Practices Committee.
2. Negro male common labor was not available at Alcoa, Tennessee at the time arrangements were made to provide soldiers, nor at the time the soldiers reported at the plant. That type of labor is not presently available as evidenced by the fact that the company has been and is attempting to recruit male common labor with no color restrictions.
3. The soldiers who reported to the Aluminum Company of America at Alcoa, Tennessee were hired as common labor and if negro males had been available they could have done the same work, but they were not.
4. The company presently employs 10% negroes, which is the average in that area for war industries. The negro population of the area comprises approximately 10% of the total population.
5. In regard to the telegram quoted in Mr. Mitchell's letter, the investigation reveals that the F.E.P.C. complaint against the company by the Regional Office has been closed as satisfactorily adjusted. In substantiation there is attached a copy of a letter dated 12 February 1945 from Aluminum Company of America to Mr. John Hope II, F.E.P.C. Fair Practice Examiner, Region VII, Atlanta, Georgia, and a copy of a letter dated 23 February 1945 from Mr. Hope to the company.
6. From the investigation which was conducted it appears that the company was and still is very anxious to hire male common labor with no color restrictions. The soldiers now employed at the plant are on a temporary basis and the Army and the company are desirous of replacing them with civilian labor as quickly as possible.

F. M. Hopkins
FREDERICK M. HOPKINS, JR.
Brigadier General, U.S.A.
Chief, Resources Division,
Office, AC/AS, Materiel and
Services.

2 Incls:
Cy ltrs dtd 12 Feb &
23 Feb as std in par.5.

AFRE-7

26 March 1945

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TO THE SECRETARY OF WAR:

Subject: Employment of Negroes at the Aluminum Company of
America's Plant at Alcoa, Tennessee.

1. Reference is made to your memorandum dated 1 March 1945, same subject. This matter has been investigated and the following information is submitted as the basis for a reply to the letter dated 27 February from Clarence M. Mitchell, Associate Director of Field Operations, Fair Employment Practices Committee.
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Cy ltrs dtd 12 Feb &
23 Feb as std in par.5.

FREDERICK M. HOPKINS, JR.
Brigadier General, U.S.A.
Chief, Resources Division,
Office, AO/AS, Materiel and
Services.

C O P Y

February 12, 1945

Mr. John Hope II
F.E.P.C. Room 525
10 Forsyth Building
Atlanta 3, Georgia

Dear Mr. Hope:

As requested last Saturday, we are mailing herewith five (5) rate range certificates. Two of these certificates cover the wage history of William Dockery since February 21, 1944. The other three certificates cover the same period of time in the wage history of Joe R. Walker.

We believe these certificates are self-explanatory, but it might be well to point out that the certificate dated 1-8-45 for William Dockery is the one which establishes the same rate for Senior Reclamation Fireman, the job held by Dockery, and Senior Foreman, the job held by Joe Walker.

It is our understanding that this is the fact which you wished to establish, and that this information, together with the copies of "Job Descriptions" and the "Agreement" between the local union and the company which we gave you last Saturday, is all the data you require.

Yours very truly,

ALUMINUM COMPANY OF AMERICA

By _____
E. M. Chandler, Works Mgr.,
Alcoa Fabricating Works

EMC:AN
Encls.

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O
P
Y

C O P Y

Executive Office of the President
Office for Emergency Management
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICES
Region VII, Ten Forsyth Street Bldg., Atlanta 3, Ga.

February 23, 1945

Aluminum Company of America
Alcoa, Tennessee

Re: Aluminum Company of America
Case No. 7-BR-475

Attention: Mr. E. M. Chandler, Works Manager

Dear Mr. Chandler:

Acknowledgment is herewith made of your letter of February 12 with attachments relative to the above-mentioned complaint of Mr. William Dockery.

Likewise, I wish to express appreciation for the assistance given by you and your associates on my recent visit in supplying the information needed to complete the processing of this case. The evidence submitted indicates that discrimination in wage rates between firemen on basis of race, has been eliminated by your agreement of November 14, 1944 with the USW union, Local No. 309.

For this reason, this case is being closed as satisfactorily adjusted.

Very truly yours,

/s/ John Hope, II
Fair Practice Examiner

JH:i
Copied 2-27-45
For: M.C. Weston
W.W. Wright
E.M. Chandler

(Original to Mr. R. R. Kramer)

Copied from copy 3-12-45/AN

For- T.I. Stephenson, Jr.

C
O
P
Y

Ex 2431
LRL:mw

1 March 1945

MEMORANDUM FOR: Assistant Chief of Air Staff, Personnel,
Army Air Forces,
Room 5A-266

Subject: Employment of Negroes at the Aluminum
Company of America's plant at Alcoa,
Tennessee.

1. Attached hereto is a copy of a letter from the
President's Committee on Fair Employment Practice con-
cerning the hiring policies of the Aluminum Company of
America's plant at Alcoa, Tennessee.

2. May this office be furnished the necessary informa-
tion upon which to base a reply to this letter.

Louis R. Lantier
Administrative Assistant, Office
Civilian Aide to the Secretary of War

Incl.

*Copy Mitchell
copy Dept.*

Ex 2431
LRL:mw

1 March 1945

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Civilian Aide to the Secretary of War

Incl.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



February 27, 1945

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

Dear Mr. Gibson:

The regional office of the President's Committee on Fair Employment Practice in Atlanta has directed to my attention an article appearing in the Knoxville News-Sentinel of Sunday, February 11, 1945. This is a front page story stating that the Army is sending one thousand soldiers to the Aluminum Company of America's plant at Alcoa, Tennessee to work in the sheet and plate mill. These soldiers will be released from the Air Corps for this work according to the story.

Under the circumstances I thought it advisable to inform you that the Committee is currently processing a case against this company in which it is charged that the plant's officials will not upgrade Negro workers from chargers to firemen. The regional office of FEPC has also submitted the following information in a telegram:

"NEGROES HIRED BY ALUMINUM COMPANY OF AMERICA BUT NOT WITHOUT DISCRIMINATION. THEY ARE GENERALLY RESTRICTED TO UNSKILLED AND LESS DESIRABLE SEMI-SKILLED AND SKILLED JOBS. FEW IF ANY NEGRO WOMEN HIRED. JANUARY ES 270 REPORT SNOWS CURRENT EMPLOYMENT AS FOLLOWS: ALL EMPLOYEES 8,462, FEMALES 1,157, NON WHITE 799. CURRENT NEED 1500 TOTAL."

I should like to know whether the story appearing in the Knoxville News-Sentinel is essentially correct and, if it is, please

-2-

Mr. Truman K. Gibson, Jr.

February 27, 1945

state whether the War Department considered the company's hiring policies before agreeing to the use of military personnel to ease the labor shortage. Representatives of the Committee will be available to work with the War Department to obtain a greater utilization of the Negro labor supply in this area and I will appreciate it if you will state whether such assistance is desired.

Sincerely yours,



Clarence M. Mitchell
Associate Director of
Field Operations

Ex 2431
LRL:mw

23 February 1945

MEMORANDUM FOR: Air Provost Marshal
Internal Security Branch.

The President's Committee on Fair Employment Practice has requested that clearance for a six months' period be given to Dr. Witherspoon Dodge, the Regional Director at Atlanta, Georgia, to visit the Bell Aircraft Company at Marietta, Georgia, vice Mr. A. Bruce Hunt, its former Regional Director who has been transferred to its Washington headquarters.

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

Copy sent

Ex 2431
LRL:mw

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Civilian Aide to the Secretary
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EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



November 11, 1944

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

Dear Mr. Gibson:

Mr. A. Bruce Hunt, former Regional Director of FEPC in Atlanta, has been transferred to the Company's Legal Division. The new regional director is Dr. Witherspoon Dodge.

It will be appreciated if you will obtain clearance from the Army Air Forces for Dr. Dodge to visit the Bell Aircraft Company at Marietta, Georgia in place of Mr. Hunt.

Since there are occasions on which it would be necessary for our regional director to be accompanied by a member of his staff, the clearance should also be for an FEPC Examiner from the Atlanta Office.

Sincerely yours,

A handwritten signature in cursive script that reads "Clarence M. Mitchell".

Clarence M. Mitchell
Associate Director of
Field Operations

14 February 1945

Mr. Clarence M. Mitchell,
Associate Director of Field
Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of February 5, 1945, inquiring about the assistance the War Department will give in cases involving alleged racial or religious discrimination against small plants where priorities are not involved.

The established procedure in cases of discrimination where the War Department is the contracting agency has not been changed. It does not seem wise, therefore, to effect compliance with your request at this time particularly since this might tend to dilute action against important installations holding priorities.

Sincerely yours,

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

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President's Committee on Fair
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Sincerely yours,

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

W. D., A. G. O.
Form No. 0115
23 March 1944

HEADQUARTERS, ARMY SERVICE FORCES
MEMO ROUTING SLIP

To the following in order indicated:

GPO 16-34200-3

1	<u>Mr. Louis Lautier</u> <small>(Name or title)</small>	<u>AE-945</u> <small>(Organization)</small>	<small>(Building and room)</small>	<small>(Initials)</small>
2				<small>(Date)</small>
3				

Letter from FEPC to Mr. Gibson in Re co-
operation of Regional Labor Officers & FEPC.

Established Procedure on FEPC cases has
not been changed. Colonel Coover has been
appraised of this inquiry.

From			2/8/45
Foster 	5C-471		<small>(Date)</small>
<small>(Name)</small>	<small>(Organization)</small>	<small>(Building and room)</small>	<small>(Telephone)</small>
			73626

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



February 5, 1945

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

Dear Mr. Gibson:

The Regional Office of FEPC in Kansas City has forwarded the following problem to the Central Office:

"In a conference with Colonel Coover, Regional Labor Advisor, ASF, he stated that his office was a clearing house for all branches of the Army, exclusive of the Army Air Forces, and that matters of labor or discrimination referred to any contracting agency would be referred back to his office. Specifically, we asked him about the Quartermaster's contracts under the garment industries in Kansas City. Our information had been that any question concerning these contracts or employment under them would have to be reported to the Quartermaster Depot in Philadelphia. Colonel Coover stated that if we wrote Quartermaster in Philadelphia about a matter of discrimination, the case would be referred back to his office. The question about which we are concerned in this connection is this: The office of Colonel Coover will give assistance in the matter of eliminating discriminatory practices only in the case of plants holding high priorities who are behind in production schedules. What assistance then can we be given by the contracting agency in smaller plants where priority is not involved?"

-2-

Mr. Truman K. Gibson, Jr.

February 5, 1945

I am mindful of the War Department's position on privately owned and privately operated businesses as set forth in the joint letter of July 2. I will appreciate it if you will state whether the War Department will consider giving assistance through ASF in cases where it is the contracting agency and FEPC has valid but unresolved cases of discrimination against smaller plants where priority is not involved.

Sincerely yours,



Clarence M. Mitchell
Associate Director of
Field Operations

February 5, 1945

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Civilian Aide to the
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War Department
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Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

IRL/mjb
ext. 2431

17 January 1945

Mr. Eugene Division,
Assistant Director of
Field Operations,
President's Committee on Fair
Employment Practices,
Standard Oil Building,
Washington, D. C.

Dear Mr. Davidson:

Further reference is made to your letter of November 19,
1944, concerning the application for employment forms used by
the American Viscose Company, Wilmington, Delaware.

This office has been informed that the American Viscose
Company will comply with the request to delete any and all
reference to race and religion on employment application
forms. Copy of letter from the American Viscose Company is
attached.

Sincerely yours,

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

Copy of letter from American Viscose Company

17 January 1945

Mr. Eugene Division,
Assistant Director of
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Standard Oil Building,
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Truman K. Gibson, Jr.,
Civilian Aide to the Secretary
of War.



HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON 25, D. C.



SPGC-L
095 American Viscose Co.

15 January 1945

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

SUBJECT: Application for employment forms used by the American Viscose Company, Wilmington, Delaware, require a disclosure of race or religion.

The attached correspondence containing the final report on subject complaint and indicating compliance with request to delete any and all reference to race or religion on employment application forms is forwarded for your information and files.

For the Commanding General:

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

2 Incls:
1 Memo fr 3SC to IPD
1 ltr fr subj. Co. to 3SC.


WILLIAM J. BRENNAN, JR.
Colonel, General Staff Corps
Chief, Labor Branch

JAN 15 45 AM

OUT

MAIL
MAY 15 1945
INCL. WMS. DR.

SPGC-L
095 American Viscose Co.

15 January 1945

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RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

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1 Memo fr 3SC to IPD
1 ltr fr subj. Co. to 3SC.

9 January 1945

SPHVL

SUBJECT: Application for employment forms used by the
American Viscose Company, Wilmington, Delaware,
Require a Disclosure of Race or Religion

TO: Chief, Labor Branch, Industrial Personnel Division
Headquarters, Army Service Forces
Washington 25, D. C.
Attention: Col William J. Brennan, Jr., GSC

1. Reference is made to letter of this office, 3 January 1945,
subject as above.

2. Information has been received by Director of Security & Intelli-
gence Division, this headquarters, that American Viscose Company will
comply with request to delete any and all reference to race or religion
on employment application forms. Copy of letter from American Viscose
Corporation attached.

FOR THE COMMANDING GENERAL:

1 Incl
Cy ltr 5 Jan 45
fr Amer. Viscose Corp

JOHN H. LONG, JR.
Lt Colonel, GSC
Chief, Labor Branch

WILLIAM J. BRENNAN, JR.
Colonel, General Staff Corps
Chief, Labor Branch

SPHVL

9 January 1945

SUBJECT: Application for employment forms used by the
American Viscose Company, Wilmington, Delaware,
Require a Disclosure of Race or Religion

TO: Chief, Labor Branch, Industrial Personnel Division
Headquarters, Army Service Forces
Washington 25, D. C.
Attention: Col William J. Brennan, Jr., GSC

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Corporation attached.

FOR THE COMMANDING GENERAL:

JOHN H. LONG, JR
Lt. Colonel, GSC,
Chief, Labor Branch.

AMERICAN VISCOSE CORPORATION
P.O. Box 468
WILMINGTON 99, DELAWARE

January 3, 1945

Major George E. Cowden
Chief, Plant Protection Section
Army Service Forces
7th Floor, Standard Oil Bldg.
Baltimore 2, Maryland

Dear Sir:

Prior to your letter of March 12, 1944 concerning reference to race and religious preference on application forms, we revised all forms in use in our department and personnel procedures as well. The preceding form did contain a reference to race, but according to my knowledge of the Company, we have never referred to religious preference in any of our application forms.

Where some of our plants have had unused stocks of application forms, we have permitted them in the interest of economy to exhaust these stocks before using the new application form. They were instructed, however, to obliterate the reference to racial origin.

Since we are having a meeting of the personnel managers of all our operating units in this office on January 4 and 5, we will again examine local plant procedures to determine whether there has been any departure from these instructions.

Very truly yours,

AMERICAN VISCOSE CORPORATION

/s/ Arthur W. Ayers

Arthur W. Ayers, Manager
Personnel Relations

AWA:vh

COPY

RECEIVED
FEDERAL BUREAU OF INVESTIGATION

1945 JAN 15 PM 12 57

0 0 0 1

THE UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C.

MEMORANDUM FOR THE DIRECTOR

RE: [Illegible]

DATE: [Illegible]

[Illegible typed text]

AMERICAN LEGATION
P.O. BOX 488
WASHINGTON, D. C.

AMERICAN VISCOSE CORPORATION
P. O. Box 468
WILMINGTON 99, DELAWARE
January 3, 1945

Major George E. Cowden
Chief, Plant Protection Section,
Army Service Forces,
7th Floor, Standard Oil Bldg.
Baltimore 2, Maryland.

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Very truly yours,

AMERICAN VISCOSE CORPORATION

/s/ Arthur W. Ayers

Arthur W. Ayers, Manager
Personnel Relations

AWA: vh

CDPY

IRL/mjb
Ext. 2431

January 9, 1945

Mr. Eugene Davidson,
Assistant Director,
Field Operations,
President's Committee on
Fair Employment Practices,
Standard Oil Building,
Washington, D. C.

Dear Mr. Davidson:

Reference is made to your letter of November 29, 1944,
concerning the application for employment forms used by the
American Viscose Company, Wilmington, Delaware, which you
stated require disclosure of race or religion.

Attached hereto is correspondence bearing on this
subject.

Sincerely yours,

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

E. K. Gibson

January 9, 1945

Mr. Eugene Davidson,
Assistant Director,
Field Operations,
President's Committee on
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Standard Oil Building,
Washington, D. C.

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Sincerely yours,

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



HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON 25, D. C.



SPGC-L
095 American Viscose Co.

6 January 1944

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

SUBJECT: Application for employment forms used by the American
Viscose Company, Wilmington, Delaware, require a dis-
closure of race or religion.

1. An investigation of the above-named case was made,
and the attached report was received from the Office of the
Commanding General, Third Service Command.

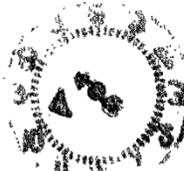
2. Should your office feel that this report is un-
satisfactory or incomplete, we shall be glad to direct a fur-
ther investigation.

For the Commanding General:

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

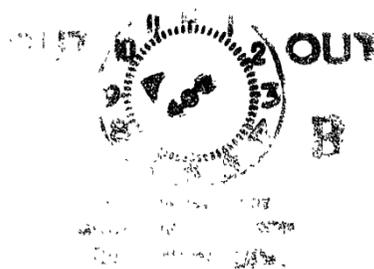
3 Incls:
Cy Memo fr. 3SC to IPD 3 Jan. 44
Cy ltr to subj. company fr.
3rd SC 2 Jan. 45
Cy Memo to Mfg. Plants in 3SC fr
hq. 3SC 12 March 43.


WILLIAM J. BRENNAN, JR.
Colonel, General Staff Corps
Chief, Labor Branch



MAR 3 1944

JAN 3 45 AM



3 January 1944

SPHVL

SUBJECT: Application for employment forms Used by the
American Viscose Company, Wilmington, Delaware,
Require a Disclosure of Race or Religion

TO: Chief, Labor Branch, Industrial Personnel Division
Headquarters, Army Service Forces
Washington 25, D. C.
Attention: Col William J. Brennan, Jr., GSC

1. Reference is made to your letter 28 December 1944, subject as above.

2. Investigation by this office discloses that all manufacturing plants and establishments essential to the war effort, within the Third Service Command, were advised on 12 March 1943 of the desires of the President's Committee on Fair Employment Practices, regarding reference to race or religious preference on employment application forms.

3. It is not believed that a conference, as suggested by Mr. Michael J. Finn, Associate Chief, Labor Relations Branch, War Production Board, Department 4000, Washington, D. C., in letter of 21 December 1944 to Colonel William J. Brennan, Jr., is necessary to secure deletion of such items from employment forms used by American Viscose Company.

4. Director of Security & Intelligence Division, this headquarters, was requested by Labor Branch to advise American Viscose Company of the Service Command's desires in this matter. Copy of letter to this facility, with original letter on this subject to all facilities is enclosed. American Viscose is requested in this letter to notify this headquarters of action taken. Upon receipt of information, it will be forwarded.

FOR THE COMMANDING GENERAL:

1 Incl
w/d Incl 1
Added 1 Incl
2. Cy ltr fr Ch, Plant
Protec Sec, this Hq
w/1 incl

JOHN H. LONG, JR.
Lt Colonel, GSC
Chief, Labor Branch

ARMY SERVICE FORCES
HEADQUARTERS, THIRD SERVICE COMMAND
Baltimore 2, Maryland

In reply refer to
7th flr, Standard Oil Bldg.

2 January 1944

American Viscose Corporation
Box 468
Wilmington, Delaware

Gentlemen:

This office is in receipt of information indicating that certain plants operated by your company and located within the Third Service Command are using an application for employment form in which reference is made to race and religious preference of the applicant.

As a result of a conference between the President's Committee on Fair Employment Practices, the War Manpower Commission, and The Provost Marshal General of the War Department, a memorandum was issued on 10 March 1943 stating in part as follows:

"The policy of the United States concerning the employment of workers, whether citizens or aliens, as expressed by the President in Executive Order 8802, is that the United States encourages full participation in the national defense program by all workers, and that there is to be no discrimination in employment in defense industries because of race, creed, color, national origin, or citizenship."

Upon receipt of the above memorandum, a letter was directed to all manufacturing plants and establishments essential to the War Effort within the Third Service Command under date of 12 March 1944 in which it was indicated that all reference to race and religious preference on application for employment forms should be deleted. A copy of this letter is inclosed herewith for your information.

If the application form in use by plants within the Service Command has not been revised to conform to the above procedure, this revision should be made promptly. It is requested that this office be notified of the action which will be taken in connection with this request.

Very truly yours,

GEORGE E. COWDEN
Major, AUS
Chief, Plant Protection Section

Incl
Ltr. this hq. dtd. 12 Mar 43

CC: Ch, Labor Br.

COPY

HEADQUARTERS THIRD SERVICE COMMAND
INTERNAL SECURITY DIVISION
UNITED STATES ARMY
Baltimore, Maryland

SPKCP-P

March 12, 1943

SUBJECT: Personal Record Form - Application for Employment.

TO: All Manufacturing Plants and Establishments Essential
to the War Effort Within the Area of the Third Service
Command (Pennsylvania, Maryland and Virginia)

1. Reference is made to application for employment forms now in
use by your facility for obtaining information on new employees.

2. In keeping with the desires of the President's Committee on
Fair Employment Practices, any and all reference to race or religious
preference on such forms should be deleted.

By direction of Major General RECKORD:

/s/
ROLAND W. SELLEW
Lieut. Colonel, Ordnance
Chief, Plant Protection Branch

COPY

SPHVL

3 January 1944

SUBJECT: Application for employment forms Used by the
American Viscose Company, Wilmington, Delaware,
Require a Disclosure of Race or Religion

TO: Chief, Labor Branch, Industrial Personnel Division
Headquarters, Army Service Forces
Washington 25, D. C.
Attention: Col William J. Brennan, Jr., GSC

1. Reference is made to your letter 28 December 1944, subject as above.

2. Investigation by this office discloses that all manufacturing plants and establishments essential to the war effort, within the Third Service Command, were advised on 12 March 1943 of the desires of the President's Committee on Fair Employment Practices, regarding reference to race or religious preference on employment application forms.

3. It is not believed that a conference, as suggested by Mr. Michael J. Finn, Associate Chief, Labor Relations Branch, War Production Board, Department 4000, Washington, D. C., in letter of 21 December 1944 to Colonel William J. Brennan, Jr., is necessary to secure deletion of such items from employment forms used by American Viscose Company.

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FOR THE COMMANDING GENERAL:

1 Incl
w/d Incl 1
Added 1 Incl
2. Cy ltr fr Ch, Plant
Protec Sec, This Hq
w/1 incl

JOHN H. LONG, JR.
Lt Colonel, GSC
Chief, Labor Branch

Copy

ARMY SERVICE FORCES
HEADQUARTERS, THIRD SERVICE COMMAND
BALTIMORE 2, MARYLAND

In reply refer to
7th flr, Standard Oil Bld.

2 January 1944

American Viscose Corporation
Box 468
Wilmington, Delaware

Gentlemen:

This office is in receipt of information indicating that certain plants operated by your company and located within the Third Service Command are using an application for employment form in which reference is made to race and religious preference of the applicant.

As a result of a conference between the President's Committee on Fair Employment Practices, the War Manpower Commission, and The Provost Marshal General of the War Department, a memorandum was issued on 10 March 1943 stating in part as follows:

"The policy of the United States concerning the employment of workers, whether citizens or aliens, as expressed by the President in Executive Order 8802, is that the United States encourages full participation in the national defense program by all workers, and that there is to be no discrimination in employment in defense industries because of race, creed, color, national origin, or citizenship".

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If the application form in use by plants within the Service Command has not been revised to conform to the above procedure, this revision should be made promptly. It is requested that this office be notified of the action which will be taken in connection with this request.

Very truly yours,

GEORGE E. COWDEN
Major, AUS
Chief, Plant Protection Section

Incl
Ltr. this hq dtd 12 Mar 43

CC: Ch, Labor Br.

c o p y

HEADQUARTERS THIRD SERVICE COMMAND
INTERNAL SECURITY DIVISION
UNITED STATES ARMY

SPKCP-P

March 12, 1943

SUBJECT: Personal Record Form - Application for Employment.

TO: All Manufacturing Plants and establishments Essential
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1. Reference is made to application for employment forms now in
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preference on such forms should be deleted.

By direction of Major General RECKORD:

/s/
ROLAND W. SELLEW
Lieut. Colonel, Ordnance
Chief, Plant Protection Branch

C O P Y

SPHVL

3 January 1944

SUBJECT: Application for employment forms Used by the
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TO: Chief, Labor Branch, Industrial Personnel Division
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1 Incl
w/d Incl 1
Added 1 Incl
2. Cy ltr fr Ch, Plant
Protec Sec, This Hq
w/1 incl

JOHN H. LONG, JR.
Lt Colonel, GSC
Chief, Labor Branch

ARMY SERVICE FORCES
HEADQUARTERS, THIRD SERVICE COMMAND
BALTIMORE 2, MARYLAND

In reply refer to
7th flr, Standard Oil Bld.

2 January 1944

American Viscose Corporation
Box 468
Wilmington, Delaware

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This office is in receipt of information indicating that certain plants operated by your company and located within the Third Service Command are using an application for employment form in which reference is made to race and religious preference of the applicant.

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Very truly yours,

GEORGE E. COWDEN
Major, AUS
Chief, Plant Protection Section

Incl
Ltr. this hq dtd 12 Mar 43

CC: Ch, Labor Br.

c o p y

HEADQUARTERS THIRD SERVICE COMMAND
INTERNAL SECURITY DIVISION
UNITED STATES ARMY

SPKCP-P

March 12, 1943

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TO: All Manufacturing Plants and establishments Essential
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1. Reference is made to application for employment forms now in
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2. In keeping with the desires of the President's Committee on
Fair Employment Practices, any and all reference to race or religious
preference on such forms should be deleted.

By direction of Major General RECKORD:

/s/
ROLAND W. SELLEW
Lieut. Colonel, Ordnance
Chief, Plant Protection Branch

C O P Y

Ex 2431
LRL:mw

November 30, 1944

MEMORANDUM FOR: Director, Industrial Personnel Division,
Room 4C-457.

1. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice alleging that application for employment forms used by the American Viscose Company, Wilmington, Delaware, requires a disclosure of race or religion.

2. It is my understanding that the Internal Security Inspection Manual neither requires or recommends that an applicant for employment be requested to state his race or religion. Moreover 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 on Fair Employment Practice states that they were prepared to advise contractors that any reference to race or religion should be deleted from employment forms.

3. May this matter be investigated to determine whether the application forms in question are in violation of Executive Order 9340.

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

1 Incl.

Copied Departmental

Ex 2431
LRL:mw

November 30, 1944

MEMORANDUM FOR: Director, Industrial Personnel Division,
Room 46-457.

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3. May this matter be investigated to determine whether the application forms in question are in violation of Executive Order 9346.

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

1 Incl.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



November 29, 1944

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

Dear Mr. Gibson:

Our Regional Director, Region III has referred to me for action at this level a complaint involving the use of references to race on application for employment forms by the American Viscose Company, Wilmington, Delaware.

The complaint was filed with Region III by the American Jewish Congress and included the allegations that references to race are made on the application for employment forms of the American Viscose Company; that the American Jewish Congress requested the deletion of such reference on this form; that the company through Mr. Ayers, its Assistant Director of Industrial Relations, referred the American Jewish Congress to the suggested application form of the Plant Protection Division, Third Service Command, U. S. Army stating "The question which you find objectionable is framed in the interests of Plant and Property Protection".

You are requested to ascertain whether references to race are made on the suggested application form of the Plant Protection Division, Third Service Command, and if so, to cause deletion of such references from the suggested form in accordance with our Committee's position that references to race or religion on application for employment forms are in violation of Executive Order 9346. You are also requested so to clarify this position to the American Viscose Company that it will delete references to race from its application for employment forms. You, of course, understand that the Committee has taken no position against such

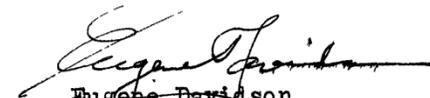
Mr. Truman K. Gibson, Jr.

November 29, 1944

information appearing on post employment forms and personal history records.

I shall appreciate your early attention to this matter and a report on your findings and action.

Sincerely,


Eugene Davidson
Assistant Director
of Field Operations

SPGC-L

14 December 1944

MEMORANDUM FOR THE ADJUTANT GENERAL

Attention: Publication Division

THRU: The Director of Personnel, ASF

Subject: Request for Publication

1. For approval and publication in a War Department Circular.
2. Publication of the inclosed material is necessary in order to inform commanding officers of all installations of War Department policy with respect to their contacts with regional representatives of the President's Committee on Fair Employment Practice. The material does not duplicate or contradict other War Department publications. Concurrence of the Office of the Under Secretary of War (Brig. General Greenbaum, room 3-E-724, extension 2216) and of the Office of the Assistant Secretary of War (Mr. Gibson, room 4-E-945, extension 2431) has been obtained.
3. Issuance of the proposed circular does not involve the rescission of any War Department circular.
4. Questions regarding this publication may be referred to Lieutenant William R. Ming, Jr., room 5-C-518, extension 5225.

RALPH F. GOW
Colonel, General Staff Corps
Director, Industrial Personnel Division

Inclosure
Proposed Circular

Circular)
No.)

WASHINGTON 25, D. C., December 1944

(To be published as a War Department Circular)

Contacts with Regional Representatives of the President's Committee on Fair Employment Practice - 1. The following letter of the Under Secretary of War is published for the information and guidance of all concerned:

25 November 1944

Mr. Malcolm Ross, Chairman,
Fair Employment Practice Committee,
Standard Oil Building,
Washington, D. C.

Dear Mr. Ross:

Reference is made to your request that Regional Representatives of the Fair Employment Practice Committee be authorized to discuss directly with appropriate Army representatives charges of alleged racial discrimination before the filing of formal complaints with the War Department. Under the present arrangement, your field representatives are expected to submit formal complaints to the War Department for investigation. They have not been expressly authorized in the past to discuss charges directly with Army representatives, although I understand in many installations there has been considerable contact between them and Army representatives.

Within the necessary limits imposed by Army methods and regulations, I agree that a useful purpose may be served in having full discussions of charges on a local level before the preparation and submission of formal complaints. Undoubtedly, by doing this many charges can be amicably disposed of, thereby obviating the subsequent necessity of formal investigations. Such a reduction in the volume of cases will enable a more expeditious handling of those cases submitted for formal action.

Accordingly, Army field representatives are being advised that they may in the future confer with Air Employment Practice Committee Regional Representatives with a view toward adjustment of many charges of discrimination as possible on the local level. This, however, does not impose any obligations on Army officers to report to the representatives, nor does it in any way affect or change the handling of complaints by the Department. It is certain that all Army representatives will continue to carry out in every way possible the War Department policy which requires that Executive Order 9808 be fully complied with.

Sincerely yours,

WALTER A. WATSON
Under Secretary of War.

3. The foregoing is not to be construed as changing existing channels or mode of procedure. The appropriate War Department field representative is directed to discuss complaints of alleged racial discrimination with national representatives of the Air Employment Practice Committee in the commanding officer of the post, camp, station, installation or facility or such officer as he may designate.

2431
KUG:mw

November 15, 1944

MEMORANDUM FOR: Brigadier General Edward S. Greenbaum,
Executive Officer,
Office, Under Secretary of War.

1. In the recent meeting in your office with Messrs. Malcolm Ross, Will Maslow, and Clarence Mitchell, it was agreed that the War Department would notify Commanding Officers of field establishments that they could discuss claims of discrimination at the local level with Fair Employment Practice Committee Regional Representatives prior to the filing of formal complaints.

2. You will recall that the Fair Employment Practice Committee representatives in making this request for a change placed great emphasis on the fact that the Navy was currently changing field procedures to permit the institution of investigations by field commanders at the request of Fair Employment Practice Committee Regional Representatives. A copy of the agreement with the Navy is inclosed herewith for your information. In my opinion, that procedure should not apply to the Army, principally because it would involve the submission of formal reports by Army officers to civilians.

3. Accordingly, I suggest the sending of the attached letter from the Under Secretary to the Fair Employment Practice Committee and the distribution of copies with a brief covering memorandum to the Industrial Personnel Division and the Technical Services for transmission to the field.

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

Incls.

*Copy to
Greenbaum*

Ex 2431
TKG:mw

November 15, 1944

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

Incls.

Mr. Malcolm Ross, Chairman,
Fair Employment Practice Committee,
Standard Oil Building,
Washington, D. C.

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Reference is made to your request that Regional Representatives of the Fair Employment Practice Committee be authorized to discuss directly with appropriate War Department field representatives complaints of alleged racial discrimination before the filing of formal complaints with the War Department. Under the present arrangement, your field representatives are expected to submit formal complaints to the War Department for investigation. They have not been expressly authorized in the past to discuss charges directly with Army representatives, although I understand in many installations there has been considerable contact between them and Army representatives.

Within the necessary limits imposed by Army methods and regulations, I agree that a useful purpose may be served in having full discussions of charges on a local level before the preparation and submission of formal complaints. Undoubtedly, by doing this many charges can be amicably disposed of, thereby obviating the subsequent necessity of formal investigations. Such a reduction in the volume of cases will enable a more expeditious handling of those cases submitted for formal action.

Accordingly, Army field representatives are being advised that they may in the future confer with Fair Employment Practice Committee Regional Representatives with a view toward adjusting as many charges of discrimination as possible on the local level. This, however, does not impose any obligations on Army officers to report to the representatives, nor does it in any way affect or change

Copy 10/17

the handling of complaints by the War Department. I am certain that all Army representatives will continue to carry out in every way possible the War Department policy which requires that Executive Order 9346 be fully complied with.

Sincerely yours,

ROBERT P. PATTERSON
Under Secretary of War.

October 6, 1944

Rear Admiral F. G. Crisp
Director of Shore Establishments
and Civilian Personnel
Navy Department
Washington 25, D. C.

My dear Admiral Crisp:

I acknowledge with thanks your letter of September 18 and appreciate your invitation to comment on the proposed Navy Department instruction on FEPC complaints.

I find that instruction on the whole satisfactory but suggest the following revisions:

I. Cases involving non-employees or former employees

- A. The proposed circular provides for "full investigation with hearings." While we have no objection to a formal hearing, many of these FEPC complaints can be disposed of by a simple conference between representatives of the FEPC and the Naval activity concerned. The present wording may cause Naval officers in the field to formalize unduly the procedure of adjusting FEPC complaints which will slow up the adjustment process.

Therefore in place of the following in Paragraph 1b:

The Naval activity concerned, if necessary, shall conduct a full investigation with hearings and render a complete report in writing to FEPC regional representatives on the matter.

I would insert:

Upon the request of the FEPC representative, the Naval activity concerned shall confer with the FEPC representative to discuss the

complaint and whenever necessary the Naval activity shall conduct a full investigation with hearings and render a complete report in writing to FEPC regional representatives on the matter.

- B. The proposed circular provides: "All investigations at Naval activities shall be conducted only by Naval officials." I believe this sentence should be eliminated entirely. Thus, in the absence of a rigid prohibition, the Naval activity concerned would be able whenever it saw fit to invite the FEPC representative to participate in the investigation. In some Naval districts where a good relationship exists at present between the FEPC regional representative and the Naval officers, we have been invited to be present during the questioning of witnesses and occasionally asked to question witnesses. These joint inquiries speed up appreciably the disposition of these complaints and eliminate disputes as to the facts.
- C. The proposed circular states "FEPC representatives may be invited to hearings." We should prefer to have this read "shall" be invited. The presence of the FEPC representative will mean a considerable saving of time in our mutual consideration of the case, particularly if the case is without merit, and may reduce the length of the report or perhaps entirely eliminate the necessity of it. Finally there will be little likelihood of a complaint to the FEPC attacking the fairness of the hearing, if an FEPC representative has been present at such hearing.

II. Cases involving Navy Department employees

- A. We have no objection to requiring an employee-complainant to avail himself of the Navy Department's regular grievance machinery before invoking FEPC aid. I point out, however, that the grievance machinery provides no time limits between the various steps of the grievance appeals. On many occasions Negro complainants have waited months before receiving any word about their grievance. We know also complainants are loathe to take appeals from the denials of their claim because of

Admiral Crisp

October 6, 1944

the alleged fear of reprisals. I suggest therefore that upon request the FEPC representative be permitted to appear with the employee at the second and later stages of the grievance appeal, instead of merely at the fourth or fifth stages.

- B . I think in addition that the status of the FEPC representative at such grievance appeals should be described not as an advocate or attorney-in-fact of the aggrieved employee, but as a representative of a co-ordinate government agency concerned with the effectuation of a national policy. FEPC's emphasis always has been with the elimination of a discriminatory policy and not that of advancing the interests of a member of a minority group.
- C. Finally there should be some provision by which the FEPC can bring to the attention of the Naval activity in the field or of the Navy Department in Washington its dissatisfaction with the disposition of a grievance. Differences as to alleged cases of discrimination may arise in three different types of situation: (1) where the facts are not in dispute but there is disagreement as to the inferences or implications arising from such facts; (2) where the facts are in dispute but where all the information necessary for a final determination has been adduced; (3) where the FEPC representative contends that further information is necessary before a fair decision on the grievance can be reached.

In the first two types of situations, all that is necessary is a conference, following the various stages of the grievance machinery, between representatives of the FEPC and Naval activity concerned. In the third situation, the Naval activity at the request of the FEPC representative and with his participation should endeavor to supply the information.

These suggestions necessitate the addition of a second paragraph under the section numbered "2" to read as follows:

If the regional office of FEPC is not satisfied with the disposition of a grievance, the Naval activity shall upon request dis-

-4-

Admiral Crisp

October 6, 1944

cuss such grievance with the FEPC representative, cooperating with him in the task of supplying any further information necessary for a fair determination of the grievance. If the regional office of FEPC is still dissatisfied, it may appeal through its Washington office to the Navy Department for further consideration of the grievance.

I feel that the clarifications proposed by us will advance the Navy Department's central idea: that of arranging an expeditious and informal method of adjusting complaints of alleged discrimination, and will go far to ensure the enforcement of the national policy against discrimination because of race, creed, color, or national origin.

Sincerely yours,

s/ Malcolm Ross
Chairman

V. CURRENT PROCEDURE - FEPC - DISCRIMINATION

A. It has come to the attention of the Department that a need exists for reviewing the relationship between FEPC and the Naval shore establishments and for clarifying the specific procedure to be followed in handling cases of alleged discrimination. As the regional offices of FEPC and the various Naval activities have been treating with such matters in different manners, the Department has worked out with FEPC the following procedure which is mutually satisfactory. Hereafter, matters of alleged discrimination involving FEPC and either applicants, discharged employees or employees of Naval shore establishments should be handled as follows:

1. Cases involving applicants for positions or discharged employees.

a. FEPC regional representatives, when presented with such cases, will first determine whether or not a prima facie case appears to exist by questioning the applicant and, if necessary, informally communicating with the Naval activity concerned.

b. If FEPC believes a prima facie case exists, FEPC regional representatives will request the appropriate Naval activity for complete information which shall be provided as soon as possible. The Naval activity concerned, if necessary, shall conduct a full investigation with hearings and render a complete report in writing to FEPC regional representatives on the matter. All investigations at Naval activities shall be conducted only by Naval officials. FEPC representatives, however, may be invited to hearings.

c. If the regional office of FEPC is not satisfied with the report and findings from the Naval activity, the regional office of FEPC may appeal through its Washington office to the Navy Department for further consideration of the case.

2. Cases involving employees of Naval activities.

a. FEPC regional representatives, when presented with cases of alleged discrimination involving employees of Naval establishments, will inform the employee concerned of his right to raise his question as an employee grievance. Representatives of FEPC may represent employees in such grievances at the fourth and fifth stages of the grievance procedure. Copies of the established grievance procedure have been placed in the hands of FEPC in order that its regional representatives may be informed of its provisions.

3. General discussions between Naval activities and FEPC

a. FEPC regional representatives are invited to confer with officials of Naval activities to discuss general policies and procedures concerning matters of discrimination. Officials of Naval activities are urged to arrange such conferences as speedily as possible. At all times Commanding Officers and Commandants should extend the utmost courtesy and cooperation in dealing with regional representatives of FEPC. Should any differences occur between regional representatives of FEPC and Naval activities, it is requested that they be referred to the Department for immediate handling. The Department wishes to reemphasize the fact that policies expressed in Executive Order 9346 are heartily endorsed by the Department. It is requested that all Naval activities continue their efforts to eliminate discrimination.

WAR DEPARTMENT
WASHINGTON

31 October 1944

MEMORANDUM FOR: Mr. Truman K. Gibson, Jr.,
Civilian Aide to the Secretary of War.

SUBJECT: Procedure in Complaints of Race Discrimination

1. In cases of discrimination arising under Executive Order No. 9346 and forwarded to this office by the Committee on Fair Employment Practice, the following procedure is followed:

a. If the case involves a branch or installation of the Army Service Forces, the complaint is forwarded with a covering memorandum to the Director, Industrial Personnel Division, ASF. If the complainant is not an employee of the War Department, the complaint is sent through channels to the installation concerned for investigation. If the complainant is an employee of the War Department, the employee is advised to follow the ASF Grievance Procedure and, at the same time, the installation is informed of the complaint and requested to arrange to hear it through its grievance machinery and inform Headquarters, ASF, of its findings.

b. If the case involves an installation of the Army Air Forces, the complaint is forwarded with a covering memorandum to the Assistant Chief of Air Staff, Personnel, who forwards it through channels for investigation.

c. In an effort to satisfy Mr. Clarence M. Mitchell, Associate Director of Field Operations, FEPC, that the War Department is thoroughly investigating complaints of violations of Executive Order No. 9346, recently the practice was adopted of having him read the complete record of the investigation rather than just send to the Committee a letter based upon the findings.

2. Complaints from the Committee handled under the foregoing procedure recently included the following:

a. The complaint of Mrs. Gladys Ross, forwarded to this office under date of 12 July 1944, and the complaints of Miss Marie Burton, John Brown, Johnnie Williams and Mrs. Phyllis



McKinney, forwarded to this office under date of 8 August 1944. All of these complaints were against the Richmond Army Service Depot. The Committee's position was that they were a part of a general pattern at that installation. When the report was received in this office, Mr. Mitchell was out of town and its transmittal was withheld pending his reading of the entire record.

b. The complaint that Mr. Sylvester E. White that he was refused employment as a welder on Engineer projects in Canada or Alaska. This complaint was forwarded to this officer on 26 November 1943. It was necessary to ask the Committee for additional information, which was forwarded to this officer under date of 7 December 1944. The report in this case was not forwarded to this office until 13 May 1944. After consultation with the Army Service Forces it was sent to the Committee on 29 May 1944. This report was considered final. On 1 July 1944 Mr. Mitchell commented at length upon the report, concluding that the Army Service Forces should have issued an order directing the Office of the Chief of Engineers to consult with the Industrial Personnel Division before approving separate barrack facilities for Negro and white workers, instead of recommending such action, as it had done. It was thought that Mr. Mitchell's letter required no reply. Letters of inquiry from him followed on 24 August and 10 October. On 13 October the text of the recommendation was quoted to him. Under date of 19 October he wrote about the same matter complaining about long War Department delays.

c. Under date of 27 July 1944 the Committee forwarded to this office an affidavit executed by Mr. Gordon Hanson, formerly Administrative Assistant, Mt. Rainier Ordnance Depot, Fort Lewis, Washington, WHICH CONTAINED ALLEGATIONS in direct conflict with a report made in the case of Mr. Wesley R. Barnard. This matter was referred to a board of officers at Fort Lewis, who obtained statements from various witnesses and submitted its findings through channels. This report was held until Mr. Mitchell's return to the city in order that he might read the complete record. A letter containing the findings was sent to the Committee on October 18.

d. On June 29, 1944, the Committee forwarded to this office a complaint against Bolling Field. This office requested an Inspector's investigation. Such an investigation was conducted. A letter based on the findings was sent to the Committee on 14 September 1944 after Mr. Mitchell had read the complete record and discussed various phases of it with me.

3. In all of the circumstances, considering the fact that I was in Philadelphia from 4 to 17 August 1944, working under General Hayes in connection with the Philadelphia transit strike, it is my opinion that none of these matters has been unduly delayed.

LOUIS R. LAUTIER
Administrative Assistant

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



October 31, 1944

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

Dear Truman:

I find that Admiral Crisp's letter to us is a long document relating to many other subjects but I have excerpted the section which dealt with FEPC and enclose it. I also hand you a copy of Mr. Ross' reply dated October 6, 1944.

I should be happy to sit down with you at any time you fix to discuss the proposed letter to the military establishments in the field.

Cordially,

Will

Will Maslow
Director of Field Operations

Enclosures-2

File copy report

October 31, 1944

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

Dear Truman:

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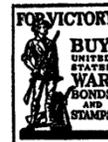
I should be happy to sit down with you at any time you fix to discuss the proposed letter to the military establishments in the field.

Cordially,

Will Maslow
Director of Field Operations

Enclosures-2
wm/vb

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



November 16, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington 25, D. C.

Dear Truman:

I enclose the last proposal of the
Navy Department with which we are in sub-
stantial agreement, together with a copy of
a memorandum of mine to Mr. Ross raising
two minor points.

Sincerely,

Will

Will Maslow
Director of Field Operations

Enclosure.

copy kept

November 16, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the
Secretary of War
War Department
Washington 25, D. C.

Dear Truman:

I enclose the last proposal of the
Navy Department with which we are in sub-
stantial agreement, together with a copy of
a memorandum of mine to Mr. Koss raising
two minor points.

Sincerely,

Will Maslow
Director of Field Operations

Enclosure

5. CURRENT PROCEDURE - FEPC - DISCRIMINATION

a. It has come to the attention of the Department that a need exists for reviewing the relationship between FEPC and the Naval shore establishments and for clarifying the specific procedure to be followed in handling cases of alleged discrimination. As the regional offices of FEPC and the various Naval activities have been treating such matters in different manners, the Department has worked out with FEPC the following arrangement which is mutually satisfactory. Hereafter, matters of alleged discrimination involving FEPC and either applicants, discharged employees or employees of Naval shore establishments should be handled as follows:

(1) Cases involving applicants for positions or discharged employees.

(a) FEPC regional representatives, when presented with such cases will first determine whether or not a prima facie case appears to exist by questioning the applicant and, if necessary, informally communicating with the Naval activity concerned.

(b) If, after a preliminary study, FEPC believes a prima facie case exists, FEPC regional representatives may request the appropriate Naval activity for a report on the case. As appropriate to the definite settlement of the case, Naval activities may handle such requests through informal discussion with FEPC representatives or make reply through formal correspondence. It is suggested that, insofar as is practicable, informal discussion be used to dispose of cases. In developing facts for either formal or informal reports, Naval activities concerned shall conduct such formal or informal investigations as may be necessary. At the discretion of Commanding Officers, FEPC representatives may be requested to be present at and assist in such investigations.

(c) If the regional office of FEPC is not satisfied with the report and findings from the Naval activity, the regional office of FEPC may appeal through its Washington office to the Navy Department for further consideration of the case.

(2) Cases involving employees of Naval activities.

(a) FEPC regional representatives, when presented with cases of alleged discrimination involving employees of Naval establishments, will inform the employees concerned of their right to raise their questions as employee grievances. Representatives of FEPC may represent employees in such grievances at the fourth and fifth stages of the grievance procedure. Attention is invited to the fact that, when so representing employees, FEPC regional representatives are appearing primarily as representatives of another government agency concerned with the effectuation of the national policy of non-discrimination rather than on behalf of the employees. Copies of the established grievance procedure have been placed in the hands of FEPC in order that its regional representatives may be

informed of its provisions. Paragraph d(2) of reference (h) provides that the time involved for each stage in the grievance procedure should not exceed ten days as a maximum.

(b) Should an employee be dissatisfied with the decision of the Department regarding his grievance, and appeal to FEPC for further assistance, FEPC regional representatives may appeal through their Washington Office to the Navy Department for further consideration of the matter.

(3) General discussions between Naval activities and FEPC.

(a) FEPC regional representatives are invited to confer with officials of Naval activities to discuss general policies and procedures concerning matters of discrimination. Officials of Naval activities are urged to arrange such conferences as speedily as possible. At all times Commanding Officers and Commandants should extend the utmost courtesy and cooperation in dealing with regional representatives of FEPC. Should any differences occur between regional representatives of FEPC and Naval activities, it is requested that they be referred to the Department for immediate handling. The Department wishes to reemphasize the fact that policies expressed in Executive Order 9346 are heartily endorsed by the Department. It is requested that all Naval activities continue their efforts to maintain these same policies.

Encl: (HW)

1. Copy of Executive Order 9346 dated 27 May 1943.

Standard Distribution:
6,7,8,10(except y and
z), 11 and 12a.

Mr. Malcolm Ross
Chairman
Bill Kuslow
Director of Field Operations
Proposed Navy-FMPC Agreement

November 7, 1964

The draft proposals submitted on Admiral Crisp's behalf are a substantial improvement over the suggestions first contained in his letter of September 18 and represent a significant step forward. Almost all of the requests made by us were granted. The only points of difference still remaining are the so-called grievance cases.

1. The Navy proposal provides:

"Should an employee be dissatisfied with the decision of the Department regarding his grievance, and appeal to FMPC for further assistance, FMPC regional representatives may appeal through their Washington office to the Navy Department for further consideration of the matter."

This means, if interpreted literally, that FMPC must be content with the disposition of a grievance if the complainant is. But FMPC is not primarily concerned with redressing individual grievances; it is interested in the revision of discriminatory policies. It may often happen that the individual complainant is satisfied, whereas the injustice to other individuals similarly situated is left untouched. Sometimes a grievance is redressed by a promotion or transfer of the complainant, leaving untouched the discriminatory policy which caused the inequality in the first place. Therefore, FMPC should have the right to bring to the attention of the Navy Department its dissatisfaction with the handling or the redressing of a grievance whether or not the complainant asks FMPC to do so.

I would, therefore, again ask the Navy Department to consider the following language already submitted to Admiral Crisp:

If the regional office of FMPC is not satisfied with the disposition of a grievance, the Naval activity shall upon request discuss such grievance with the FMPC representative, cooperating with him in the task of supplying any further information necessary for a fair determination of the grievance. If the regional office of FMPC is still

Mr. Tolson was

- 2 -

November 7, 1944

dissatisfied, it may appeal through its Washington office to the Navy Department for further consideration of the grievance.

2. The Navy Department has apparently rejected our proposal that FERC be allowed to be present at the first three stages of the grievance machinery, i.e., those in which the complaint may be oral and where the adjusting officer is a division head or lower. Upon further reflection, however, I do not think the point is worth pressing. The Navy instruction provides that where employees of more than one section or division are concerned, or where the grievance is of interest to a large number of employees, the Commandant may skip the first three stages and begin with the fourth stage at which FERC may participate. We are not greatly interested in individual grievances and, moreover, most of our complaints would fall within the excepted category which begins with the fourth stage.

however,

I would, therefore, recommend the insertion of a clarifying sentence to be added at the end of "(2)a" as follows:

Whenever the grievance complained of ^{or division} concerns employees in more than one section or relates to general administrative practices or working requirements or is of general interest to the members of the minority group concerned, the grievance procedure shall begin at the fourth stage, or the Naval activity may deal with FERC directly on the basis of general consideration.

Wastover

31 October 1944

MEMORANDUM FOR: Mr. Truman K. Gibson, Jr.,
Civilian Aide to the Secretary of War.

SUBJECT: Procedure in Complaints of Race Discrimination

1. In cases of discrimination arising under Executive Order No. 9346 and forwarded to this office by the Committee on Fair Employment Practice, the following procedure is followed:

a. If the case involves a branch or installation of the Army Service Forces, the complaint is forwarded with a covering memorandum to the Director, Industrial Personnel Division, ASF. If the complainant is not an employee of the War Department, the complaint is sent through channels to the installation concerned for investigation. If the complainant is an employee of the War Department, the employee is advised to follow the ASF Grievance Procedure and, at the same time, the installation is informed of the complaint and requested to arrange to hear it through its grievance machinery and inform Headquarters, ASF, of its findings.

b. If the case involves an installation of the Army Air Forces, the complaint is forwarded with a covering memorandum to the Assistant Chief of Air Staff, Personnel, who forwards it through channels for investigation.

c. In an effort to satisfy Mr. Clarence M. Mitchell, Associate Director of Field Operations, FEPC, that the War Department is thoroughly investigating complaints of violations of Executive Order No. 9346, recently the practice was adopted of having him read the complete record of the investigation rather than just send to the Committee a letter based upon the findings.

2. Complaints from the Committee handled under the foregoing procedure recently included the following:

a. The complaint of Mrs. Gladys Ross, forwarded to this office under date of 12 July 1944, and the complaints of Miss Marie Burton, John Brown, Johnnie Williams and Mrs. Phyllis

Handwritten note:
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McKinney, forwarded to this office under date of 8 August 1944. All of these complaints were against the Richmond Army Service Depot. The Committee's position was that they were a part of a general pattern at that installation. When the report was received in this office, Mr. Mitchell was out of town and its transmittal was withheld pending his reading of the entire record.

b. The complaint that Mr. Sylvester E. White that he was refused employment as a welder on Engineer projects in Canada or Alaska. This complaint was forwarded to this officer on 26 November 1943. It was necessary to ask the Committee for additional information, which was forwarded to this officer under date of 7 December 1944. The report in this case was not forwarded to this office until 13 May 1944. After consultation with the Army Service Forces it was sent to the Committee on 29 May 1944. This report was considered final. On 1 July 1944 Mr. Mitchell commented at length upon the report, concluding that the Army Service Forces should have issued an order directing the Office of the Chief of Engineers to consult with the Industrial Personnel Division before approving separate barrack facilities for Negro and white workers, instead of recommending such action, as it had done. It was thought that Mr. Mitchell's letter required no reply. Letters of inquiry from him followed on 24 August and 10 October. On 13 October the text of the recommendation was quoted to him. Under date of 19 October he wrote about the same matter complaining about long War Department delays.

c. Under date of 27 July 1944 the Committee forwarded to this office an affidavit executed by Mr. Gordon Hanson, formerly Administrative Assistant, Mt. Rainier Ordnance Depot, Fort Lewis, Washington, WHICH CONTAINED ALLEGATIONS in direct conflict with a report made in the case of Mr. Wesley R. Barnard. This matter was referred to a board of officers at Fort Lewis, who obtained statements from various witnesses and submitted its findings through channels. This report was held until Mr. Mitchell's return to the city in order that he might read the complete record. A letter containing the findings was sent to the Committee on October 18.

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3. In all of the circumstances, considering the fact that I was in Philadelphia from 4 to 17 August 1944, working under General Hayes in connection with the Philadelphia transit strike, it is my opinion that none of these matters has been unduly delayed.

LOUIS R. LAUTIER
Administrative Assistant

31 October 1944

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LOUIS R. LAUTIER
Administrative Assistant

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7-16-44
September 5, 1944

MEMORANDUM

To: Mr. Malcolm Ross, Chairman
From: Theodore A. Jones, Budget Officer
Subject: Program Plans

On July 1, 1944 the Director of the Bureau of the Budget issued the Call for Estimates for the fiscal year 1946, requesting that four summary estimates be submitted under varying assumptions as follows:

1. That the war will continue on both fronts throughout the fiscal year 1946;
2. That hostilities will cease on the European front prior to the beginning of the fiscal year 1946 and will continue throughout that year on the Pacific front;
3. That hostilities will cease on the Pacific front prior to the beginning of the fiscal year 1946 and will continue throughout that year on the European front; and
4. That hostilities will cease on both fronts prior to the beginning of the fiscal year 1946.

The summary estimates requested cannot be constructed without regard to program plans for the balance of the fiscal year 1945 and the full year 1946. I believe it to be the function of the Chairman and the Committee to make broad program determinations.

Military leaders expect hostilities to cease on the European front before December 31, 1944; accordingly, program adjustments may be necessary during the next nine months. This possibility creates question with regard to which phases of our responsibilities under Executive Order 9346 should be emphasized during the remaining months of the current fiscal year.

Ch. Jones 9/11/44

Mr. Malcolm Ross - 2

September 5, 1944

This question is all the more important today because of the practical, rather than legal, possibility that the FEPC will not receive an appropriation next year unless legislation is enacted creating a post-war FEPC. Expected production cutbacks, planned under assumption (2) above, with the resulting decrease in the need of full manpower mobilization for war production, provide strong arguments for our opposition who seek the elimination of the FEPC even though hostilities continue in the Pacific, and with due regard for the fact that, under the terms of Executive Order 9346, there is legal basis for continuation of the FEPC until all hostilities in which we are engaged shall cease.

The Permanent FEPC bills are part of an incongruous pattern of post-war adjustment legislation under consideration by the Congress. All of this proposed legislation should be studied (1) to determine whether the rights and interests of minority groups, as such rights and interests of minority groups relate to employment, are adequately provided for and protected, (2) to propose amendments to such legislation through proper channels prior to enactment, and (3) to propose basic legislation that will come to be a meaningful part of all post-war legislation related to employment that will meet the problems of discrimination in employment that we expect in the post-war period. I believe that staff personnel should be assigned to this important task as soon as possible even though it may be necessary to withdraw personnel from other functions.

The FEPC is not as popular today among minority groups as it was on June 25, 1941 because of the realization, along with many other factors, that the FEPC, as now established, does not have the power to accomplish the corrections they seek. This realization leads many to be lukewarm in supporting our program, others to a do-nothing attitude, and some to outright opposition. Our relationship with the general public, organizations and institutions should be improved and strengthened if we are to accomplish whatever goals the Committee may determine. I believe the information and public relations activities of the staff should be strengthened by the development of a clear public relations program and the assignment of additional personnel from other Divisions to accomplish the objectives of that program.

Our practical work load from the war industries source is certain to decline rapidly and then vanish; however, such will not be the case with government employment. Much could be done to influence the employment practices of private industry, should we stimulate appreciable adjustments of the employment practices of federal agencies. Particular attention should be given those agencies that deal with labor problems, manpower and industrial regulation. Veterans Administration will soon become one of the largest agencies in government and will have far reaching responsibilities in connection with the reemployment of veterans of this war.

Mr. Malcolm Ross - 3

September 5, 1944

Should Veterans Administration and the United States Employment Service accomplish the reemployment of veterans in private industry without discrimination, the benefits of such adjustments of employment practices would carry over to non-veterans and the nation as a whole. Under the provisions of Executive Order 9346 the Committee can, and I believe should, survey the employment practices of all Federal agencies and . . . "make recommendations to the various Federal departments and agencies and to the President which it deems necessary and proper to make effective the provisions of this Order." We have in our files now sufficient data to begin such a survey.

I do not believe this statement of program planning problems with recommendations for meeting them to be all inclusive. It is intended to bring to your attention one phase of the problem that must be answered if we are to develop a sound budget for the next fiscal year or successfully justify our requests for apportionment of funds for the balance of this fiscal year. I believe this matter should be referred to the staff for discussion so that you may have the benefit of our entire thinking before final decisions are made.

The budget time-table requires that program determinations be made prior to October 15, 1944.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



September 8, 1944

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

Dear Mr. Gibson:

The Division of Review and Analysis is making a study of the problems of demobilization and reconversion as they affect the Negro industrial worker. One of the things which we are trying to do is to get a community-by-community and industry-by-industry picture of what the end of the war will mean to the Negro.

I understand that the Army has very complete data on the demobilization requests of Negro soldiers broken down by communities in which they wish to be discharged. This will have a very real relationship to our study of the capacity of communities to absorb the Negro worker, as well as to our study of tension factors. I would like very much to have copies of this data.

Thank you for your kind cooperation.

Sincerely yours,

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

John A. Davis
Director
Division of Review and Analysis

Copy Sept.

LRT/mw

Ex 2431

September 14, 1944

Mr. Joseph H. B. Evans,
Regional Director,
President's Committee on
Fair Employment Practices,
Standard Oil Building,
Washington, D. C.

Dear Mr. Evans:

Reference is made to your letter of September 7, 1944,
requesting that this office obtain for you a breakdown of
the number of employees at the Moore General Hospital,
Swannanoa, North Carolina, by race and sex.

Inasmuch as it appears that you have completed your
investigation I see no sufficient reason for my entering
into the matter at this stage. I am sure you realize that
requests for statistical information impose a burden upon
the clerical staff of an agency, and I follow the practice
of making request for such information only in cases where
it is necessary for a proper determination of a case of race
discrimination involving the installation.

Sincerely yours,

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

*Copy
202*

LRT/mw

Ex 2431

September 14, 1944

Mr. Joseph H. B. Evans,
Regional Director,
President's Committee on
Fair Employment Practices,
Standard Oil Building,
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of making request for such information only in cases where
it is necessary for a proper determination of a case of race
discrimination involving the installation.

Sincerely yours,

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



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
REGIONAL OFFICE

Section 7
Form 202 - Standard
Washington, D. C.

September 7, 1944

Mr. Truman K. Gibson, Jr.
Civilian Aide to the Secretary of War
War Department
Washington 25, D. C.

My dear Mr. Gibson:

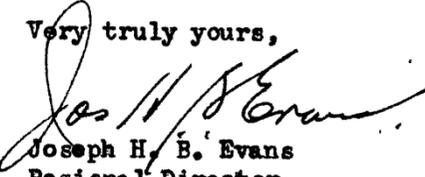
Mr. Clarence Mitchell, Associate Director of Field Operations, has handed me your letter of September 4 with reference to our request for a breakdown for the number of employees at the Moore General Hospital, Swannanoa, North Carolina, by race and sex.

In order that you may be familiar with this case I am enclosing copies of the following letters:

1. Letter of July 13, 1944 to the Commanding Officer, Moore General Hospital, setting forth the allegations of two complainants, asking for a report on this matter.
2. Letter of July 18, 1944 from Colonel Frank W. Wilson, Commanding Officer, in answer to the charge of discriminatory hiring practices.
3. Letter of July 21, 1944 asking for information as to employees.
4. Letter of August 1, 1944 sent by Major Thomas Reed, Director of Personnel, explaining the procedure for securing information asked for.

You will understand that the main point involved in this complaint was that Moore General Hospital refuses to hire Negroes other than Attendants, Orderlies and Custodial employees, and we are anxious to see from the employment statistics if any Negroes in semi-skilled, skilled or professional classifications are used at that Hospital.

Very truly yours,


Joseph H. B. Evans
Regional Director
Region IV

Enclosures - 4

COPY

July 13, 1944

The Commanding Officer
Moore General Hospital
Swannanoa, North Carolina

Dear Sir:

Re: 4-CR-342

The President's Committee on Fair Employment Practice exists and operates under Presidential Executive Order No. 9346, a copy of which is enclosed.

There has been filed with our office a formal signed complaint by Mrs. Clara James, Negro of 43 Livingstone Street, Asheville, North Carolina, alleging that she was certified by the Asheville Civil Service office to your establishment as a dental assistant. The complainant further alleges that on July 3, 1944 she reported to a Mrs. Gross of the Civilian Personnel Office at your post, and was not employed, despite her qualifications and the fact that Moore General Hospital was even then advertising for dental assistants.

The complainant alleges that the refusal to hire was because of her Negro race. She alleges further that she returned to the Asheville Civil Service Office and reported the refusal to hire, and was informed by Mr. Reeves of that office that the refusal to hire was because of her color.

Other evidence seems to indicate that your establishment refuses to hire Negroes as dental assistants. For your information, another Negro, Mrs. Julia Ray, 267 College Street, Asheville, North Carolina, also an experienced dental assistant, was, on July 10, 1944, refused referral to Moore General Hospital by Civil Service in Asheville because, as the Civil Service representative is alleged to have stated, "Moore will not employ Negroes as dental assistants." Mrs. Ray has also filed a signed complaint with our office against the Asheville Civil Service for its refusal to refer. We are informing you of the case of Mrs. Ray merely for the purpose of indicating the nature of the evidence in our possession.

Commanding Officer

- 2 -

July 13, 1944

Mrs. James, the complainant against Moore General Hospital, further alleges that Mrs. Gross retained the referral papers given her by Civil Service, and requested that Moore General Hospital return those papers either to her or to our office.

We realize that it is entirely possible that refusal to hire Negroes as dental assistants may not be the practice of Moore General Hospital. If it is not the practice thus to refuse employment of qualified Negro applicants, then undoubtedly, your office can effect a speedy adjustment of this case by offering Mrs. James employment as a dental assistant, and by taking steps to correct the false impression obtaining in the Asheville Civil Service office.

We will greatly appreciate hearing from you at an early date in regard to this matter.

Very truly yours,

Joseph H. B. Evans
Regional Director
Region IV

Enclosure

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ARMY SERVICE FORCES
Fourth Service Command
Headquarters Moore General Hospital
Office of the Commanding Officer

Swannanoa, N.C.

July 18, 1944

Mr. Joseph H. S. Evans
Regional Director, Region IV
President's Committee on Fair Employment Practice
Washington, D.C.

My dear Mr. Evans:

This is to acknowledge receipt of your letter of July 13, 1944 with reference to a complaint made by Mrs. Clara James, negro of 43 Livingstone Street, Asheville, N.C.

In regard to this complaint the following investigation has been made, the result of which is submitted herewith:

At no time since this hospital has been in operation has there ever been a policy discriminating against anyone because of race or religion, and if this opinion was assumed by the Civil Service Office of Asheville it was done so without any knowledge of this headquarters. I had an interview with Mr. Reeves, Civil Service Representative from Asheville, yesterday and informed him that if that office was going on the assumption that we did not want negro employees at this institution, then I wanted to correct such an erroneous idea immediately.

Regarding the incident of Mrs. Clara James the following is quoted from a note from Mrs. Margaret R. Gross of our Civilian Personnel Office. Quote. It is our policy to accept all applications referred to this office by the Civil Service Commission. The applicants are interviewed by the undersigned, then referred to the supervising officer requesting appointment for personal interview and final selection. In the interest of efficiency, this office and the supervising officer endeavor to select the person who appears to be best qualified for the position in question regardless of race or religion. Approximately one-third of the civilian personnel employed at this hospital is Negro, whose services are contributing greatly to the efficient operation of the hospital.

Colonel Lowell B. Wright, Chief of the Dental Service, telephoned this office that the withdrawal of an enlisted man from

July 18, 1944

his department who had been furnished by the 130th General Hospital was eminent. A request for a Dental Assistant was made by him, and consequently a requisition to the Civil Service Commission was made through authorized channels on June 29, 1944.

Several days later, Mr. Reeves called stating that two referrals were being sent to this office; Clara James, Negro, and Willie Webb, White. I personally interviewed both applicants

When Clara James presented her application, Colonel Wright was not available for a personal interview, therefore, according to the usual practice of this office, she was informed that her application would be retained by me and an interview arranged before final selection was made. She stated that she would be leaving town to accept another position within two days, and desired to know the date appointment would be effected. I informed her that a definite date had not been set since it depended entirely on the reassignment of enlisted personnel. The other applicant was informed likewise, and both applications placed in a pending file.

On July 12, 1944 Colonel Wright advised that another enlisted man had been assigned to his department by the Chief of Military Personnel Branch to replace the man withdrawn by the 130th General Hospital, and was performing this work. He requested that no action be taken to appoint a civilian since he desired to determine the capabilities of the new man.

Mr. Reeves was advised by telephone to discontinue to recruitment and cancel the requisition for Dental Assistant. Both applications were returned to the Civil Service Commission for file. End of quote.

As further evidence that we do not discriminate we are now in the midst of employing ninety-two additional ward attendants. It is expected that a preponderance will be among the colored race.

I am very sorry that I do not have a position to offer Mrs. James at present for the reason that there is no vacancy, the latter being filled by an enlisted man as stated in Mrs. Cross's note. However, in the event that we should have a vacancy in that department as Dental Assistant her application will be given due consideration without regard to race or religion.

Very truly yours,

/s/ Frank W. Wilson

Frank W. Wilson
Colonel, MC
Commanding.

C
O
P
Y

July 21, 1944

Colonel Frank W. Wilson
Commanding Officer
Moore General Hospital
Swannanoa, North Carolina

My dear Colonel Wilson:

Re: 4-GR-342

This will acknowledge your letter of July 18 with reference to the complaint of Mrs. Clara James, who alleged that she failed to receive her appointment as Dental Assistant at the Moore General Hospital and believed that this failure was because she is a Negro.

We are glad to have your frank statement that there has never been a policy of discrimination against anyone on account of race or religion at the Moore General Hospital, and we are pleased to learn that of the ninety-two ward attendants to be employed, many of them will be of the colored race.

Most of the complaints which we have with regard to racial discrimination are not based on an out-right refusal to hire, but have to do with the discriminatory practice of hiring Negroes for unskilled and custodial jobs, while at the same time, refusing to accept them when they are qualified for positions involving some degree of skill or professional background.

I got the impression while I was in Asheville, from people with whom I talked, that the Moore General Hospital did have a record of hiring Negro men and women, except where the position involved opportunity of the type as just mentioned. That is why I was hopeful that something might be done about the employment of either Mrs. James or Mrs. Ray, both of whom appear to be qualified Dental Assistants with many years of experience.

It will help me greatly in the final determination of this case if you will furnish me with a report showing the total number of employees in each category with a breakdown indicating the number of non-whites, both male and female.

In the meantime, I am furnishing Mrs. James with the information contained in your letter so that she may have an opportunity to agree with or refute any of the statements made with regard to her interview.

Very truly yours,

/S/ JOSEPH H. B. Evans

Joseph H. B. Evans
Regional Director
Region IV

Evans/os

ARMY SERVICE FORCES
Fourth Service Command
Headquarters Moore General Hospital
Swannanoa, N. C.

TR/sp

1 August 1944

Mr. Joseph H. B. Evans
Regional Director, Region IV
President's Committee on Fair Employment Practice
Washington, D. C.

My dear Mr. Evans:

This is to acknowledge your letter of 21 July 1944 to Colonel Frank W. Wilson, Commanding Officer of Moore General Hospital, Swannanoa, North Carolina in which you ask that this hospital furnish you a report showing the total number of employees in each category with a breakdown indicating the number of non-whites, both male and female. As this appears to be in the nature of a survey, your attention is respectfully invited to ASF Civilian Personnel Memorandum No. 80, Washington, D. C., 10 August 1943, which reads in part:

"1. Commanding officers of Army Service Forces installations are receiving requests from manpower agencies outside of the War Department to institute special surveys, questionnaire techniques, and other types of inquiry into manpower utilization on various phases of civilian personnel administration, either jointly with the installation or as an activity of the requesting agency.

"2. Such surveys, techniques, and inquiries may be of definite value, assuming that they are channeled so as to avoid duplication and provided further that they are keyed in with other necessary personnel activities. However, a multiplicity of surveys which differ as to form and objectives may introduce confusion and in some instances interfere with the performance of necessary civilian personnel work in the installations.

"3. For these reasons, all requests received by Army Service Forces installations from manpower agencies outside of the War Department to institute surveys, questionnaire techniques, and other special types of inquiry into civilian manpower utilization and other phases of civilian personnel administration will be routed, prior to acceding to any such request, through channels to the Industrial Personnel Division, Headquarters, Army Service Forces, for clearance.

"4. In complying with the foregoing requirement, the commanding officer of the installation in each case will forward to the Industrial Personnel Division through channels, such information regarding the survey request or activity as may be available, with particular reference to its purpose, the technique employed, and the use to be made of findings."

It is therefore suggested that your request follow the procedure as outlined in the above quoted memorandum with particular reference being stressed as to

Mr. Joseph H. B. Evans
1 August 1944

the purpose of the request and the use to be made of the findings in order that this Headquarters might comply with the existing regulations.

Your request for this information was referred to the Commanding General, Fourth Service Command, Atlanta, Georgia, which office held that such information as requested should follow the procedure as outlined in the above quoted memorandum.

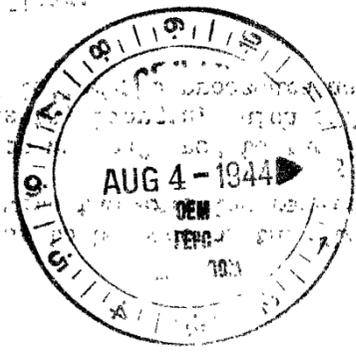
For the Commanding Officer:

THOMAS REED
Major, MAC
Director of Personnel

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O

SECRET
AUG 4 - 1944
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1001



4 September 1944

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on Fair
Employment Practice,
Standard Oil Building,
Washington, 25, D. C.

Dear Mr. Mitchell:

Reference is made to your unsigned letter of
14 August 1944 requesting a breakdown of the number
of employees at the Moore General Hospital, Swannanoa,
North Carolina, by race and sex.

This office will be pleased to secure the desired
information for you, but it is felt that it should be
obtained in connection with a specific complaint. If
you have a complaint of race discrimination at this
hospital, will you please forward it to me for inves-
tigation in accordance with our understanding and I
shall request the information you desire at the same
time that I request an investigation.

Yours very truly,

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

SEP 11 1944

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



August 14, 1944

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

Dear Mr. Gibson:

The regional office of the FEPC in Washington requests that we obtain information on the Moore General Hospital, Swannanoa, North Carolina. Major Thomas Reed, Director of Personnel at the hospital, suggest that this information should be obtained through your office.

The region desires a report showing the total number of employees by occupation at the hospital with a breakdown indicating the number of non-white, both male and female.

It will be appreciated if you will send this information to us at your first opportunity.

Very truly yours,

Clarence M. Mitchell
Associate Director of Field Operations

August 14, 1944

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

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It will be appreciated if you will send this information to us at your first opportunity.

Very truly yours,

Clarence N. Mitchell
Associate Director of Field Operations

mitchell/vb

FILES cc: Gen. Styer, Gen. Greenbaum, Mr. Gibson, Col. Roemer,

Gen. Battley, Mr. Hughes, Col. Brennan, Capt. O'Donnell-Don

Los Angeles Street Railways - Developments

30 August 1944

Mr. Ohly

74382

1. Major Burroughs reported at 1000 30 August 1944 that the situation is calm. The Negroes have been ~~driving~~ the captives since 24 August and this morning began their training runs. The first Negroes were on cars at 0430 PWT and the last at 0600 PWT. The number involved is 14 to 18. No incidents whatsoever have occurred despite rumors which have occasionally arisen. The FEPC representative has been very cooperative in keeping the Negro press from capitalizing on the situation and others in Los Angeles have similarly kept the white press from making an issue of the matter. It is expected that success will be achieved in preventing the printing of pictures.

OHLY

607 Feb. Dept

TRAINING CONTRACTS

1. Louisville & Nashville R.R. Co.: This contract is dated 7 June 1943 and is still in effect. It does not contain any provision regarding anti-discrimination.

2. Gulf, Mobile and Ohio R.R. Co.: This contract is dated 9 June 1943 and is still in effect. It contains an article (16) stating that "All contractual provisions required by federal law or Executive Order to be contained in contracts of this nature are incorporated herein by reference."

3. Illinois-Central R.R. Co.: This contract is dated 9 February 1943 and is still in effect. It contains an anti-discrimination clause of the type required by E.O. 8802.

4. New Orleans & Northeastern R.R. Co. (part of the Southern Railroad System, but not listed in Mr. Johnson's letter, which refers to the Southern Ry. Co., one of the operating carriers of that System): This contract is dated 3 March 1942, has been successively supplemented and is still in effect, the last supplement bearing date 31 August 1943. It does not contain any anti-discrimination clause

OTHER CONTRACTS

1. The contracts dated 6 February 1941, 7 May 1941, and 21 August 1941, with St. Louis-San Francisco R.R. Co. are still in effect. They are for construction and operation or maintenance of trackage or other facilities. The omission of anti-discrimination clauses (from the original contract dated 21 August 1941, and from supplements to the other two contracts) was inadvertent. The company does not object to the clause. It is included in the ten contracts with the same company listed in paragraph 2, g of the memorandum of 29 December 1943.

2. It is doubtful whether the Transportation Corps' memorandum of 29 December 1943 is complete. The Zone Transportation Officers, for example, do not have complete contract files and assembled information by making inquiries among the carriers. The Washington files of the Transportation Corps are also incomplete.

3. Mr. Johnson's questions were forwarded only to the Transportation Corps. The Engineer Corps also has a number of contracts with railroads -- e.g., for "relocation"; and it is not clear that the Transportation Corps has turned up all the Engineer contracts. Colonel Straight, Office of the Chief of Engineers, states, however, that such contracts contain an anti-discrimination clause.

BACKGROUND ON TRAINING CONTRACTS.

1. The problem of the anti-discrimination clause arose in the early part of 1942 while the Engineer Corps was still in charge of training railway troops. (Engineer files on this subject matter were transferred to the Transportation Corps around December 1942.) The form of contract was originally negotiated with the Southern Railroad System. The roads were content to take a contract the main effect of which was to indemnify them against damage caused by trainees. They took the position that they were merely making their facilities available to the Army - permitting the trainees "to ride in the cabs, rather than the coaches," and to observe experienced personnel in action and get incidental instruction. They were not called upon to hire any additional employees or to furnish special services or supplies to the Army. Accordingly they argued that the anti-discrimination clause was not applicable. Doubts were expressed as to the legality of Executive Order 8802. It was also pointed out that Executive Order 9001 provided that contracts made under authority of the First War Powers Act incorporated anti-discrimination clauses by reference, which made strict compliance with Executive Order 8802 unnecessary. It was further argued that express inclusion of such clauses would cause serious trouble with railroad unions.

2. A representative of the Office of the Chief of Engineers (Lt. Col. Houseman, now stationed at the Division Engineer's office at Salt Lake City) met with Major Elbert B. Ferguson and Colonel Hugh C. Smith, of General J.W.N. Schulz's organization, and presented the problem. It was decided that the anti-discrimination clause could be omitted from the training contracts, and it was apparently on this understanding that General Schulz approved the New Orleans & Northeastern contract on 12 March 1942. A few other contracts were approved on the same basis.

3. In May 1942 a training contract with the Chicago, St. Paul Minneapolis & Omaha Railway Company was presented to the Legal Branch, Procurement & Distribution Division, for review. Lieutenant S. R. Rigby expressed the opinion that an anti-discrimination clause should be included, and the Engineer Corps was so informed. At the request of the Engineer Corps this opinion was reconsidered by Mr. W. L. Marbury, Chief, Legal Branch, and the memorandum of 5 June 1942, copy of which is attached, was written. The clause there set forth was included in certain contracts, including the Gulf, Mobile & Ohio contract.

EXECUTIVE ORDERS

1. Executive Order 8802, 25 June 1941, provided that all the contracting agencies of the Government should include in defense contracts thereafter negotiated by them provisions obligating the contractor not to discriminate against any worker because of race, creed, color or national origin.

2. Executive Order 9001, 27 December 1941, provides that, notwithstanding contained in the First War Powers Act or Executive Order 9001,

the War Department (and other agencies) shall not discriminate in any act performed thereunder against any person on the ground of race, creed, color or national origin, and all contracts shall be deemed to incorporate by reference a provision that the contractor and subcontractors thereunder shall not so discriminate.

3. Executive Order 9346, 27 May 1943, amends Executive Order 8802 (as previously amended) and provides that all contracting agencies shall include in all contracts thereafter negotiated or renegotiated by them provisions obligating the contractor not to discriminate against any worker or applicant for employment because of race, creed, color, or national origin, and requiring the contractor to include a similar provision in all subcontracts.

PROCUREMENT REGULATIONS

Directives were issued promptly after the promulgation of Executive Order 8802 calling attention to its terms.

War Department Procurement Regulations, issued 1 July 1942, carried an anti-discrimination clause as a mandatory provision for inclusion in all contracts. Following the promulgation of Executive Order 9346, an appropriate change was made in the clause, and instructions were changed to direct inclusion of the clause, as amended, in new contracts and in existing contracts when supplemented. The anti-discrimination clause now reads as follows: (P.R. 325):

"Anti-discrimination. -- (a) The Contractor, in performing the work required by this contract, shall not discriminate against any employee or applicant for employment because of race, creed, color, or national origin.

(b) The Contractor agrees that the provision of paragraph (a) above will also be inserted in all of its subcontracts. For the purpose of this article, a subcontract is defined as any contract entered into by the contractor with any individual, partnership, association, corporation, estate, or trust, or other business enterprise or other legal entity, for a specific part of the work to be performed in connection with the supplies or services furnished under this contract provided, however, that a contract for the furnishing of standard or commercial articles or raw material shall not be considered as a subcontract."

SPPDL 161

June 5, 1942.

MEMORANDUM FOR Major Phillips W. Smith,
Executive Officer,
Purchases Branch.

1. At the request of the Engineer Corps, further consideration has been given to the inclusion of the anti-discrimination provision in Contract No. 412 eng-50 with Chicago, St. Paul, Minneapolis, and Omaha Railway Company.

2. It appears that several similar contracts have been approved without the anti-discrimination provision. This matter has been discussed with counsel for the railroads concerned, and their attention has been drawn to the fact that Executive Order No. 9001 by its own force prohibits acts of discrimination in the performance of the contract. As performance of the contracts previously approved has been substantially completed, and the applicability of the anti-discrimination clause seems remote, there seems no sufficient reason for making corrections in existing contracts.

3. It is recommended that the subject contract and all future similar contracts be approved subject to the inclusion of the following language:

"All applicable contract clauses required by Federal laws and Executive Orders to be incorporated herein are hereby incorporated herein by reference."

WLM:dah

W. L. Marbury,
Chief, Legal Branch,
Procurement and Distribution Division.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



In reply, please refer to
Army Engineers, N.W. Division
12-GR-112 (DFO)

August 25, 1944

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

Dear Mr. Gibson:

I should appreciate a reply to
my letter of July 1 in the above-entitled
matter.

Very truly yours,

Clarence M. Mitchell

Clarence M. Mitchell (16)
Associate Director of Field Operations

*File copy sept.
Card Mitchell*

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



July 22, 1944

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

Dear Truman:

About a month ago you promised, by the end of the week, to send me a summary of those incidents of violence which have involved Negro soldiers, but to date I have not received it. This is holding up my work to a great extent, and I will appreciate your sending me whatever you can.

I am not asking for anything which is secret or restricted. I am merely asking for a short statement of the correct facts of those incidents which have already appeared in all the Negro papers.

I trust that I may have this information some time in the near future.

Sincerely yours,

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

John A. Davis
Director
Division of Review and Analysis

Handwritten notes:
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60 2000

Handwritten note:
copy sent.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

July 1, 1944

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

Dear Mr. Gibson:

A regional office of the President's Committee on Fair Employment Practice reports that the War Department has a Form 63 report which contains information on employment patterns of plants which have Army contracts. It is my understanding that this form gives detailed and useful employment data. If this is correct, I shall appreciate it if your office will send us one of these forms for study.

Sincerely yours,

Clarence M. Mitchell

Clarence M. Mitchell
Associate Director of
Field Operations



Copey Dept

LC
WDOSW - Ex. 2431
TKG/res

15 July 1944

Mr. Frank D. Reeves
President's Committee on Fair
Employment Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Frank:

Inclosed please find copies of the material you sent
me on the 7th of July.

Sincerely yours,

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

Original

WDOSW - Ex. 2431
TKG/res

15 July 1944

Mr. Frank D. Reeves
President's Committee on Fair
Employment Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Frank:

Inclosed please find copies of the material you sent
me on the 7th of July.

Sincerely yours,

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

23 June 1944

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on Fair
Employment Practice,
Third Street and Constitution Avenue, N.W.,
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 4 May 1944 concerning an application for employment form being used to employ Army dietitians and physical therapy aides at Beth Israel Hospital, New York, New York, in which there are questions requiring disclosure of race, color, nationality, and religion.

A report of an investigation into this matter discloses that these applications, SG Form No. 173, are not used for the selection of civilian personnel but are used solely in the selection of military personnel. Under Public Law 828 (except as students or apprentices) dietitians and physical therapy aides must be members of military personnel.

Since the form in question is not used in the selection of civilian employees of the War Department, it appears that the matter is not one within the province of the Committee on Fair Employment Practice.

Yours very truly,

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

23 June 1944

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President's Committee on Fair
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Third Street and Constitution Avenue, N.W.,
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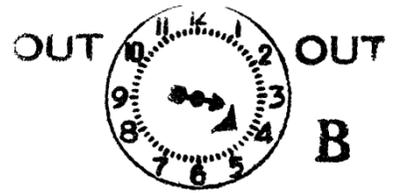
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Yours very truly,

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

JUN 17 '44 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

WAR DEPARTMENT
WASHINGTON, D. C.

8 May 1944

MEMORANDUM

TO: The Director of Industrial Personnel Division
Army Service Forces

SUBJECT: Deletion of Reference to Race in Application for Employment
Form SG 173-116-43

Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice stating that an application for employment form being used to employ Army dietitians and physical and therapy aides at Beth Israel Hospital, New York, New York, contains questions requiring disclosure of race, nationality, color and religion.

Attention is invited to the fact that the question requiring disclosure of race has been eliminated from the Civil Service Commission Standard Form 57 for universal use, and the Secretaries of War and the Navy and the Chairman of the Maritime Commission in a joint letter of July 2, 1942, advised the Chairman of the President's Committee on Fair Employment Practice that they were prepared to advise contractors that any reference to race or religion should be deleted from employment forms.

In the light of these actions it appears appropriate that any questions as to race, color, religion or national origin should be deleted from the forms in questions.

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



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MAY 9 '44 AM



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WAR DEPARTMENT
ARMY SERVICE FORCES
AND PERS. DIV.

SPGC-C 291.2 1st Ind. JVD/FM/mw
Hq., ASF, Industrial Personnel Division, Washington, D. C., 12 May 1944.

To: The Surgeon General. Attention: Civilian Personnel Division.

1. Forwarded for information on which to base a reply.

Joseph V. Downs

JOSEPH V. DOWNS
Major, Signal Corps
Chief, Procedures Section
Civilian Personnel Branch

MAY 12 4.1 PM

OUT



OUT

WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

19 1941

IND. PERS. DIV.

SPMCL 291.2-1 2nd Ind.

A.S.F., S.G.O. - 6 June 1944.

To: Hq., ASF, Industrial Personnel Division, Washington, D. C.

1. SG Form No. 173, which contains information as to race, is used by applicants desiring appointment as Army dietitians or Army physical therapy aides, and is not used in respect to Civil Service employees.

2. The following procedure is employed in the selection of dietitians:

a. Dietitians are recruited from civilian life in two categories: (1) Students who enter upon one year's study after completing previous educational requirements, the first six months of which they are classified as students and the second six months as apprentices. At the end of the year's training those completing the work satisfactorily are taken into the military service as military personnel, and not as civilian personnel. Their appointments give them relative rank as second lieutenants in the dietetic service, in accord with the provisions of P.L. 828. (2) If an applicant has had experience in dietetic service in a recognized hospital for the period of a year, in addition to the required educational background, she is taken at once as an apprentice rather than as a student and at the end of the six months' period is subject to selection for military service.

b. If an applicant trained as a dietitian meets the requirements as an apprentice, she not only fills out the regular Civil Service papers to cover the period of her apprenticeship, but at the same time fills out SG Form No. 173, which is sent to the S.G.O. and is used to determine her selection as a part of the military personnel. The Civil Service papers are used solely for civil service purposes covering the apprenticeship period.

c. When an applicant meets only the qualifications for a student, thus requiring a full year of training, only the Civil Service applications are used. For these applicants SG Form No. 173 is filled out either when the applicant has completed the service as a student and becomes an apprentice, or at the end of the apprenticeship.

3. Both as to dietitians and physical therapists, in line with the statement set out above, SG Form No. 173 is used only for the purpose of applying for appointment as a member of the military service with a view to receiving relative rank as an officer in the Army. This process is one of appointment rather than one of commission since, under the present law, the applicant is appointed to relative rank

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WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

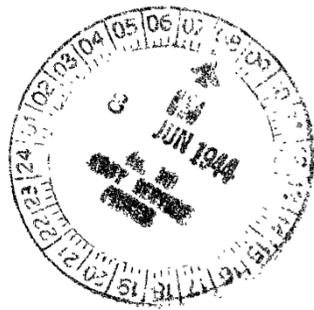
rather than commissioned as an officer, but those appointed become a part of the military personnel rather than as civilian employees of the War Department.

4. This office is unaware of any instances where SG Form No. 173 has been used for the selection of civilian personnel. It is used solely in the selection of military personnel.

5. Under Public Law 828 (except as students or apprentices) dietitians and physical therapy aides must be members of military personnel. As of 31 March 1943, all civilian employees in such services, not entering military service, were discharged.

For The Surgeon General:


J. R. HUDNALL
Colonel, M.C.
Chief, Personnel Service



TO: [Illegible]

FROM: [Illegible]

SUBJECT: [Illegible]

[Illegible text]

8 May 1944

MEMORANDUM

TO: The Director of Industrial Personnel Division
Army Service Forces

SUBJECT: Deletion of Reference to Race in Application for Employment
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In the light of these actions it appears appropriate that any questions as to race, color, religion or national origin should be deleted from the forms in questions.

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

8 May 1944

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Army Service Forces

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In the light of these actions it appears appropriate that any questions as to race, color, religion or national origin should be deleted from the forms in questions.

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

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

In reply refer to:
EFO, 1-ER-72

May 4, 1944

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

Dear Mr. Gibson:

We are in receipt of a communication from Mr. Edward Lawson, our Regional Director, Region II (New York, N.Y.) stating that a U.S. Army "Application for Employment, Army Dietitian, Army Physical and Therapy Aid--Form SG 173-116-43" is being used as an application for employment at Beth Israel Hospital, New York.

This form contains questions as to "Race," "Nationality," "Color," and "Religion."

As you are aware, the Fair Employment Practice Committee is required to investigate complaints of discrimination pursuant to the terms of Executive Order 9346 which provides that there shall be no discrimination in the employment of any persons in war industries or in government by reason of race, creed, color, or national origin.

The Committee has taken the position that an application blank for employment or training which requires information concerning race or religion is discriminatory and violative of Executive Order 9346. Insofar as this form applies to civilian personnel, the ruling of the Committee would be applicable.

We, therefore, request that these objectionable questions be blacked out or deleted immediately and that any future forms omit all reference to such matters.

Will you inform us whether the use of the present form which forms the subject of this communication has been discontinued or changed as requested and whether your future forms will conform with the requirements of Executive Order 9346. We also should appreciate a copy of any revised form which you may adopt.



Sincerely yours,
Clarence M. Mitchell
Clarence M. Mitchell
Associate Director
Field Operations

In reply refer to:
DFO, 1-88-72

May 4, 1944

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

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Sincerely yours,

Clarence M. Mitchell
Associate Director
Field Operations

31 May 1944

MEMORANDUM TO: Air Provost Marshal
Attention: Captain Holbrook
Internal Security Branch

SUBJECT: Six Months' Clearance for Representative
of FEPC to Visit Bell Aircraft Plant
at Marietta, Georgia

This memorandum is to confirm the telephone conversation of today between Mr. Lantier of this office and Captain Holbrook in which Mr. Lantier requested clearance for a six months' period for the Regional Director of the President's Committee on Fair Employment Practice at Atlanta, Georgia, to visit the Bell Aircraft Plant at Marietta, Georgia, and stated that he had been informed that Major E. J. Bennett of the District Manpower Office, Army Air Forces, had said that such a clearance was desirable.

TRUMAN K. GIBSON, Jr.,
Civilian Aide to the Secretary
of War

24 February 1944

Mr. Clarence M. Mitchell
Associate Director of Field Operations
President's Committee on Fair Employment
Practice
Standard Oil Building
Third and Constitution Avenue, N.W.
Washington, D. C.

Dear Mr. Mitchell:

Reference is made to your letter of 17 February 1944, requesting that arrangements be made to have the representative of the President's Committee on Fair Employment Practice in Atlanta, Georgia, visit the Marietta Aircraft Assembly Plant, Marietta, Georgia.

There is quoted below, in part, AAF Regulation No. 46-4, Headquarters, AAF, Washington, 13 December 1943, which sets forth the procedures to be followed by anyone entering manufacturing facilities under the supervision of the Materiel Command:

"1. Foreword. The continuing protection and production responsibility of the Army Air Forces requires that visits to manufacturing facilities engaged in production for the Army Air Forces under the supervision of the Materiel Command be discontinued except as absolutely necessary to perform technical missions for specific purposes at specific times. All visits to all such manufacturing facilities are subject to the rules contained in this Regulation.

"2. Visits by Citizens of United States:

a. Manufacturing facilities supervised by the Materiel Command:

(1) All requests for clearance of visits to manufacturing facilities by persons traveling from Washington, D. C. to manufacturing facilities under the supervision of the Materiel Command, including Washington personnel of the War and Navy Departments, other Government Agencies, and private enterprises, will be addressed to

Mr. Clarence M. Mitchell
24 February 1944

Page - 2 -

the Office of the Air Provost Marshal for approval.

(2) All requests for clearance of visits to manufacturing facilities by persons traveling from points outside of Washington, D. C. to manufacturing facilities under the supervision of the Materiel Command, including field personnel of the War and Navy Departments, other Government agencies, and private enterprises, are subject to Materiel Command regulations, and will therefore be addressed to the Commanding General, Materiel Command.

"5. Requests for Clearance. In each case where clearance is requested, the technical mission, specific purpose, and specific time of the visit will be stated."

The address of the Commanding General, Materiel Command, to whom application should be made by your Atlanta representative is Wright Field, Dayton, Ohio.

When the representative of the Committee receives approval to enter the facility it is suggested that he call upon the Resident Representative at the plant and advise him of the specific purpose of the mission, as set forth in paragraph 5 above. The Resident Representative is fully acquainted with all problems at the plant and would be in position to materially assist the representative of the President's Committee on Fair Employment Practice.

Sincerely yours,

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

24 February 1944

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President's Committee on Fair Employment
Practice
Standard Oil Building
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Mr. Clarence W. Mitchell
24 February 1944

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Sincerely yours,

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



HEADQUARTERS, ARMY SERVICE FORCES
WASHINGTON 25, D. C.

SPGC-L
095 Bell Aircraft Corp.

CWR
24 February 1944

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

SUBJECT: FEPC Request to Enter Marietta Aircraft Assembly
Plant, Marietta, Georgia.

1. An investigation of the above-named case was made, and the attached report was received from the Office of the Chief, Resources Division, AC/AS, MM&D, Headquarters of the Army Air Forces.

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

For the Director, Industrial Personnel Division:

John K. Collins
JOHN K. COLLINS
Lt. Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

1 Incl:
Cy of memo with report.



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WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

SPGC-L
095 Bell Aircraft Corp.

CWR
24 February 1944

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OFFICE OF THE SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr. Civilian Aide)

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Plant, Marietta, Georgia.

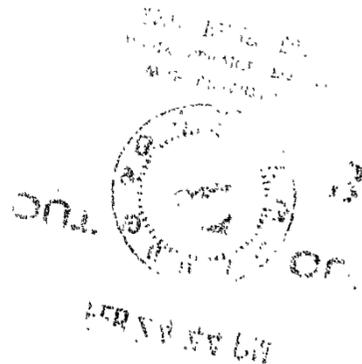
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JOHN K. COLLINS
Lt. Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

1 Incl:
Cy of memo with report.



FEB 24 '44 PM



WAR DEPARTMENT
ARMY SERVICE FORCES
IND. PERS. DIV.

COPY

War Department
Headquarters Army Air Forces
Washington

22 February 1944

SUBJECT: FEPC Request to Enter Marietta Aircraft Assembly Plant,
Marietta, Georgia

TO: Army Service Forces,
Industrial Personnel Division,
Attention: Lt. Col. J. K. Collins,
Pentagon Bldg., Rm 5C-481
Washington, D. C.

1. In reply to memorandum from your office dated 19 February 1944, above subject, there is quoted below, in part, AAF Regulation No. 46-4, Headquarters, AAF, Washington, 13 December 1943, which sets forth the procedures to be followed by anyone entering manufacturing facilities under the supervision of the Materiel Command.

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Memo to: Army Service Forces
Industrial Personnel Div.
Subject: FEPC Request to Enter Marietta
Aircraft Assembly Plant, Marietta, Ga.

22 February 1944

"5. Requests for Clearance. In each case where clearance is requested, the technical mission, specific purpose, and specific time of the visit will be stated."

2. When the representative of the President's Committee on Fair Employment Practice receives approval to enter the facility it is suggested that he call upon the Resident Representative at the plant and advise him of the specific purpose of the mission, as set forth in paragraph 5 above. The Resident Representative is fully acquainted with all problems at the plant and would be in position to materially assist the representative of the President's Committee on Fair Employment Practices.

For the Commanding General, Army Air Forces:

/s/ J. C. Wood, Lt. Col. A. C.
for FREDERICK M. HOPKINS, JR.
Brig. General, U. S. A.
Chief, Resources Division
Office, AC/AS, MM&D

ADDRESS REPLY TO
COMMANDING GENERAL, ARMY AIR FORCES
WASHINGTON, D. C.

WAR DEPARTMENT
HEADQUARTERS ARMY AIR FORCES
WASHINGTON

22 February 1944

SUBJECT: FEPC Request to Enter Marietta Aircraft Assembly Plant,
Marietta, Georgia

TO: Army Service Forces,
Industrial Personnel Division,
Attention: Lt. Col. J. K. Collins,
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Memo to: Army Service Forces
Industrial Personnel Div.
Subject: FEPC Request to Enter Marietta
Aircraft Assembly Plant, Marietta, Ga.

22 February 1944

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For the Commanding General, Army Air Forces:

FREDERICK M. HOPKINS, JR.
Brig. General, U. S. A.
Chief, Resources Division
Office, AC/AS, MM&D





Office of the
Chief, Research Division
U.S. Department of Justice
Washington, D.C.

For the Commanding General, Army Air Corps:

When the representative of the President, a Committee on Anti-Communist Activities, is organized, it will be in position to immediately begin its work. The President's representative is fully authorized and advised that the specific purpose of the mission, as set forth in the attached report, is to determine the extent to which the President's representative is authorized to conduct the activities of the Committee on Anti-Communist Activities.

of the date will be stated. The attached mission, specific purpose, and specific time and date for clearance. In each case where clearance is

Subject: Anti-Communist Activities, National Security
Reference: FBI Request to Army Air Corps
Date: February 23, 1954

SS February 23, 1954

Ex 2431
LRL/mw

September 15, 1944.

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on
Fair Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

Reference is made to your verbal request of a few days ago for clearance of Mr. A. Bruce Hunt, your Regional Director at Atlanta, Georgia, to visit the Bell Aircraft Plant, Marietta, Georgia.

I enclose herewith a copy of a memorandum stating the conditions under which clearance has been granted him.

Sincerely yours,

Louis R. Lautier
Senior Administrative Assistant
Office, Civilian Aide to the Secretary
of War.

1 Encl: Cy of Memo

*Card Mitchell
File same*

Ex 2431
LRL/mw

September 15, 1944.

Mr. Clarence M. Mitchell,
Associate Director of Field Operations,
President's Committee on
Fair Employment Practice,
Standard Oil Building,
Washington 25, D. C.

Dear Mr. Mitchell:

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Louis R. Lautier
Senior Administrative Assistant
Office, Civilian Aide to the Secretary
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1 Encl: Cy of Memo

ADDRESS REPLY TO
COMMANDING GENERAL, ARMY AIR FORCES
WASHINGTON, D. C.

WAR DEPARTMENT
HEADQUARTERS OF THE ARMY AIR FORCES
WASHINGTON, D. C.

AFDFM/3

13 September 1944

MEMORANDUM FOR MR. TRUMAN K. GIBSON, JR.,
Civilian Aide to the Secretary of War

Subject: Clearance for Representative of FEPC to Visit
Bell Aircraft Plant, Marietta, Georgia

1. In response to your Memorandum of 9 September 1944 requesting that clearance be given Mr. A. Bruce Hunt, Regional Director of the President's Committee on Fair Employment Practice, located in Room 525, 10 Forsythe Street Building, Atlanta, Georgia, to visit the Bell Aircraft Plant at Marietta, Georgia. It is understood Mr. Hunt is replacing Mr. James H. Tipton formerly cleared as Regional Representative.

2. The following conditions will prevail:

a. The AAF Resident Representative will be responsible for seeing that the said inspections and investigations will be conducted at such time and in such manner as not to interfere or interrupt operations;

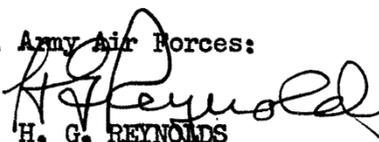
b. Will be confined to the inspection of records in the office of the contractor.

c. Inspection of areas where production is in progress will not be permitted.

d. Interviewing the employees, wherever possible, will be conducted outside of work hours, or at such other times as will not interfere with production.

3. Clearance is approved by the Office of the Air Provost Marshal for Mr. Hunt for the balance of the six months' period from 31 May 1944 for which Mr. Tipton was cleared.

For the Commanding General, Army Air Forces:


H. G. REYNOLDS
Colonel, Air Corps
Air Provost Marshal



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

February 17, 1944

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

Dear Mr. Gibson:

As stated in my telephone conversation with you on the above date, the central office of the President's Committee on Fair Employment Practice has received the following wire from Mr. A. Bruce Hunt, Regional Director in Atlanta, Georgia:

"RE: BELL AIRCRAFT CORPORATION--WE NOW HAVE NINE CASES INVOLVING THIS PARTY. ON SOME CASES, INVESTIGATION WITHIN PLANT IN MATERIAL FABRICATION DEPARTMENT AND OTHER DEPARTMENTS IS NECESSARY TO DETERMINE EXACT NATURE OF COMPLAINANTS' WORK. MAJOR CONNALLY, ASSISTANT TO COMMANDING OFFICER, REFUSES TO PERMIT STAFF MEMBER TO ENTER PLANT FOR INVESTIGATION AND ALSO REFUSES TO ARRANGE CONFERENCE WITH PARTY CHARGED UNTIL APPROVAL IS RECEIVED FROM AIR PROVOST MARSHAL, MUNITIONS BUILDING, WASHINGTON."

It will be appreciated if you will make the necessary arrangements to have the Committee's representative in Atlanta enter the plant and obtain the cooperation of the Commanding Officer in reaching settlement of complaints, as provided for in the Committee's agreement with the War Department.

Sincerely yours,

Clarence M. Mitchell

Clarence M. Mitchell
Associate Director of
Field Operations



SPGC-L

19 February 1944

MEMORANDUM FOR THE COMMANDING GENERAL, ARMY AIR FORCES
(Attention: Lt. Col. John C. Wood, Chief, Labor Manpower Branch,
Resources Division (ACAS-RRD).)

Subject: Bell Aircraft Corporation - Atlanta, Georgia.

The attached letter from the President's Committee on Fair
Employment Practice is referred to your office for action and
report to this office.

For the Director, Industrial Personnel Division:

JOHN K. COLLINS
Lt. Colonel, General Staff Corps
Chief, Labor Branch
Industrial Personnel Division

1 Incl:
Ltr from PFPC to
OSF (17 Feb. 44)

LLFoster
73626: cwr

COPY

February 17, 1944

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

Dear Mr. Gibson:

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Sincerely yours,

Clarence M. Mitchell
Associate Director of
Field Operations

WDO^{CS} - Ex. 2431
LRL, es

12 June 1944

MEMORANDUM FOR: The Director, Industrial Personnel Division
Army Service Forces

1. Attached hereto is a copy of a letter from the President's Committee on Fair Employment Practice and a photostatic copy of a contract signed by First Lieutenant John C. MacNeill, Purchasing and Contracting Officer, Field Service Group, Office of the Chief of Transportation, Procurement Division, Cincinnati, Ohio.

2. This contract contains a supplemental agreement deleting from the contract General Provision No. 7 obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color or religion.

3. May this matter be investigated with a view to taking such action as may be appropriate to bring about compliance with Executive Order 9346 which requires all contracting agencies of the government to include such a provision in all contracts?

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

WI 7 - Ex. 2431
LRU/res

12 June 1944

MEMORANDUM FOR: The Director, Industrial Personnel Division
Army Service Forces

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

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON 25, D. C.



June 9, 1944

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

Dear Mr. Gibson:

The New York office of the President's Committee on Fair Employment Practice has sent in a photostatic copy of a War Department contract signed by First Lieutenant John C. MacNeill of the Procurement Division in the Duttonhofer Building, Cincinnati, Ohio. This contract states that General Provision No. 7 on the reverse side is deleted. You will note that Provision No. 7 is the anti-discrimination clause. The Committee's New York office states that this contract was signed with a firm and involved the employment of persons for war work.

It will be appreciated if you will investigate this matter and take the necessary steps to correct the procedure which, apparently, has resulted in deletion of the anti-discrimination clause. For your convenience, a photostatic copy of the contract form is included herewith.

Sincerely yours,

A handwritten signature in cursive script that reads "Clarence M. Mitchell".

Clarence M. Mitchell
Associate Director of
Field Operations

Enclosure

file

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

/25

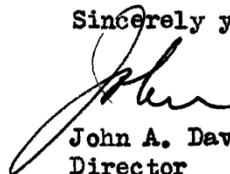
April 29, 1944

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

Dear Truman:

Enclosed you will find a copy of the form letter which was sent to all agencies of the Government, after my original letter to you stating that the Civil Service Commission was going to gather data on the employment of Negroes in the Federal Government. Perhaps you already have a copy in your file.

Sincerely yours,



John A. Davis
Director
Division of Review and Analysis

enclosure



Call to desk

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

/25

November , 1943

Dear

Reference is made to our letter of October 2 ,
1943, regarding reports to be submitted to this Com-
mittee on the employment of Negroes by your agency.

The following paragraph was inserted through
error and should be ignored:

"In view of the difficulties and hardships
which some of the agencies have experienced
in gathering the information, I would like
to state that the Civil Service Commission,
beginning next March, is going to gather
this information on a quarterly basis and
will continue it as a regular Governmental
function."

Sincerely yours,

John A. Davis
Director
Division of Review and Analysis



700

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT
PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
WASHINGTON, D. C.

/25
April 20, 1944

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

Dear Mr. Gibson:

I have hesitated for some time to reply to your memorandum of December 23, 1943, transmitting Mr. Lautier's comments on Mrs. Davis' analysis of cases referred by the Fair Employment Practice Committee to the War Department for investigation.

The purpose of our survey of such cases and of my transmittal of our tentative findings to you was to work out a mutual evaluation of our established procedures in terms of the results as seen through the cases. In spite of the tone of Mr. Lautier's memorandum, it is still my hope that we can come to some mutually agreed-upon findings which will serve as a basis for tightening up our relationship and the investigation of cases of discrimination involving the War Department in any fashion. It is for this reason that I am passing on to you my observations on Mr. Lautier's memorandum.

I hope that we can have a discussion at your earliest convenience, at which we can come to some basic agreement with regard to what is wrong with present procedure and what can be done to improve it. Mr. Maslow has already indicated that he is interested in having such a conference with you, and I would suggest that this discussion include the three of us.

With regard to specific statements in Mr. Lautier's memorandum, I want to make the following comments:

1. The study was neither superficial, general or vague. It does not attempt to reflect the total picture. It is an attempt, however, to reflect the handling which the average case received. Mrs. Davis was instructed to study every fourth case and, after a general survey of all cases, to correct this sample for any particular type of case which she might have missed but which appeared significant.



copy

Mr. Truman K. Gibson, .
Page -2-
April 20, 1944

Mr. Lautier's statement with regard to the Civil Service Commission does not fit the explanation which the Civil Service Commission has furnished this office. As far as organizational structure of the War Department is concerned, we were only trying to find out, in this survey, what the effect of sending complaints through channels of this organizational structure had upon the fair consideration and settlement of the complaints involved.

2. In the second paragraph, Mr. Lautier discusses the fact that the War Department is concerned with prosecuting a global war and with getting men and materials to fronts throughout the world. He, therefore, infers that the War Department is not in a position to handle these complaints. Yet on page 6, he states that it is the responsibility of the War Department "to enforce within its departmental and field service the provisions" of Executive Orders 8802 and 9346.

It is our opinion that the enforcement of Executive Orders 8802 and 9346 is undoubtedly a part of the process of getting supplies to men on the fighting fronts in this global war. It is also our opinion that whereas it is the function of the War Department, as a whole, to fight a war, it is the function of Mr. Lautier's section to serve as liaison agents in the investigation of discrimination.

We would like to suggest that the time for investigating the cases covered in this study was excessive, even though the material had to be passed through the "various echelons of the Army." The purpose of the organizational grouping is to expedite clearance and to speed up the handling of things rather than the reverse. It is impossible to process cases involving discrimination at all, unless such processing requires only a reasonable amount of time from the point of view of the time the complainant can remain unemployed or the job will remain open, rather than from the point of view of the administrative organization of the War Department. If the sending of complainants through channels of the War Department to the person charged results in extreme lapses of time before action can be taken in a case, then it would appear that some other method of investigation should be established.

3. Mr. Lautier, for the most part, discusses other cases than those referred to by Mrs. Davis in her report. It is difficult, therefore, to make any comments. However, some few points may be mentioned:
 - a. On page 7 Mr. Lautier indicates that the Anniston Ordnance Depot, at Anniston, Alabama, is one of

Mr. Truman K. Gibson, Jr.
Page -3-
April 20, 1944

the better examples of employment of the Negro and of investigation on the part of the War Department. He mentions with approval that the Depot hires Negroes and whites in the ratio of Negroes to whites in the population of Calhoun County, Alabama.

The Committee does not consider the maintenance of racial quotas as a desirable technique on the part of employers. The racial quota may definitely result in discrimination against an individual employee who has the qualifications but who is denied work because his race quota, in any given plant, is filled. This is discrimination on account of race. The Executive Order looks forward to the hiring of people on the basis of their individual ability.

I would like to call your attention to the fact that the Anniston Ordnance Depot is again a problem which concerns the Committee and the War Department, and that the matter has recently been referred to you because of the action of the Major in charge.

- b. The phraseology of Mrs. Davis' sentence on page 5 which begins "Such situations have occasioned considerable criticism from Negro educators ..." is misleading. Mrs. Davis has explained to me that "Such situations" refers to the original complaints and not to the War Department's investigation of these complaints. She has further explained that such a prima facie case of discrimination appeared to have been established in originally submitting such complaints, that the educators referred to were highly critical, concerned, etc.

I agree that this particular statement of Mrs. Davis is misleading and Mr. Lautier's rebuttal is justified.

- c. This office has inquired of the Civil Service Commission whether the offers of employment and the orders to report for employment issued by the Civil Service Commission and by War Department personnel officers for War Department jobs were in effect offers of employment and indicated selection. As a war measure many agencies permitted the Civil Service Commission to select employees for them, especially in the lower classifications.

Mr. Truman K. Gibson, .
Page -4-
April 20, 1944

From the language used by Mr. Lautier in discussing the King case on page 13, it would appear that he does in effect regard these requests to report to work as offers of employment.

- d. There is much discussion in both Mrs. Davis' report and in Mr. Lautier's memorandum on the case of Henry J. Jackson, who was refused employment by a clerk who said that his hearing was impaired. It would appear from their discussion that Mr. Jackson's hearing was never tested by a Government doctor, but that Dr. J. O. Field merely interpreted a finding with regard to Mr. Jackson's hearing submitted by Dr. Thomas. Dr. Thomas said in his letter that "He did not find Mr. Jackson to have any hearing defects." How then could Dr. Field interpret 50/20 to indicate that Mr. Jackson could only hear at 20 feet what he should have heard at 50 feet?

At any rate, the point is that the case was returned to the Committee after a long period of time with the statement by your office to the effect that if there was any question of Dr. Field's interpretation, and if the Committee had any evidence to the effect that Dr. Field's interpretation was wrong, your office would be glad to consider the evidence.

After having gone through all the echelons of the Army and all of the administrative channels, and after having consumed a great deal of time, the case was right back where it started when it was referred by the Committee to the War Department. It seems to me that it was incumbent upon the War Department, whose clerk refused Mr. Jackson employment, to give him a test with regard to his hearing. The clerk gave him a test of his own and he was not a doctor or qualified to do this. The War Department should not have rested its case upon the basis of a clerk's statement that a man could not hear and on a staff doctor's interpretation of a complainant's physician's report.

It would appear that the War Department had taken the position that it had now handled the case so as to throw the burden of proof back on the Committee, that it would go no further until the Committee took the next step. If the War Department, according to Mr. Lautier's statement, feels that its responsibility to enforce Executive Orders 8802 and 9346 within its department, it should certainly not stop the investigation of a complaint against discrimination until it has proved either that there was discrimination or

Mr. Truman K. Gibson,
Page -5-
April 20, 1944

that there was no discrimination. The War Department is not on trial in these cases, but is a cooperating agency.

4. I would like to point out that Mrs. Davis' report is as critical of the Committee's role with regard to the handling of the cases under consideration as she is with regard to the War Department's role, that her recommendations are directed both to the War Department and to the Committee.
5. It seems to me that as a result of this joint reviewing of cases investigated by the Committee and the War Department, the following conclusions can be made:
 - a. That the time involved in the investigation by the War Department of cases referred by the Committee has been excessive. (I understand from a discussion with the Division of Field Operations that the time span has already been cut considerably, and that prompt attention is being given to the referrals of the Committee.)
 - b. That the War Department in executing an investigation should do something besides contact the party charged with discriminating; that it should set up internal procedures and personnel instructions for carrying out collateral investigations, and that it should make a policy of presenting collateral data to the Committee in reply to cases which are referred.
 - c. That the War Department should not take a defensive position in handling cases referred to it by the Committee and should not return unresolved issues to the Committee when the War Department feels that the burden of proof is no longer on its shoulders. The War Department should accept its responsibility to enforce the Executive Order and should prosecute a complaint to a clear decision.
 - d. That the Committee should resolve all of its responsibilities in investigating a case before it is referred to the War Department. (With our new field staff, I think it can be said that the Committee no longer refers unprocessed allegations of discrimination to the War Department.)
 - e. That the Committee should take the main responsibility for resolving and getting a clear picture of the facts in any case of discrimination before the War Department is asked to help. (It seems to me that this recommendation has also been met by the new field staff and the new field instructions.)

Mr. Truman K. Gibson

- 2 -

September 21, 1945

clerk-typist. Mr. Hunt informed me that Lieutenant John J. Flaherty, special assistant to the director of personnel, Manhattan District Engineers, stated on September 1, 1944, that he believed that Miss Stafford had not been given a stenographic test by the company. Mr. Hunt consulted his notes taken at the time of his conversation with Lieutenant Flaherty; they revealed that Miss Stafford's application was for secretarial work and that she listed her typing speed at 50 words per minute and her shorthand speed at 75 words per minute. Thus, it appears that there is considerable doubt about how the complainant would properly be classed as unsuitable for permanent employment as a clerk-typist.

The most important aspect of this case concerns the question of the company's failure to employ Negroes as trainees. Your letter of September 18th states that "security of military information has not been relaxed to permit discussion of specific work classifications." Hence, in the next sentence, it is indicated that no information is available on trainees. At no time did it appear that the company's need for trainees was so secret that it could not be revealed to the proper Government agencies. For example, it was necessary that this information be given to the War Manpower Commission for recruiting purposes. Now that there has been a considerable amount of newspaper and magazine publicity concerning the activities at Oak Ridge, I presume that the security regulation, if it still exists as described in your letter, could be relaxed to the extent of enabling us to get at the facts.

It is requested that the company give a specific statement on whether Negro trainees are employed and whether it has informed all of its recruiting or hiring agents that applicants may be employed without discrimination due to race, creed, or color.

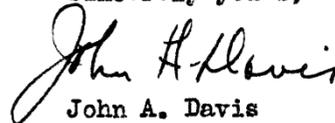
The company's communication of June 30th contains what appears to be the key to the problem. It is stated that, "we have informed the FEPC it is our policy to employ Negroes in all capacities which are consonant with the practices and customs of the general area. It has been our opinion that the urgency of the work which we have been directed to perform precluded any affirmative attempt to utilize Negroes in capacities which were novel to the general area." Newspaper accounts of the product manufactured by the company indicate that most of the operations in the establishment could be described as novel. It is surprising that the bold scientific thought which apparently characterized production could not be transferred to the employment practices and enable compliance with Executive Order 9346.

Truman K. Gibson, Jr.
Page -6-
April 20, 1944

Let me repeat again in closing, that Mr. Maslow and myself are looking forward to a conference with you, as a result of which your office and the Committee can make recommendations to the Secretary of War.

Thank you for your kind continued cooperation.

Sincerely yours,



John A. Davis
Director
Division of Review and Analysis