

COFEP - INACTIVE A thru D

128
27

April 10, 1942.

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

Dear Mr. Cramer:

On March 13, 1942, you transmitted to this office the complaint of Mrs. Elizabeth Brown, 301 West 153d Street, New York City, alleging racial discrimination against her in her effort to secure employment as a junior clerk-typist with the Army Transport Service, New York Port of Embarkation, Brooklyn, New York.

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

a. The first time notices were sent to eligibles on the register for File Clerk, the two highest applicants, who called for interview, were selected — Rose Stone and Dorothy A. King, there being only two vacancies at that time.

b. When additional vacancies occurred, telegrams were sent to the remaining applicants, who had called for interview on February 16, 1942, but who were not selected. All the eligibles selected stood above Mrs. Elizabeth Brown on the certificate, as the enclosed copy indicates.

c. The applicants were interviewed in accordance with their standing on the register, the highest first, and down. If the applicant met the requirements of the appointing officer, she was selected and immediately told she was selected for appointment. Seven vacancies were filled from the eight applicants who appeared on the register ahead of Mrs. Elizabeth Brown. One, Leah Salpeter, was not selected inasmuch as she did not meet the requirements of the appointing officer. Each eligible appearing on the certificate before Mrs. Elizabeth Brown was selected, and as all the vacancies in the

Mr. Lawrence W. Cramer
April 18, 1942
Page 2

Army Transport Service at that time were filled before Mrs. Elizabeth Brown's name was reached, Mrs. Elizabeth Brown's name was marked "not selected" and she was told her name would be restored to the register for consideration when additional vacancies occurred.

d. There is no discrimination made as to race, color or creed by the Army Transport Service. As an illustration -- a Miss Marion Keene was temporarily employed from a Civil Service list on January 13, 1942. It is not necessary to make selection from a list in any particular order, as any applicant whose name appears thereon may be selected at the discretion of the appointing officer, and if this office wished to discriminate, it did not have to appoint Miss Keene, (who is colored) but could have passed over her name. However, Miss Keene met the requirements of the appointing officer, and she was selected for temporary appointment. Her appointment has since been changed to probational.

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

Sincerely yours,

Civilian Aide to the Secretary
of War

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

March 19, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Elizabeth Brown, 301 West 153d Street, New York City, alleging racial discrimination against her in her effort to secure employment as a typist with the Army Transport Service, New York Port of Embarkation, Brooklyn, New York. A copy of her complaint is enclosed herewith.

May an investigation be had in this case to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? It is requested that a copy of the Civil Service certificate from which the vacancies in the position of typist at this installation and on which the name of Mrs. Brown appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission, be furnished with the report of the investigation into this complaint.

William Hastie
Civilian Aide to the Secretary
of War

③ 870 230.14 (3-19-42)

EDWARD F. COINTEL DIV
WAR DEPARTMENT

102 MAR 20 HI 9:35

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C
P
Y

February 20, 1942

On Feb. 16th, 1942, I went to the N. Y. Port of Embarkation, 1st Avenue & 58th Street Brooklyn, N. Y. in answer to a Special Delivery notice sent me to report for an interview for a position, at Pier 4 Room 415.

I arrived at 8:30 and found myself with a group of about 9 girls all white. The clerk took our notices, put our names on a card and gave it to one of the girls and sent us to Pier 3. We did so and were given a brief interview by an army officer. He asked what Borough we were from and what kind of work we did and length of experience. I told him that I had been typing since 1931.

This officer then sent us back to Pier 4 Room 415 and told us the clerk there would take care of us. When we arrived there the clerk gave one of the girls a card with the names on it to go to another office at Pier 3 to get another interview. But my name was not on the card this time. So I went back to ask the clerk what was wrong. She told me the position was filled.

I left and went to the Ladies Room and some of the girls that were in the group were there. They asked me what the clerk had said, I told them. They said don't take her word for it go where she sent us and ask for Mr. Rothstein. I did so, and found the other girls being interviewed. I sat down quietly, and when the Interviewer had finished with the others he asked me what I wanted. I told him that I was with the group but had been separated. He then interviewed me and asked me to wait with the others.

One of the girls was given a short typing test and the Interviewer told Mr. Rothstein that she seemed all right and should he dismiss the others. He said yes. Then the Interviewer told the rest of us to go back to room 415 - Pier 4 to get our records straight for Civil Service.

When we arrived the clerk said to me "Did you go too?" I said "yes." She told us that we would get another call that our names would be sent back to Civil Service.

On Wednesday Feb. 18th I received a telegram to report to the same place for an interview. The telegram stated the salary \$1,440 per yr. It also stated that I could report any time before 2 P.M. I got there at 11 P.M. and found four of the same group that had been with me Monday filling out blanks. I asked them what had happened. They said that they had had their physical examination and were hired.

Incl. 1.

06544-2

I went up to the desk and stood for about 5 minutes and no one took care of me, so I called one of the clerks and asked her to take care of me. When I showed her my telegram and told her that I had been there Monday also with the same group of girls she called another clerk who said I don't think we have anything for you. When I protested she told me to wait. In a few minutes she came back and said the position was filled. I asked for her name she was a Miss Mazinoff. I also asked for my telegram but she said she had to keep that to send back to Civil Service to show that I had answered.

About a month previous to this I had been called down to 641 Washington Street, interviewed, fingerprinted and told that there were 70 ahead of me on the list but that I would get a call.

/s/ (Mrs.) Elizabeth Brown

NOV 11 1932

U.S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

OFFICE OF THE ATTORNEY GENERAL
STATE OF TEXAS

MAR 20 AM 9:35

RECEIVED
MAR 20 1935

(1/2) (1/2) (1/2) (1/2)

There were no reports of me on the first day that I worked for a call.
The first report was made by the telephone company on the first day
after I had started to work. I had been called down to

that I had answered.
The first day that I went back to staff relations to work
was the day I was notified. I also worked for the telephone
and some work was done the afternoon was filled. I worked for the
for the day. When I broadcast the first day to work. In a few minutes
are called another week and after I don't think we had anything
that I had been there before. When I started the same group of
the first day of me. When I started the first day of me
no one took care of me. So I called one of the clerks and asked
I went up to the desk and stood for about 2 minutes and

1st Ind.

War Department, Office of the Secretary
To: The Quartermaster General

mfb/vh
March 27, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

F. H. Powell

F. H. Powell
Acting Director of Personnel



QM 230.222 P-CM (New York Port of Embarkation) 2nd Ind.
War Department, OCMG, March 31, 1942. To Superintendent, Army Transport
Service, New York Port of Embarkation, Brooklyn, New York.

1. For investigation and report to this office at the earliest practicable date, together with copy of certificate requested.

For The Quartermaster General:

E. G. Mathews

E. G. MATHEWS,
Lt. Col., Q.M.C.,
Assistant.

1 Incl.
c/let.2/20/42

341.23
Q.M.G. New York Port of Embarkation

MAR 30 1942

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JAN 20 1945
U.S. AIR FORCE

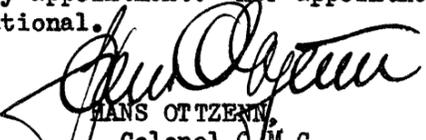
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JAN 20 1945
U.S. AIR FORCE

SPRYK (201.23) T 3rd Ind.
NYPE, OS, ATS, Bklyn, N.Y., April 6, 1942. To Headquarters, Services of Supply,
Office of the Chief of Transportation, War Dept., Washington, D.C.

No discrimination was practised by this office in the case of Mrs. Elizabeth Brown. The following are the details, which are self-explanatory:

- a. The first time notices were sent to eligibles on the register for File Clerk, the two highest applicants, who called for interview, were selected -- Rose Stone and Dorothy A. King, there being only two vacancies at that time.
- b. When additional vacancies occurred, telegrams were sent to the remaining applicants, who had called for interview on February 16, 1942, but who were not selected. All the eligibles selected stood above Mrs. Elizabeth Brown on the certificate, as the enclosed copy indicates.
- c. The applicants were interviewed in accordance with their standing on the register, the highest first, and down. If the applicant met the requirements of the appointing officer, she was selected and immediately told she was selected for appointment. Seven vacancies were filled from the eight applicants who appeared on the register ahead of Mrs. Elizabeth Brown. One, Leah Salpeter, was not selected inasmuch as she did not meet the requirements of the appointing officer. Each eligible appearing on the certificate before Mrs. Elizabeth Brown was selected, and as all the vacancies in the Army Transport Service at that time were filled before Mrs. Elizabeth Brown's name was reached, Mrs. Elizabeth Brown's name was marked "not selected" and she was told her name would be restored to the register for consideration when additional vacancies occurred.
- d. There is no discrimination made as to race, color or creed by the Army Transport Service. As an illustration -- a Miss Marion Keene was temporarily employed from a Civil Service list on January 13, 1942. It is not necessary to make selection from a list in any particular order, as any applicant whose name appears thereon may be selected at the discretion of the appointing officer, and if this office wished to discriminate, it did not have to appoint Miss Keene, (who is colored) but could have passed over her name. However, Miss Keene met the requirements of the appointing officer, and she was selected for temporary appointment. Her appointment has since been changed to probational.

copy 230.0001 new York


HANS OTZEN
Colonel, G.M.C.,
Supt., A.T.S.

2 Encls.
Added 1 Encl.-Encl.2-Copy,ctf.



C:MTF:IB

G-1589

SECOND U.S. CIVIL SERVICE DISTRICT

New York, New York, February 11, 1942

Superintendent
Army Transport Service, Room 415
58th St. & 1st Ave.,
Brooklyn, N.Y.

Three vacancies

A-2-273 4-30-41
File Clerk, \$1440 p.a. Jr. Typist

2-10-42
(Telephoned)

Probational

Action	Name	Rating	Post Office Address
D	Mrs. Pauline A. Doonan b	85.04	615 E. 16th St., New York, N.Y.
D	Anne Goldkrantz	85.03	619 E. Second St., Brooklyn, N.Y.
D	Margaret Wandmacher	85.02	1290 New York Ave., Brooklyn, N.Y.
A	Rose Stone	85.01	2850 Grand Concourse, New York, N.Y.
A	Dorothy A. King a	85.01	7322 6th Ave., Brooklyn, N.Y.
D	Grace L. Mok a	85.01	32 Mott St., c/o Store, New York, N.Y.
CRU	Jane Erdman	85.01	140 W. 69th St., New York, N.Y.
FR	Belle Lipschitz a	85.01	778 Driggs Ave., Brooklyn, N.Y.
D	Julia Rich a b	85.01	1072 Elder Ave., New York, N.Y.
A	Lillian Nellie Marcus	85.01	66 Jewel St., Brooklyn, N.Y. 1st Ind.

231.81-File Clerk, CAF-2, NYPE, OS, ATS, 1st Ave. & 58th St., Bklyn, N.Y. Mar. 26, 1942

Nominations, declinations, copies of notices and communication returned undelivered, enclosed. (*) Misses Newell, Scaduto, Spatt and Singer were appointed from this certificate as Jr. Clerk-Typists, CAF-2.

For the Superintendent:

LOUIS BARTELLONI
Major, Q.M.C.
Executive Officer

C:MTF:IB

SECOND CIVIL SERVICE DISTRICT

CERT.NO.G-1589

Page 2

Superintendent
Army Transport Service, Room 415
58th St., & 1st Avenue
Brooklyn, N.Y.

2-11-42

Action	Name	Rating	Post Office Address
NS	a b Leah Salpeter	85.01	561 Elton St., Brooklyn, N.Y.
*A	ab Adele A. Newell	85.01	2086 Creston Ave., Bronx, N.Y.
*A	a Vincenza Scaduto	85.00	70 Jefferson St., Brooklyn, N.Y.
*A	a Florence Spatt	85.00	90-11 149th St., Jamaica, N.Y.
D	a Florence Hartman	85.00	2139 Daly Ave., New York, N.Y.
*A	a Bernice Singer	85.00	168 Beach 72nd St., Averne, N.Y.
NS	a Mrs. Elizabeth Brown	85.00	301 W. 153rd St., New York, N.Y.
FR	a Margaret M. Shields	85.00	376 Cary Ave., West New Brighton, S.I., N.Y.

a-To provide for declinations.

b-Subject to completion of application

Please use the enclosed form 2877a in directing persons to report for the physical examination.

This certificate may contain the names of persons permanently employed in the Federal Service. Any eligible so employed may not, under Executive Order No. 8760 be offered appointment without the written consent of the agency wherein employed. The names of eligibles so employed need not be considered in making selections from certificates.

Papers accompanying.

REPORT ON THIS CERTIFICATE MUST BE MADE WITHIN SEVEN DAYS.
It is requested that you render a report as soon as possible.

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

M 230.222 - New York Port of Embarkation 4th Ind.
April 8, 1942. Director of Personnel, Office of the Secretary of War

1. Attention is invited to 3rd indorsement from Col. Ottzenn which is attached hereto.

For the Chief of Transportation:

APR 10 1942



4-Incls.
1st and 2nd ind.
3rd ind.
copy of ltr. dated 2/20/42
ctf. from NYPOE, dated 2/11/42

Alexander Corey
ALEXANDER COREY
Captain, Field Artillery
Assistant Personnel Officer

5th Ind.

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

mfb/vh
April 10, 1942

1. Forwarded.

By authority of the Secretary of War:

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

PERSONNEL DIV.
DEPARTMENT

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DIRECTOR OF PERSONNEL
WASHINGTON

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WASHINGTON

April 17, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Elizabeth Brown, 301 West 153d Street, New York City, alleging racial discrimination against her in her effort to secure employment as a typist with the Army Transport Service, New York Port of Embarkation, Brooklyn, New York. A copy of her complaint is enclosed herewith.

May an investigation be had in this case to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? It is requested that a copy of the Civil Service certificate from which the vacancies in the position of typist at this installation and on which the name of Mrs. Brown appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission, be furnished with the report of the investigation into this complaint.

Civilian Aide to the Secretary
of War

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

MARK F. ETHRIDGE
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

March 13, 1942

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a complaint from Mrs. Elizabeth Brown, 301 West 153rd Street, New York City, in which she alleges that she has been discriminated against in her effort to secure employment as a typist with the Army Transport Service, New York Port of Embarkation, First Avenue and Fifty-Eighth Street, Brooklyn, New York.

I am enclosing a copy of Mrs. Brown's letter to the Committee. Will you please investigate this complaint and advise me of the results of your investigation.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

Y

February 20, 1942

On Feb. 16th, 1942, I went to the N. Y. Port of Embarkation, 1st Avenue & 59th Street Brooklyn, N. Y. in answer to a Special Delivery notice sent me to report for an interview for a position, at Pier 4 Room 415.

I arrived at 8:30 and found myself with a group of about 9 girls all white. The clerk took our notices, put our names on a card and gave it to one of the girls and sent us to Pier 3. We did so and were given a brief interview by an army officer. He asked what Borough we were from and what kind of work we did and length of experience. I told him that I had been typing since 1931.

This officer then sent us back to Pier 4 Room 415 and told us the clerk there would take care of us. When we arrived there the clerk gave one of the girls a card with the names on it to go to another office at Pier 3 to get another interview. But my name was not on the card this time. So I went back to ask the clerk what was wrong. She told me the position was filled.

I left and went to the Ladies Room and some of the girls that were in the group were there. They asked me what the clerk had said, I told them. They said don't take her word for it go where she sent us and ask for Mr. Rothstein. I did so, and found the other girls being interviewed. I sat down quietly, and when the Interviewer had finished with the others he asked me what I wanted. I told him that I was with the group but had been separated. He then interviewed me and asked me to wait with the others.

One of the girls was given a short typing test and the Interviewer told Mr. Rothstein that she seemed all right and should he dismiss the others. He said yes. Then the Interviewer told the rest of us to go back to room 415 - Pier 4 to get our records straight for Civil Service.

When we arrived the clerk said to me "Did you go too?" I said "yes." She told us that we would get another call that our names would be sent back to Civil Service.

On Wednesday Feb. 18th I received a telegram to report to the same place for an interview. The telegram stated the salary \$1,440 per yr. It also stated that I could report any time before 2 P.M. I got there at 11 P.M. and found four of the same group that had been with me Monday filling out blanks. I asked them what had happened. They said that they had had their physical examination and were hired.

I went up to the desk and stood for about 5 minutes and no one took care of me, so I called one of the clerks and asked her to take care of me. When I showed her my telegram and told her that I had been there Monday also with the same group of girls she called another clerk who said I don't think we have anything for you. When I protested she told me to wait. In a few minutes she came back and said the position was filled. I asked for her name she was a Miss Mazinoff. I also asked for my telegram but she said she had to keep that to send back to Civil Service to show that I had answered.

About a month previous to this I had been called down to 641 Washington Street, interviewed, fingerprinted and told that there were 70 ahead of me on the list but that I would get a call.

/s/ (Mrs.) Elizabeth Brown

May 8, 1942.

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

Dear Mr. Johnson:

I am returning herewith the complaint of Mr. William
H. Brown, Jr., 1447 Pacific Street, Brooklyn, New York, alleging
racial discrimination against him in his effort to secure employ-
ment as a mechanical draftsman experienced in plumbing design,
at the Panama Canal. The Panama Canal is an independent agency.
The War Department has no jurisdiction over it. I suggest that
you take up Mr. Brown's complaint directly with the Chief of
Office, The Panama Canal, at 1435 K Street, N. W., Washington,
D. C.

Sincerely yours,

Assistant Civilian Aide to the
Secretary of War

CIVILIAN
COOPER
-B-

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

May 4, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. William H. Brown, Jr., 1447 Pacific Street, Brooklyn, New York, alleging racial discrimination against him in his effort to secure employment as a mechanical draftsman experienced in plumbing design, at the Panama Canal.

Mr. Brown's complaint states that he filed his application with the Washington office of the Panama Canal in conformity with an advertisement which appeared in the New York Daily News of March 10, 1942. A photograph was required with his application. He further states that under date of March 21, 1942, the Chief of Office, the Panama Canal, informed him that it had been found "impracticable" to use his services. Under date of March 25 he inquired of the Chief of Office, the Panama Canal, upon what basis such a determination had been made. In a reply dated March 28, the Chief of Office informed him there had been no change in the status of his application.

Copies of the advertisement and correspondence between Mr. Brown and the Chief of Office, the Panama Canal, are attached hereto.

In view of the fact that the number of Negroes employed by the Panama Canal is so small as to indicate a reluctance on the part of that office to accept them, may the facts in this case be investigated to determine whether there has been any violation of Executive Order No. 8802 and the directives of this Department prohibiting racial discrimination in the selection of Federal employees. In this connection, attention is especially invited to the fact that the requirement of a photograph of the applicant prior to appointment can serve no purpose other than racial identification.

William H. Hastie
Civilian Aide to the Secretary
of War

COPIES
"B"

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

MAY 5 PM 4:46

1st Ind.

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

mfb/vh
May 6, 1942

1. Returned, inasmuch as the Chief of Office, The Panama Canal, is an independent agency and the War Department has no jurisdiction over its operation. It is suggested that you contact them directly at 1435 K St., N.W., Washington, D. C.

By authority of the Secretary of War:



Wm. H. Kushnick
Director of Civilian Personnel
and Training

May 4, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. William H. Brown, Jr., 1447 Pacific Street, Brooklyn, New York, alleging racial discrimination against him in his effort to secure employment as a mechanical draftsman experienced in plumbing design, at the Panama Canal.

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Civilian Aide to the Secretary
of War

COFEP
11/5/42

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

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

April 22, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

Transmitted herewith are two copies of an allegation made by Mr. William H. Brown Jr., 1447 Pacific Street, Brooklyn, New York, under date of April 21, 1942 charging that he has been discriminated against by the War Department, office of the Panama Canal, in his effort to secure employment as a mechanical draftsman. Included herewith also are two copies of an advertisement appearing in the New York News, two copies each of the letters to Mr. Brown from the Panama Canal, and two copies of Mr. Brown's inquiry to the Panama Canal concerning his application.

It is requested that this matter be investigated with special reference to the apparent need for mechanical draftsmen and the statement of the Panama Canal that it was "impracticable to utilize" the services of Mr. Brown. Kindly furnish the Committee with a report of your investigation.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosure-5



November 7, 1941

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

Dear Mr. Cramer:

In the matter of the investigation of the complaint of Edward W. Burrs which you forwarded, the Air Corps has reported as follows:

"1. With regards to the subject matter of the basic communication, it is desired to first outline Mr. Burrs' employment record at this Depot, which is as follows:

a. Employment record of Edward W. Burrs, at Middletown Air Depot, Middletown, Pennsylvania:

(1) Employed as General Helper, August 5, 1940, Salary \$1200 per annum.

(2) Assigned to janitorial services under the Shop Maintenance Branch.

(3) Efficiency report covering probationary period to January 28, 1941, indicates that his services were satisfactory in all respects. Basis of rating made on attention to duty, job habits, resourcefulness, and ability.

(4) Filed application for General Mechanic's Helper examination, informed by the Civil Service Commission on or about May 15, 1941, that he had qualified with a grade of 75.03, relative standing 854, certified by the Civil Service Commission as being eligible for appointment, June 10, 1941.

(5) Composite efficiency report covering period January to July, 1941, Grade Good + (monthly reports ranged from Good to Excellent).

Jan 11
Co. 111
111

Mr. Lawrence W. Cramer
November 7, 1941

-2-

(6) August 1, 1941, recommended for promotion to General Mechanic's Helper.

(7) Office Secretary of War Instrument, dated August 21, 1941, approved recommendation, effective as of September 1, 1941.

(8) September 1, 1941, work assignment changed from janitorial service, Shop Maintenance Branch, to General Mechanic's Helper duties, Engine Repair Branch, Disassembly and Cleaning Unit. Nature of duties, cleaning of aircraft engine parts and related accessories. (NOTE: Pre-employment record covering 6½ year period prior to employment at Middletown Air Depot, indicates entire experience as bellhop and porter, no mechanical experience, hence assignment to cleaning duties.)

(9) September 1, 1941, Mr. Burrs was scheduled for assignment to Engine Mechanic School, to be included in class starting approximately October 20, 1941.

(10) Efficiency report for month of September, 1941, "Good" throughout.

2. Throughout the entire period of Mr. Burrs' employment, the records of this office and the statements of Mr. Burrs' Supervisors reveal that at no time was there any complaint or suggestion of complaint registered by Mr. Burrs, either in writing or verbally, to any officials or civilian supervisors of this Depot, of his being made the subject of racial discrimination, or to the effect that he was of the opinion that he may have been discriminated against. Had Mr. Burrs expressed an opinion to any of his supervisors to the effect that any racial discrimination may have existed, or any indication thereof, all concerned are assured that the matter would have been investigated immediately. In this connection, your attention is directed to inclosure No. 1, dated July 23, 1941. Further, the employment record, work assignment efficiency reports, and recommendation for promotion as detailed above, and which incidentally may be substantiated by official documents on file in this office, show conclusively that Mr. Burrs was given every opportunity and consideration and actual promotion which was warranted by and based on his general efficiency. It is believed that the above action and resulting promotion shows beyond any ques-

Mr. Lawrence W. Cramer
November 7, 1941

-3-

tion of doubt that no effort was made to withhold recognition of his efforts or retard advancement.

3. Major Thomas B. McDonald, Depot Engineering Officer, who is Mr. Burrs' department head, interviewed Mr. Burrs regarding the alleged racial discrimination as reported in the basic communication, and the results of the interview were as follows:

a. Major McDonald was informed by Mr. Burrs that it wasn't exactly a case of discrimination on the part of his supervisors that prompted his making the report, but that he was of the opinion that there was what he believed to be an unusual delay in his being promoted to General Mechanic's Helper after qualifying for this rating by examination. In this connection, it may be pointed out that Mr. Burrs relative standing on the General Mechanic's Helper eligible register was 854. Also, it is obvious that the amount of clerical work and administrative procedure have been tremendously increased due to the enormous expansion program necessitated by the current national emergency. However, as noted above, the recommendation for promotion was finally given favorable action and approved by the Office of the Secretary of War and made effective September 1, 1941. Facts this far have indicated that Mr. Burrs has received just consideration for his outstanding effort, that recommendation for promotion was made, and that the recommendation was finally approved. In view of the facts revealed by the investigation, it can be stated that delays involved between the steps enumerated above are similar to those found in the average recommendation for promotion. It may also be shown that records of other employees with similar efficiency reports are parallel. This matter was carefully explained to Mr. Burrs, and it is believed that Mr. Burrs now has a much better understanding of the administrative procedure that is necessary to be followed in accomplishing promotions.

b. Regarding assignment to the Electrical Department, it was explained to Mr. Burrs that he was inadvertently assigned to this Department by the Training Section. The General Foreman of the Electrical Department, upon reviewing Mr. Burrs qualifications and coordinating the matter with the Mechanic Training and Assignment Section, found that his qualifications did not meet the particular requirements as established

Mr. Lawrence W. Cramer
November 7, 1941

-4-

for this Department. This decision was based on the fact that Mr. Burrs past experience and training definitely did not qualify him for assignment to aircraft electrical work, and Mr. Burrs was immediately informed that reassignment was necessary.

c. It was explained to Mr. Burrs that it was on the basis of past employment records, and information obtained by interview at the time of his appointment as General Mechanic's Helper, that he was assigned to the Engine Repair Branch, Disassembly and Cleaning Unit. It was also explained to Mr. Burrs that there is established in the Engine Repair Branch an Engine Mechanic School and that present facilities will only permit a limited number of General Mechanic's Helpers attending the school at any one time. Consequently, it is necessary to set up a schedule of General Mechanic's Helper who appear to be promising mechanic material. Mr. Burrs was informed that he was included in the schedule for assignment to classes which will start approximately October 15, to 30. This appeared to please Mr. Burrs very much, and he seemed quite anxious to start his mechanic training. Mr. Burrs was shown that there was absolutely no demotion connected with his reassignment to the Engine Repair Branch, that he was being placed in a position with equal opportunities, and that within a few weeks he would actually embark on his mechanic training program.

4. It is desired to mention that Mr. Burrs throughout the interview conducted himself in a very respectful and courteous manner, and it was quite apparent that when he left Major McDonald he was in a much more satisfied state of mind than he possibly experienced at the time the basic letter was written, and it is believed that he realized and now understands that racial discrimination did not actually exist. At the close of the interview, Mr. Burrs was asked whether he cared to make any written statement regarding any change in his opinion concerning his original charge of racial discrimination. Included herewith, as inclosure No. 2 is Mr. Burrs' statement to the Office of Production Management regarding this matter.

5. It is desired to bring to the attention of all concerned that upon receipt of Executive Order No. 8802

Mr. Lawrence W. Cramer
November 7, 1941

-5-

at this Depot, immediate action was taken to inform all department heads and personnel engaged in the administration of personnel matters with the provisions of this order. Also, all concerned were directed to comply with the provisions of the order as outlined therein. Copies of the instrument on which this action was taken are inclosed herewith. Also, as a result of the basic communication and to further insure that the provisions of Executive Order No. 8802 will be complied with in actual fact and practice, as well as in theory and intention, immediate action was taken to issue Engineering Order No. 52, copy of which is included as inclosure No. 3."

In addition, the following letter signed by Mr. Burrs is included in the file:

"Mr. Lawrence W. Cramer
Executive Secretary
Office of Production Management
Washington, D. C.

My dear Mr. Cramer:

In regards to your letter of 9/24/41 relative to my complaint of segregational conditions at Middletown Air Depot, I wish to inform you that I have been accorded the honor and privilege of a personal interview with Major Thomas B. McDonald, Engineering Officer of the Post.

As a result of this interview, I have been informed that any racial discrimination has been unintentional and that steps will be taken to clear up any such conditions still existent.

I wish to express my deepest thanks for the courtesy you have extended me and for the prompt and efficient manner in which you and your office have handled this situation. I hope the result will be a very amicable solution for both races and a more definite pooling of the capabilities of all. Only by such means can we strengthen our defenses and make for an even better America than the one we so proudly now acclaim our own.

Most sincerely yours,

(Signed) Edward W. Burrs"

Mr. Lawrence W. Cramer
November 7, 1941

~~6~~

If you desire any further action by this Department,
please advise us.

Yours very truly,

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

11245

(Edward W. Burrs-MAD) 4th Ind.

W.D., A.C., M.D., Maintenance Command, Air Corps, Wright Field, Dayton, Ohio. October 6, 1941. To: Commanding Officer, Middletown Air Depot, Olmsted Field, Middletown, Penna.

- 1. For compliance with request in preceding indorsement.

By order of the Chief of the Maintenance Command, Air Corps:

Francis H. Miller
 FRANCIS H. MILLER,
 Major, Air Corps,
 Chief, Civilian Personnel Branch.

(Edward W. Burrs-MAD) 5th Ind. E:TBM/med

HQ. M.A.D., OLMSTED FIELD, MIDDLETOWN, PENNA., October 11, 1941. TO: Chief of the Maintenance Command, Air Corps, Wright Field, Dayton, Ohio.

- 1. With regards to the subject matter of the basic communication, it is desired to first outline Mr. Burrs' employment record at this Depot, which is as follows:

a. Employment record of Edward W. Burrs, at Middletown Air Depot, Middletown, Pennsylvania:

(1) Employed as General Helper, August 5, 1940, Salary \$1200 per annum.

(2) Assigned to janitorial services under the Shop Maintenance Branch.

(3) Efficiency report covering probationary period to January 28, 1941, indicates that his services were satisfactory in all respects. Basis of rating made on attention to duty, job habits, resourcefulness, and ability.

(4) Filed application for General Mechanic's Helper examination, informed by the Civil Service Commission on or about May 15, 1941, that he had qualified with a grade of 75.03, relative standing 854, certified by the Civil Service Commission as being eligible for appointment, June 10, 1941.

(5) Composite efficiency report covering period January to July, 1941, Grade Good + (monthly reports ranged from Good to Excellent).

Chief of the Maintenance Command, A.C.
October 11, 1941
Page 5.

(6) August 1, 1941, recommended for promotion to General Mechanic's Helper.

(7) Office Secretary of War Instrument, dated August 21, 1941, approved recommendation, effective as of September 1, 1941.

(8) September 1, 1941, work assignment changed from janitorial service, Shop Maintenance Branch, to General Mechanic's Helper duties, Engine Repair Branch, Disassembly and Cleaning Unit. Nature of duties, cleaning of aircraft engine parts and related accessories. (NOTE: Pre-employment record, covering 6 1/2 year period prior to employment at Middletown Air Depot, indicates entire experience as bellhop and porter, no mechanical experience, hence assignment to cleaning duties.)

(9) September 1, 1941, Mr. Burrs was scheduled for assignment to Engine Mechanic School, to be included in class starting approximately October 20, 1941.

(10) Efficiency report for month of September, 1941, "Good" throughout.

2. Throughout the entire period of Mr. Burrs' employment, the records of this office and the statements of Mr. Burrs' Supervisors reveal that at no time was there any complaint or suggestion of complaint registered by Mr. Burrs, either in writing or verbally, to any officials or civilian supervisors of this Depot, of his being made the subject of racial discrimination, or to the effect that he was of the opinion that he may have been discriminated against. Had Mr. Burrs expressed an opinion to any of his supervisors to the effect that any racial discrimination may have existed, or any indication thereof, all concerned are assured that the matter would have been investigated immediately. In this connection, your attention is directed to inclosure No. 1, dated July 23, 1941. Further, the employment record, work assignment, efficiency reports, and recommendation for promotion as detailed above, and which incidentally may be substantiated by official documents on file in this office, show conclusively that Mr. Burrs was given every opportunity and consideration and actual promotion which was warranted by and based on his general efficiency. It is believed that the above action and resulting promotion shows beyond any question of doubt that no effort was made to withhold recognition of his efforts or retard advancement.

3. Major Thomas B. McDonald, Depot Engineering Officer, who is Mr. Burrs' department head, interviewed Mr. Burrs regarding the alleged racial discrimination as reported in the basic communication, and the results of the interview were as follows:

Chief of the Maintenance Command, A. C.
October 11, 1941
Page 6

a. Major McDonald was informed by Mr. Burrs that it wasn't exactly a case of discrimination on the part of his supervisors that prompted his making the report, but that he was of the opinion that there was what he believed to be an unusual delay in his being promoted to General Mechanic's Helper after qualifying for this rating by examination. In this connection, it may be pointed out that Mr. Burrs relative standing on the General Mechanic's Helper eligible register was 854. Also, it is obvious that the amount of clerical work and administrative procedure have been tremendously increased due to the enormous expansion program necessitated by the current national emergency. However, as noted above, the recommendation for promotion was finally given favorable action and approved by the Office of the Secretary of War and made effective September 1, 1941. Facts this far have indicated that Mr. Burrs has received just consideration for his outstanding effort, that recommendation for promotion was made, and that the recommendation was finally approved. In view of the facts revealed by the investigation, it can be stated that delays involved between the steps enumerated above are similar to those found in the average recommendation for promotion. It may also be shown that records of other employees with similar efficiency reports are parallel. This matter was carefully explained to Mr. Burrs, and it is believed that Mr. Burrs now has a much better understanding of the administrative procedure that is necessary to be followed in accomplishing promotions.

b. Regarding assignment to the Electrical Department, it was explained to Mr. Burrs that he was inadvertently assigned to this Department by the Training Section. The General Foreman of the Electrical Department, upon reviewing Mr. Burrs qualifications and coordinating the matter with the Mechanic Training and Assignment Section, found that his qualifications did not meet the particular requirements as established for this Department. This decision was based on the fact that Mr. Burrs past experience and training definitely did not qualify him for assignment to aircraft electrical work, and Mr. Burrs was immediately informed that reassignment was necessary.

c. It was explained to Mr. Burrs that it was on the basis of past employment records, and information obtained by interview at the time of his appointment as General Mechanic's Helper, that he was assigned to the Engine Repair Branch, Disassembly and Cleaning Unit. It was also explained to Mr. Burrs that there is established in the Engine Repair Branch an Engine Mechanic School, and that present facilities will only permit a limited number of General Mechanic's Helpers attending the school at any one time. Consequently, it is necessary to set up a schedule of General Mechanic's Helpers who appear to be promising mechanic material. Mr. Burrs was informed that he was included in the schedule for assignment to classes which will start approximately October 15 to 30. This appeared to please Mr. Burrs very much, and he seemed quite anxious to start his mechanic training. Mr.

Chief of the Maintenance Command, A. C.
October 11, 1941
Page 7.

Burrs was shown that there was absolutely no demotion connected with his reassignment to the Engine Repair Branch, that he was being placed in a position with equal opportunities, and that within a few weeks he would actually embark on his mechanic training program.

4. It is desired to mention that Mr. Burrs throughout the interview conducted himself in a very respectful and courteous manner, and it was quite apparent that when he left Major McDonald he was in a much more satisfied state of mind than he possibly experienced at the time the basic letter was written, and it is believed that he realized and now understands that racial discrimination did not actually exist. At the close of the interview, Mr. Burrs was asked whether he cared to make any written statement regarding any change in his opinion concerning his original charge of racial discrimination. Included herewith, as inclosure No. 2 is Mr. Burrs' statement to the Office of Production Management regarding this matter.

5. It is desired to bring to the attention of all concerned that upon receipt of Executive Order No. 8802 at this Depot, immediate action was taken to inform all department heads and personnel engaged in the administration of personnel matters with the provisions of this order. Also, all concerned were directed to comply with the provisions of the order as outlined therein. Copies of the instrument on which this action was taken are inclosed herewith. Also, as a result of the basic communication and to further insure that the provisions of Executive Order No. 8802 will be complied with in actual fact and practice, as well as in theory and intention, immediate action was taken to issue Engineering Order No. 52, copy of which is included as inclosure No.

~~3.~~

George G. Lundberg
GEORGE G. LUNDBERG,
Lt. Col., Air Corps,
COMMANDING

3 Incls.
Incl. 1 - Memo. 7-23-41 - "Ex.O.8802"
Incl. 2 - Ltr. 10-10-41, E.W. Burrs
Incl. 3 - Eng. Order #52, 10-10-41

~~13182~~

(Edward W. Burrs-MAD)

6th Ind.

W.D., A.C., M.D., Maintenance Command, Air Corps, Wright Field, Dayton, Ohio. October 14, 1941. To: Chief of the Air Corps (Thru: Chief, Materiel Division, Washington, D. C.)

1. Inviting attention to preceding indorsement.

For the Chief of the Maintenance Command, Air Corps:

FRANCIS H. MILLER,
Major, Air Corps,
Chief, Civilian Personnel Branch.



Paul H. Blum

BY: PAUL H. BLUM,
Captain, Air Corps,
Executive Officer,
Civilian Personnel Branch.

3 Incls.- Incl. 1
 Incl. 2
 Incl. 3

EXECUTIVE
OFFICE

RECEIVED*

1941 OCT 16 PM 2 15

MATERIEL DIVISION
AIR CORPS, WAR DEPT.
WASHINGTON, D. C.

TO: SAC, [illegible]

FROM: [illegible]

RE: [illegible]

[illegible]

[illegible]

[illegible]

([illegible])

[illegible]

13480

MIDDLETOWN AIR DEPOT
OLMSTED FIELD
OFFICE OF THE ENGINEERING OFFICER

E:TBM:HKG
MIDDLETOWN, PA.
July 23, 1941

MEMORANDUM FOR:

Supervisory Personnel

SUBJECT: Executive Order No. 8302 dated June 25, 1941

1. It is directed that all supervisory personnel, including Commissioned Officers and General Foremen Aircraft Shops, read the attached Executive Order No. 8302 and comply with the provisions outlined therein.

2. The personnel listed below will indicate, by their initials, that they have read, understand, and will comply with the provisions of this Executive Order:

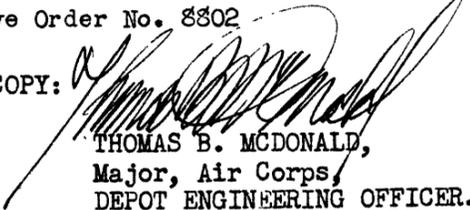
Captain Herbert A. Pelton
Captain George F. Warren
1st Lt. Franklin K. Paul
1st Lt. Wm. E. Davis, Jr.
1st Lt. Albert V. Endress
1st Lt. Andre J. Dechaene
2d Lt. Ogden N. Pratt
2d Lt. Charles A. Glover, Jr.

Mr. Harry C. Short, Gen. Supt.
Mr. W. R. Kuntz,) Shop
Mr. John Schaffer,) Supts.
Mr. Earl Stansfield
Mr. Walter Brown
Mr. Harry Nophsker
Mr. Clarence Derickson

Thomas B. McDonald
Major, Air Corps
Depot Engineering Officer

Encl.
Executive Order No. 8302

A TRUE COPY:


THOMAS B. McDONALD,
Major, Air Corps,
DEPOT ENGINEERING OFFICER.

Encl 1.

EXECUTIVE ORDER NO. 8802
June 25, 1941

REAFFIRMING POLICY OF FULL PARTICIPATION IN THE DEFENSE PROGRAM
BY ALL PERSONS, REGARDLESS OF RACE, CREED, COLOR, OR
NATIONAL ORIGIN, AND DIRECTING CERTAIN ACTION IN
FURTHERANCE OF SAID POLICY

WHEREAS it is the policy of the United States to encourage full participation in the national defence program by all citizens of the United States, regardless of race, creed, or 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 defense production solely because of considerations of race, creed, color, or national origin, to the detriment of workers' morals and of national unity:

NOW, THEREFORE, by virtue of the authority vested in me by the Constitution and the statutes, and as a prerequisite to the successful conduct of our national defense production effort, I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of workers in defense industries or government because of race, creed, color, or national origin, and I do hereby declare that it is the duty of employers and of labor organization, in furtherance of said policy and of this order, to provide for the full and equitable participation of all workers in defense industries, without discrimination because of race, creed, color, or national origin:

And it is hereby ordered as follows:

1. All departments and agencies of the Government of the United States concerned with vocational and training programs for defense production shall take special measures appropriate to assure that such programs are administered without discrimination because of race, creed, color, or national origin;
2. All contracting agencies of the Government of the United States shall include in all defense contracts hereafter negotiated by them a provision obligating the contractor not to discriminate against any worker because of race, creed, color, or national origin;
3. There is established in the Office of Production Management a Committee on Fair Employment Practice, which shall consist of a chairman and four other members to be appointed by the President. The Chairman and members of the Committee shall serve as such without compensation but shall be entitled to actual and necessary transportation, subsistence and other expenses incidental to performance of their duties. The

Committee shall receive and investigate complaints of discrimination in violation of the provisions of this order and shall take appropriate steps to redress grievances which it finds to be valid. The Committee shall also recommend to the several departments and agencies of the Government of the United States and to the President all measures which may be deemed by it necessary or proper to effectuate the provisions of this order.

FRANKLIN D. ROOSEVELT

230-General

1st Ind.

HP:EJS:MG

Hq., Middletown Air Depot, Olmsted Field, Middletown, Pennsylvania, July 17, 1941. TO All Department Heads, Middletown Air Depot, Olmsted Field, Middletown, Pennsylvania.

For information and guidance.

By order of Lieutenant Colonel Lundberg:

Ronald B. Stevens
1st Lt., Air Corps
Adjutant

DISTRIBUTION:

Depot Supply (2)
Engineering (2)
Quartermaster (2)
Operations (1)
Signal (2)
Medical (2)
Provost Marshal (2)
Headquarters (2)
File (2)

HEADQUARTERS MIDDLETOWN AIR DEPOT
Office of the Depot Engineering Officer
OLMSTED FIELD, MIDDLETOWN, PENNA.

E/EBC/fea
October 10, 1941

ENGINEERING ORDER)
)
NO. 52)

1. Attention is invited to memorandum from this office dated July 23, 1941, enclosing Executive Order No. 8802, together with specific instructions for full compliance with the provisions of this Executive Order.

2. It is specifically directed that the personnel policies and procedures of this Department be so administered that their application will insure that no discrimination will be shown against any employee, regardless of creed, race, or national origin. It is desired that particular attention be given this matter with respect to mechanic training, work assignments, promotion, changes in designation, and all other personnel consideration.

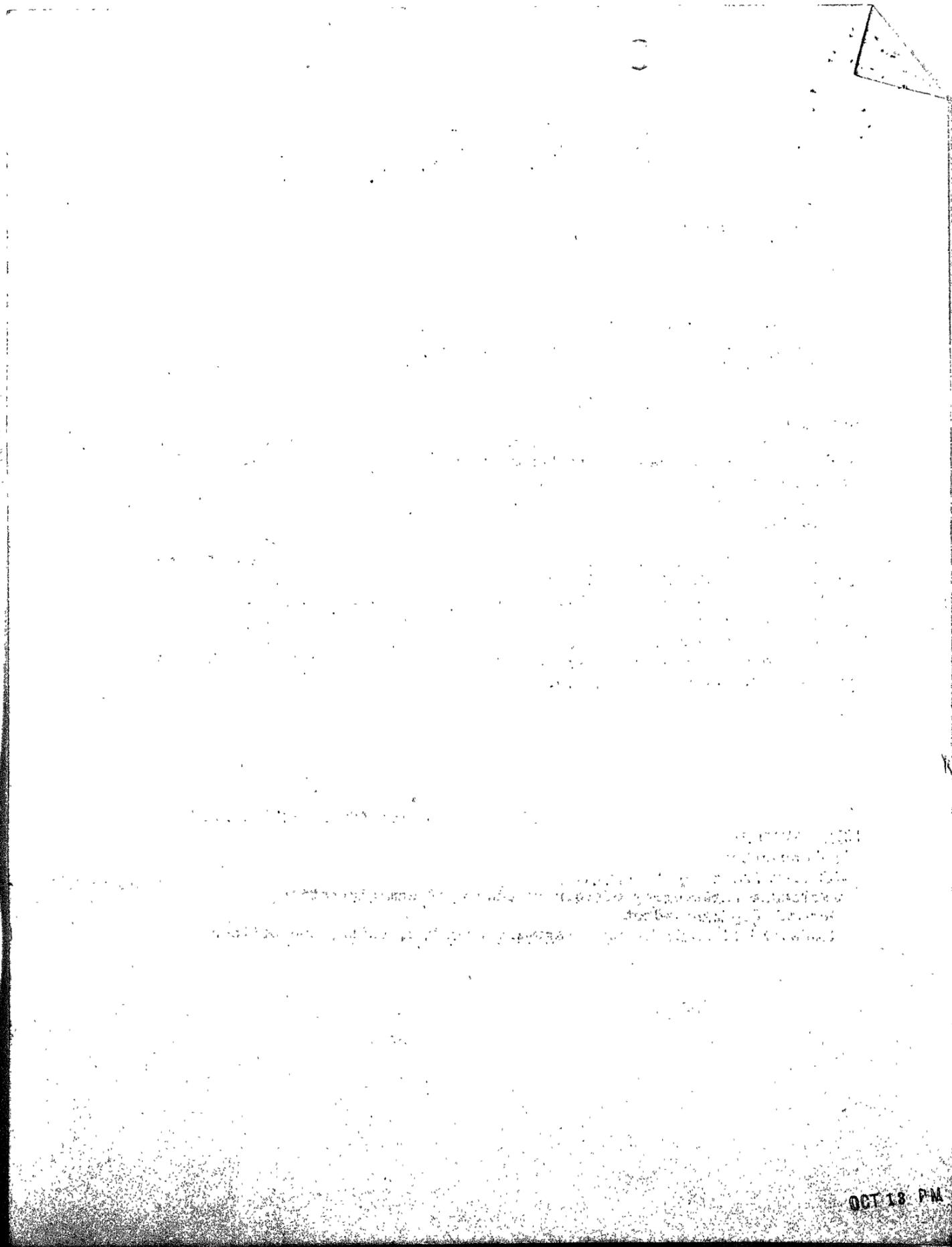
3. It is further directed that immediate action be taken to make a complete and thorough analysis of the present personnel policies and conditions to determine whether the above instructions, also the provisions of the above mentioned memorandum, and the Executive Order, are being observed in actual fact and practice as well as in theory and intention. Any changes found necessary or desirable as a result of this survey are to be effected without delay.

THOMAS B. MCDONALD,
Major, Air Corps,
DEPOT ENGINEERING OFFICER

DISTRIBUTION:

Headquarters
Officer in Charge of Training
Assistant Engineering Officer in Charge of Administration
General Superintendent
Heads of all Engineering Department Branches, Units, and Offices

Emd



OCT 18 PM

1338 Mayflower St.
Harrisburg, Pa.
October 10, 1941


Mr. Lawrence W. Cramer
Executive Secretary
Office of Production Management
Washington, D. C.

My dear Mr. Cramer:

In regards to your letter of 9/24/41 relative to my complaint of segregation conditions at Middletown Air Depot, I wish to inform you that I have been accorded the honor and privilege of a personal interview with Major Thomas B. McDonald, Engineering Officer of the Post.

As a result of this interview, I have been informed that any racial discrimination has been unintentional and that steps will be taken to clear up any such conditions still existant.

I wish to express my deepest thanks for the courtesy you have extended me and for the prompt and efficient manner in which you and your office have handled this situation. I hope the result will be a very amicable solution for both races and a more definite pooling of the capabilities of all. Only by such means can we strengthen our defenses and make for an even better America than the one we so proudly now acclaim our own.

Most sincerely yours,

Edward W. Burrs

Incl 2

Mr. [Name] [Address] [City] [State] [Zip]

Dear Mr. [Name]:

In response to your letter of [Date] regarding [Subject], I am pleased to inform you that [Information].

As a result of this [Action], I have been informed that [Information].

I wish to express my deepest thanks for the courtesy you have extended to me and for the prompt and efficient manner in which you and your office have handled this situation. I hope the result will be a very successful one for both parties and a more definite feeling of the capabilities of [Organization].

Sincerely yours,

[Signature]

7th Ind.

(13-B-2)

War Department, Office, Chief of the Air Corps, Washington, D. C.
OCT 20 1941 To The Secretary of War.

1. Your attention is invited to the Fifth Indorsement herein and the letter of Mr. Burrs dated October 10, 1941.
2. In view of the statements made thereon, it is recommended that no further action be taken in this matter.

For the Chief of the Air Corps

Burton R. Thorman
Burton R. Thorman,
1st Lt., Air Corps,
Chief of the Appointment Records Section
Civilian Personnel Division.

3 Incls.
Memo. 7-23-41 - "Ex.O.8802
Ltr. 10-10-41, E. W. Burrs
Eng. Order #52, 10-10-41

THE SECRETARY OF THE ARMY
WASHINGTON, D. C.

RECEIVED
100 100 0000 00 00 00 00 00

TO: THE SECRETARY OF THE ARMY
FROM: THE SECRETARY OF THE ARMY

SUBJECT: THE SECRETARY OF THE ARMY

DATE: THE SECRETARY OF THE ARMY

THE SECRETARY OF THE ARMY (100-100)

8th Ind.

November 3, 1941

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

Forwarded in accordance with 1st Ind. of September 23, 1941.
By Order of the Secretary of War.

A. H. Onthank

A. H. Onthank
Director of Personnel

COPY

1338 Mayflower Street
Harrisburg, Pennsylvania
August 24, 1941

Office of Production Management
Washington, D. C.

Dear Sirs:

It has come to my attention that a commission has been incorporated within your body for the enforcement of President Roosevelt's proclamation regarding racial discrimination in the national defense program. As a result, I am approaching you for aid in clearing up a condition which all other efforts on my part have failed miserably.

For the past 13 months I have been employed as a Negro civil service employee of the War Department at the Middletown Air Depot, Engineering Department. Starting August 5, 1940 as a general helper, being assigned to janitorial duties. On April 15, 1941 I filed application for appointment as a general mechanic's helper. My action was prompted by the fact of my having completed a basic mechanical course in high school, an ability to read blueprints, actual experience and mechanical ability. In this position I felt that my services would be of a more definite value to my country in its program. I received an eligible rating on April 25th. I was certified for appointment on June 10th, but received no re-rating until August 16th, this coming after much wrangling. I was interviewed by Captain Pelton, the army officer in charge of personnel. He authorized my assignment to the electrical department. On August 20th I was given my departmental transfer and the foreman, Mr. Stansfield, assigned me to starter teardown. After working 7 hours I was told that this same foreman had refused to accept my transfer and that I was to go back to my old foreman for reassignment. I was put to work in another department washing parts, a very unhealthy occupation and one which requires no mechanical ability whatsoever. All Negroes are concentrated in this and other cleaning departments, even after they have completed a three or four month schooling at the depot. My demotion was most humiliating and disheartening. Mine is only one case. I could cite many more equally as definite an act of unqualified racial discrimination.

We of the American Negro race realize as never before that it is most necessary to assert our feelings. We feel that there is quite a definite contribution that we can make to American defense. We have the schooling and the experience, which we have gleaned by the dint of tremendous struggle. Now all we ask is the opportunity to use some of it, not for selfish interests, but in the aid of our country which has nurtured us.

I will appreciate any help or advice your office can give me not only in my case, but in the case of the many mechanically-inclined Negroes who take such pride in their American citizenship, despite the inequalities

CONFIDENTIAL

1338
Washington, D.C.
August 21, 1941

Office of Production Management
Washington, D.C.

Dear Sirs:

It has come to my attention that a complaint has been forwarded within your body for the endorsement of President Roosevelt's proclamation regarding racial discrimination in the national defense program. As a result, I am sorry to hear that you are in a position which all other citizens of my country have called naturally.

For the past 13 months I have been employed as a Negro civil service employee of the War Department at the Midtown Air Base, Engineering Department. Starting August 2, 1940 as a general helper, being assigned to janitorial duties. On April 15, 1941 I filed application for appointment as a general mechanic's helper. My action was prompted by the fact of my having completed a basic mechanical course in high school, an ability to read blueprints, actual experience and mechanical ability. In this position I felt that my services would be of a more definite value to my country in its program. I received eligible rating on April 25th. I was certified for appointment on June 10th, but received no re-rating until August 10th, this coming after much wrangling. I was interviewed by Captain Felton, the army officer in charge of personnel. He authorized my assignment to the electrical department. On August 20th I was given my departmental transfer and the foreman, Mr. Stanfield, assigned me to start working. After working 7 hours I was told that the same foreman had refused to accept my transfer and that I was to go back to my old foreman for reassignment. I was put to work in another department working under a very unhelpful foreman and one which required no mechanical ability whatsoever. All Negroes are concentrated in this and other cleaning departments, even after they have completed a three or four month schooling at the department. My demotion was most humiliating and disheartening. Mine is only one case. I could give many more equally as definite and unqualified racial discrimination.

We of the American Negro race realize as never before that it is most necessary to assert our feelings. We feel that there is a definite contribution that we can make to American defense. We have the schooling and the experience, which we have gleaned by the dint of tireless struggle. Now all we ask is the opportunity to use some of it, not for selfish interests, but in the aid of our country which has turned us

I will appreciate any help or advice your office can give me not only in my case, but in the case of the many mechanically-inclined Negroes who take such pride in their American citizenship, despite the inequalities

SEP 21 1941

AM 2 1941

of racial prejudices which retard the use of their latent ability for this country in these grave times.

Hoping for an early reply, I remain

Respectfully yours,

(Signed) Edward W. Burrs

RECEIVED
OCT 13 1951

190



(Signed) EUGENE M. BULL

Respectfully,
Eugene M. Bull

Respectfully,
Eugene M. Bull

with copies to these three
of local legislation upon which the use of their patent rights for

0784

10140

1st Ind.

aho/mf

War Department, Office of the Secretary.
To: Chief of the Air Corps.

September 23, 1941.

- 1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel



2nd Ind.

(13-B)

201
War Department, Office, Chief of the Air Corps, Washington, D. C.
SEP 29 1941 To: Chief, Materiel Division.

It is requested that a prompt report be made by indorsement hereon.

By Order of the Chief of the Air Corps:

Gordon E. Clark
Gordon E. Clark
Major, Air Corps,
Executive, Civilian Personnel Division

3rd Ind.

(4-C)

War Department, Air Corps, Office, Chief of the Materiel Division, Washington, D. C.
SEP 30 1941 To: Commanding Officer, Middletown Air Depot, Middletown, Pennsylvania, (THRU): Chief, Maintenance Command, Air Corps, Wright Field, Dayton, Ohio.

- 1. For investigation and prompt report to this office.

W. F. Vollandt

W. F. VOLANDT
Colonel, Air Corps
Assistant to Chief

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OCT 18 1964

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OCT 18 1964

OCT 18 1964
OCT 3 AM

Sup. Inv.

(R-10)

September 17, 1941

MEMORANDUM

TO: Mr. A. H. Onthank, Director of Civilian Personnel

The attached complaints from Messrs. Paul A. Montimore, Jr., Edward W. Burrs and Oscar B. Perkins, Misses Lorraine Cantrell and Dorothy M. Ingram have been referred to this office by the President's Committee on Fair Employment Practice.

May proper steps be taken to determine the facts and circumstances in these matters.

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

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 3, 1941

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

Dear Judge Hastie:

I transmit herewith a copy of a letter addressed to the Office of Production Management under date of August 24 from Mr. Edward W. Burrs of Harrisburg, Pennsylvania.

He alleges that he was discriminated against in seeking promotion in the Middletown Air Depot, Engineering Department.

It is requested that you have this matter investigated and furnish me with a report on it.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

COPY

1338 Mayflower Street
Harrisburg, Pennsylvania
August 24, 1941

Office of Production Management
Washington, D. C.

Dear Sirs:

It has come to my attention that a commission has been incorporated within your body for the enforcement of President Roosevelt's proclamation regarding racial discrimination in the national defense program. As a result, I am approaching you for aid in clearing up a condition which all other efforts on my part have failed miserably.

For the past 13 months I have been employed as a Negro civil service employee of the War Department at the Middletown Air Depot, Engineering Department. Starting August 5, 1940 as a general helper, being assigned to janitorial duties. On April 15, 1941 I filed application for appointment as a general mechanic's helper. My action was prompted by the fact of my having completed a basic mechanical course in high school, an ability to read blueprints, actual experience and mechanical ability. In this position I felt that my services would be of a more definite value to my country in its program. I received an eligible rating on April 25th. I was certified for appointment on June 10th, but received no re-rating until August 16th, this coming after much wrangling. I was interviewed by Captain Pelton, the army officer in charge of personnel. He authorized my assignment to the electrical department. On August 20th I was given my departmental transfer and the foreman, Mr. Stansfield, assigned me to starter teardown. After working 7 hours I was told that this same foreman had refused to accept my transfer and that I was to go back to my old foreman for reassignment. I was put to work in another department washing parts, a very unhealthy occupation and one which requires no mechanical ability whatsoever. All Negroes are concentrated in this and other cleaning departments, even after they have completed a three or four month schooling at the depot. My demotion was most humiliating and disheartening. Mine is only one case. I could cite many more equally as definite an act of unqualified racial discrimination.

We of the American Negro race realize as never before that it is most necessary to assert our feelings. We feel that there is quite a definite contribution that we can make to American defense. We have the schooling and the experience, which we have gleaned by the dint of tremendous struggle. Now all we ask is the opportunity to use some of it, not for selfish interests, but in the aid of our country which has nurtured us.

I will appreciate any help or advice your office can give me not only in my case, but in the case of the many mechanically-inclined Negroes who take such pride in their American citizenship, despite the inequalities

of racial prejudices which retard the use of their latent ability for this country in these grave times.

Hoping for an early reply, I remain

Respectfully yours,

(Signed) Edward W. Burrs

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MEMORANDUM

Duncan Field, Texas
December 4, 1942

On December 3, 1942, Investigator Joe Johnson of the Air Plant Protection Branch interviewed Mr. Max Carver, Personnel Section, Duncan Field, concerning the number of colored people now employed at Duncan Field, and an examination of his records reveals that 1380 colored people are employed, 1237 of whom have been employed since June 22, 1941. A further examination of the records revealed that of the total number employed, 553 are employed in the Engineering Department in the following categories:

Janitors	48
Classified Laborers	298
Junior Storekeeper	1
Mechanic Learners	59
Janitors	9
General Mechanic Helpers	92
Jr. Aircraft Engine Mechanics	19
Under Clerk Typist	3
Jr. Aircraft Painters	2
Skilled Laborer	2
Leather & Canvass Worker	2
Instrument Repair	2
Aircraft Painter	2
Jr. Aircraft Woodworker	1
Aircraft Sheet Metal Worker	3
Machinist	3
Sr. Aircraft Engine Mechanic	1
Junior Machinist	1
Ass't Foreman Aircraft Eng. Mech.	1
Aircraft Engine Mechanic	1
Jr. Aircraft Instrument Mechanic	1
Propeller Mechanic	1
Machinist Helper	1
TOTAL	<hr/> 553

Joe Johnson
Max Carver
B

February 3, 1943

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

Dear Mr. Cramer:

On November 7, 1942, you forwarded to this office the complaint of Mr. Hardy S. Butler, Junior Foreman, CU-4, Duncan Field, Texas, alleging that racial discrimination was practiced against him in his efforts to secure employment as Junior Aircraft Mechanic at that post.

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

"The facts disclosed through investigation present no evidence that his charge is true. Mr. Butler is at the present time performing the duties of a General Mechanic's Helper in the base Engineering activities at Duncan Field. He is eligible for and has been recommended for the designation of Junior Mechanic. This reclassification has probably been processed by this time.

"For your information the 1940 census shows that 6.93% of the population of San Antonio and its suburbs is colored, and records at Duncan Field disclose that 7.26% of the employees of that Depot are colored."

For your information, there is enclosed herewith a list of the colored employees in the Engineering Section at Duncan Field according to their designations.

Yours very truly,

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

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

January 22, 1943

MEMORANDUM TO: Civilian Aide to the Secretary of War

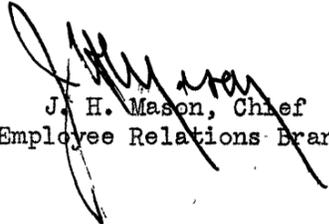
1. This is in reference to your memorandum dated November 16, 1942, requesting an investigation in the complaint of Mr. Hardy S. Butler, Junior Foreman, CU-4, Duncan Field, Texas, who alleged that racial discrimination was practiced against him in his efforts to secure employment as Junior Aircraft Mechanic at that post.

2. The facts disclosed through investigation present no evidence that his charge is true. Mr. Butler is at the present time performing the duties of a General Mechanic's Helper in the base Engineering activities at Duncan Field. He is eligible for and has been recommended for the designation of Junior Mechanic. This reclassification has probably been processed by this time.

3. For your information the 1940 census shows that 6.03% of the population of San Antonio and its suburbs is colored, and records at Duncan Field disclose that 7.26% of the employees of that Depot are colored.

4. As was requested in your memorandum this office is enclosing a list of the colored employees in the Engineering Section according to their designation.

5. This office will gladly cooperate if additional information should be desired.


J. H. Mason, Chief
Employee Relations Branch



MEMORANDUM

Duncan Field, Texas,
December 4, 1942

On December 3, 1942, Investigator Joe Johnston of the Air Plant Protection Branch interviewed Mr. Max Carver, Personnel Section, Duncan Field, concerning the number of colored people now employed at Duncan Field, and an examination of his records revealed that 1380 colored people are employed, 1237 of whom have been employed since June 22, 1941. A further examination of the records revealed that of the total number employed, 553 are employed in the Engineering Department in the following categories:

Janitors -----	48
Classified Laborers -----	298
Junior Storekeeper -----	1
Mechanic Learners -----	59
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Jr. Aircraft Engine Mechanics -----	19
Under Clerk Typist -----	3
Jr. Aircraft Painters -----	2
Skilled Laborer -----	2
Leather & Canvass Worker -----	2
Instrument Repair -----	2
Aircraft Painter -----	2
Jr. Aircraft Woodworker -----	1
Aircraft Sheet Metal Worker -----	3
Machinist -----	3
Sr. Aircraft Engine Mechanic -----	1
Junior Machinist -----	1
Ass't Foreman Aircraft Eng. Mech.-	1
Aircraft Engine Mechanic -----	1
Jr. Aircraft Instrument Mechanic -	1
Propeller Mechanic -----	1
Machinist Helper -----	1

TOTAL

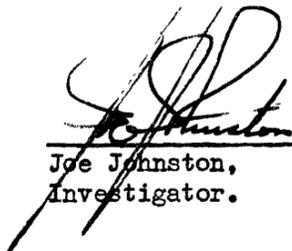
553

The records also reveal that 96 colored people are attending the Personnel Training School in the following categories:

Mechanic Learners-----	86
Gen. Mechanic Helpers-----	7
Instructor-----	1
Under Clerk-----	1
Aircraft Engine Mechanic-----	1

TOTAL

96



Joe Johnston,
Investigator.

November 16, 1942

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Hardy S. Butler, Junior Foreman of Janitors, CU-4, Plant Protection No. 5023, Duncan Field, Texas, alleging that racial discrimination was practiced against him in his effort to secure employment as a Junior Aircraft Engine Mechanic at that post.

Mr. Hardy states, in substance, that he qualified for Junior Aircraft Mechanic through Civil Service examination; that he was twice interviewed by Mr. Carver at Duncan Field; that the second interview took place on June 22, 1941, after a release from his employment as Mess Attendant at Fort Sam Houston had been obtained for him; that Mr. Carver told him on both occasions that there were no vacancies, but while he was being interviewed on June 22, 1941, a number of white men were employed as Junior Aircraft Mechanics; that Mr. Carver told him that if he would accept a job with less pay, he would try to find something for him to do until there was an opening as a Junior Mechanic, and that there were no colored men working as mechanics at Duncan Field; that in December, 1941, he again sought a transfer and that in May, 1942, he was again interviewed and told that there was no vacancy.

Mr. Hardy attached to his complaint a copy of a memorandum he sent to Major Paul S. Blair, Operations Officer, at Duncan Field, under date of September 3, 1942, requesting a transfer from his present employment, which he has held since June 24, 1941, to a position as Junior Aircraft Engine Mechanic; a copy of the first indorsement of Major Blair, of the same date, stating that his office would interpose no objection to the transfer of Mr. Butler to the Engineering Department "if Negroes are now being utilized in mechanical trades," and that Mr. Butler "is a qualified automotive mechanic and has had some training at Lane Technical School in Chicago"; and a copy of the second indorsement of Captain Frank L. Young, Office of the Chief Engineer, San Antonio Air Depot, Duncan Field, disapproving Mr.

copy

Director of Civilian Personnel and Training
November 16, 1942
Page 2

Butler's application for transfer and stating that no vacancies exist for which his services can be utilized in the Engineering Department.

Attached hereto is a copy of Mr. Butler's complaint, together with a copy of his memorandum and the indorsements referred to.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? In this connection, may it also be determined whether the skill of Mr. Butler is being utilized to the best advantage of the Government?

May this office also be advised how many Negroes are employed in the Engineering Department at the San Antonio Air Depot, Duncan Field, and in what categories?

Civilian Aide to the Secretary
of War

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

Date November 7, 1942

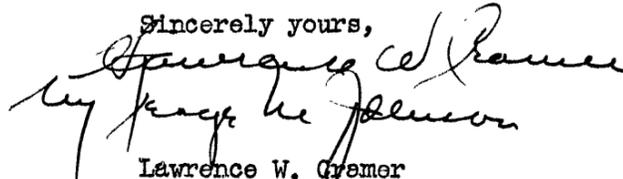
The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mr. Hardy S. Butler of San Antonio, Texas, under date of October 26, 1942, charging discrimination against the War Department.

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

Sincerely yours,


Lawrence W. Gyemer
Executive Secretary

Enc. - 2

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September 3, 1942.

MEMORANDUM:

TO : Major Paul S. Blair,
Operations Officer,
Duncan Field, Texas.

1. I, Hardy S. Butler, Jr. Foreman of Post Operations, request a transfer as Jr. Aircraft Engine Mechanic.
2. I have been a mechanic most of my working life and feel that I can be of more service to my government in this line of work. I am willing to attend classes if this is necessary.
3. When I came to this field to work, there were no negroes working as mechanics, but Mr. Carver at Engineering promised that if and when Negroes were given such jobs, I would be eligible.
4. I will greatly appreciate discussing this matter with you at your convenience.

HARDY S. BUTLER,
Jr. Foreman of Janitors, CU-4,
Plant Protection No. 5023.

/s/ Hardy S. Butler

1st Ind.

FSB/vn

Headquarters, Office of the Operations Officer, San Antonio Air Depot,
Duncan Field, Texas. September 3, 1942. TO: Depot Engineering Office,
San Antonio Air Depot, Duncan Field, Texas.

1. Above employee, Hardy S. Butler, has been employed at Post Operations since June 24, 1941. He is a qualified automotive mechanic, and has had some training at Lane Technical High School in Chicago.
2. This office interposes no objection to the transfer of Mr. Butler to the Engineering Department if negroes are now being utilized in mechanical trades.

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(Inc. 1st. - to Depot Eng. Office, SAAD, Duncan Field, Sept. 3,
1942) Cont'd.

3. Request that indication be placed hereon as to the possibilities for transfer of Mr. Butler. If negroes are now being utilized in the mechanical trades, it is requested that he be granted an interview to determine his qualifications.

/s/ Paul S. Blair

PAUL S. BLAIR,
Major, Air Corps,
Operations Officer.

201-BUTLER, Hardy S.

2nd Ind.

IWO/MJC/mmo

Headquarters, Office of the Chief Engineer, San Antonio Air Depot,
Duncan Field, Texas, September 6, 1942 - TO: Commanding Officer,
San Antonio Air Depot, Duncan Field.

1. Disapproved.
2. No vacancies exist for which the services of Hardy S. Butler can be utilized in this department.

/s/ Frank L. Young, Capt. AC

for ISAAC W. OTT.
Colonel, Air Corps.
Chief Engineer.

201-Butler, Hardy S.--5025
Transfer - Civ.Pers.

3rd Ind.

TCN/cm

Hq., San Antonio Air Depot, Duncan Field, San Antonio, Texas, September 15, 1942.

To: Post Operations Officer, San Antonio Air Depot, Duncan Field, Texas.

1. Inviting attention to preceding indorsement.

For the Chief of Personnel:

/s/ Layton E. Robey

LAYTON E. ROBEY
1st Lt., Air Corps
CC Civ. Pers. Sect.

201-Butler, Hardy S.

4th Ind.

JPH/wt

Office of the Operations Officer, San Antonio Air Depot, Duncan Field, Texas. September 15, 1942. TO: Hardy S. Butler, Operations Office, San Antonio Air Depot, Duncan Field, Texas.

1. Inviting attention to 2nd Indorsement.

/s/ James P. Hines

JAMES P. HINES,
Captain, Air Corps,
Asst. Operations Officer.

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45 Lombrano St.

10-26-42

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE.

Dear Sirs, in reply to your letter asking for more information in my case first I must thank you for your prompt attention and concern. I will try and write from the beginning.

On the 8th day of Jan. 1941, I was employed at the Station Hospital at Fort Sam Houston, Texas as Mess Attendant. While working on this job I filed applications for Machinist Helper & Jr. Aircraft Mechanics on April, 29th. I received inclosed form #2104., for machinist helper, and in May. of the same year I was called to Duncan Field for an interview, when I reported to Duncan Field I was told by Mr. Carver that there was no existing opening for such position, I closed the matter and returned to work at the Hospital.

---Second Call---

The following week, six days to be exact I received another (form #2104) marked Eligible, for Jr. Aircraft Mechanic, and on June 30th. I received another letter for an interview, For Jr. Aircraft mechanic, coming to Duncan Field again I was told by a Mr. Henry that he could not except me if I was already employed by Civil Service, But Mr. Henry refered me to a Mr. Jacobs at that time I believe was in charge of Civil Service Employment.

Mr. Jacobs in some way made it possible for me to transfer, two days was lost in this business, on the 22nd, of June upon my return to Duncan I was told by Mr. Carver that there was no existing openings for Jr. Aircraft Mechanics, but on this day there were many men mostly white in the office and there was three desk for the purpose of interviewing the applicants. I was at the second desk, the white man at the first desk and the man at the third desk was given employment as Jr. Aircraft mechanics and I was told by Mr. Carver that if I would except a job with a little less pay he would try and find something for me to do until there was an opening, in the mechanic field. And as you can guess there has never been an opening.

Mr. Carver explained to me before I left that there were no colored men working at such positions as mechanics on the field.

---Third Call---

In Dec. 1941, I tryed for transfer and was told i must file application for the position i wanted, so I filed application again, and on 3/25/42., I recvd. form #2104 (Inclosed) and in May, 1942 I was called for interview, and was again told there was no job, the last try was the letters that i sent to the first Lady.

I have offered to attend school but to no avail, My case is but one case among many, I am not afraid of my job for I can make a living any time at any place but I am an American negro and want to do my part in this war but how can I when the

Government allow people like this run this part of the world. I would go to the end of thw world for America but I do want to be treated as a human,mechanics are being hired every day that never saw the inside of any motor or engine this is a waste of money and I help pay for it then why cant I get some of my money back for the best I can give.

Thanking you in advance,And Ill buy another (Bond).

/s/ Hardy S. Butler, #5023.

March 23, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Reference is made to your memorandum of January 19, 1943, reporting the findings of the investigation into the complaint of Mr. A. B. Clement, who alleged that religious discrimination had been practiced against him in the termination of his employment as an Aircraft Painter at Hammer Field, Fresno, California.

There is attached hereto a copy of a letter forwarded to this office by the President's Committee on Fair Employment Practice which states that Mr. Clement was discharged with prejudice "because he refused to work overtime during an emergency caused by an expected attack of the Pacific Coast."

The report of the investigation stated that he refused to comply with orders given that all personnel on the day shift in the Engineering Department, work through the swing and graveyard shifts if necessary to get planes in order for flight the next day.

In view of the discrepancy concerning the cause of his discharge and the policy of the War Department to grant Seven Day Adventists the privilege to observe their Sabbath, may this case be reconsidered with a view to removal of "prejudice" from his discharge?

There is also attached hereto a copy of a letter from Mr. Clement to the President's Committee dated February 10, 1943, in which he takes issue with the statements made in the report of the investigation in this connection.

May this office be informed whether Civil Service rules and regulations were complied with at the time of the removal of Mr. Clement?

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

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Rt. 9, Box 112-B
Fresno, California
February 10, 1943

President's Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

Dear Sirs:

Your letter of 2/2/43 at hand regarding my discharge from Hammer Field, as aircraft painter, on account of religious convictions.

I wish to refute every statement made by the commanding officer in that letter. As near as I can remember, there was no work orders that night for painting B-25 bombers or any other work that required the services of a painter on these bombers. At first they asked a Mr. George Burger to work in my place but they decided they did not need him so sent him home. His address is Mr. Geol Burger, Route #9, Fresno, Calif.

I worked painting airplanes for eight (8) months and never saw a time that a plane could not fly because of paint or lack of it.

I am quite sure there were no other craftsmen called from home that night nor were there any of the day crew who worked overtime. I wish their records for that night could be examined by you.

In my letter discharge of prejudice from the commanding officer, he states I refused to work "during an Emergency caused by an expected attack on the Pacific coast." Now they make out a different reason. Why can't they stick to the truth?

As to my using obscene language on that occasion, I did not nor do I ever use that kind of language but they certainly used plenty of it on me. I do not believe in breaking any of God's Commandments whether it is first or last one. The Third Commandment specifically states, "Thou shalt not take the name of the Lord thy God in vain for the Lord will not hold him guiltless that taketh His name in vain." Exodus 20:7.

*copy
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I can support my statements by affidavits from men with whom I worked and by my friends.

Never was a word of explanation given me as stated in that letter. As a permanent Civil Service employee I was entitled to a trial which was refused.

I do not care to go back there to work under men whose veracity is to be questioned.

What I would like is to have my record cleared by a "discharge without prejudice" so I can secure a position elsewhere with the government to help with the war effort.

I am inclosing two copies: one a copy of my "discharge with prejudice" and the other a copy of Memorandum Bulletin regarding Departmental Policies on Religious Observances versus War Program Emergencies.

Thanking you for a reply at your earliest convenience.

Yours, truly,

A. B. Clement
Rt. 9, Box 112-B
Fresno, California

Incl. 2

March 24, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Reference is made to your memorandum of January 19, 1943, reporting the findings of the investigation into the complaint of Mr. A. E. Clement, who alleged that religious discrimination had been practiced against him in the termination of his employment as an Aircraft Painter at Hammer Field, Fresno, California.

There is attached hereto a copy of a letter from Mr. Clement to the President's Committee dated February 10, 1943, in which he takes issue with the statements made in the report of the investigation in this connection.

The report of the investigation stated that he refused to comply with orders given that all personnel on the day shift in the Engineering Department, work through the swing and graveyard shifts if necessary to get planes in order for flight the next day.

In view of the discrepancy respecting the cause of his discharge and the policy of the War Department to grant Seventh Day Adventists the privilege to observe their Sabbath, may this case be reconsidered with a view to removal of "prejudice" from his discharge?

May this office be informed whether Civil Service rules and regulations were complied with at the time of the removal of Mr. Clement?

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

March 17, 1943

Mr. Louis Lautier
Assistant to the
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Lautier:

In accordance with your telephone request, I am transmitting herewith the enclosed copy of the memorandum to be incorporated into the complaint of Mr. A. B. Clement against Hammer Field, Fresno, California, which was originally referred to Mr. Gibson under date of March 6, 1943.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 17, 1943

Mr. Louis Lautier
Assistant to the
Acting Civilian Aide
War Department
Washington, D. C.

Dear Mr. Lautier:

In accordance with your telephone request, I am transmitting herewith the enclosed copy of the memorandum to be incorporated into the complaint of Mr. A. B. Clement against Hammer Field, Fresno, California, which was originally referred to Mr. Gibson under date of March 6, 1943.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

Enclosure



March 6, 1943

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

Dear Mr. Gibson:

This is in further reference to the complaint of Mr. A. B. Clement, who alleged that religious discrimination was practiced against him at Hammer Field, Fresno, California, which this office referred to you on January 9, 1943 and on which you reported under date of January 28, 1943.

Mr. Clement has written this office further on this matter after receiving from us a report on the investigation. A copy of his letter dated February 10, 1943, is enclosed.

In view of Mr. Clement's categorical denial of the statements made in the report, it is requested that this matter be reopened and a further investigation made.

I am enclosing, also, a copy of a memorandum dated January 30, which was issued by the office of the Commanding Officer, McClellan Field, California, on the subject of religious observances and working hours.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures - 2

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HEADQUARTERS SACRAMENTO AIR DEPOT
OFFICE OF THE COMMANDING OFFICER
McClellan Field, California

January 30, 1942

MEMORANDUM TO: All Department Heads.

1. Memorandum from this Headquarters dated Jan. 26, 1942 quoted below, is hereby revoked.

"The provisions of memorandum from this Headquarters dated January 2, 1942, will not apply to employees whose religious beliefs specify a certain day or hour for worship."

2. The following radio from the Civilian Personnel Office, Office Secretary of War, dated January 28, 1942, is quoted for the information and guidance of all concerned. The instructions contained therein will be complied with.

"REURAD JANUARY TWENTY SIX DEPARTMENTAL POLICY ON CONFLICTS BETWEEN HOURS OF WORK AND TIME FOR RELIGIOUS OBSERVANCES POINTS OUT THAT IN WAR EMERGENCY IT IS REALIZED NECESSITIES OF WAR PROGRAM MAY UNAVOIDABLY CONFLICT WITH OTHER INTERESTS STOP IF THESE NECESSITIES OF THE WAR PROGRAM DO NOT PERMIT INDIVIDUAL TO WORK IN GOOD CONSCIENCE RELEASE WILL BE GRANTED BY THE WAR DEPARTMENT WITHOUT PREJUDICE STOP SAMPLE POLICY LETTER FORWARDED BY AIR MAIL STOP"

By order of Colonel CLARK:

/s/ Joseph I. Sullivan
JOSEPH I. SULLIVAN,
1st Lt., Air Corps,
Adjutant
SDC-3/8

1st Ind.

Headquarters, Sacramento Air Depot, Office of the Sub-Depot Control Officer, McClellan Field, California, February 2, 1942.
TO: Commanding Officers, All Sub-Depots, Sacramento Air Depot Control Area:

1. For information and necessary action.

By order of the Control Depot Commander:

J. W. Brown,
Lt. Col., Air Corps
Sub-Depot Control Officer

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HEADQUARTERS 33rd SUB-DEPOT
Office of the Commanding Officer
Army Air Base, Hammer Field

Fresno, California
December 30, 1942

TO WHOM IT MAY CONCERN:

Mr. A. Blaine Clement was discharged from this Sub-Depot with prejudice because he refused to work overtime during an emergency caused by an expected attack of the Pacific Coast.

If any other defense agency wishes to hire this individual knowing the above mentioned fact this Headquarters will interpose no objection.

C. B. DAVIS,
Lt. Col., Air Corps
Commanding

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HEADQUARTERS SACRAMENTO AIR DEPOT
OFFICE OF THE COMMANDING OFFICER
McClellan Field, California

January 30, 1942

MEMORANDUM TO: All Department Heads.

1. Memorandum from this Headquarters dated Jan. 26, 1942 quoted below, is hereby revoked.

"The provisions of Memorandum from this Headquarters dated January 2, 1942, will not apply to employees whose religious beliefs specify a certain day or hour for worship."

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BETWEEN HOURS OF WORK AND TIME FOR RELIGIOUS OBSERVANCES POINTS OUT
THAT IN WAR EMERGENCY IT IS REALIZED NECESSITIES OF WAR PROGRAM
MAY UNAVOIDABLY CONFLICT WITH OTHER INTERESTS STOP IF THESE NECESS-
ITIES OF THE WAR PROGRAM DO NOT PERMIT INDIVIDUAL TO WORK IN GOOD
CONSCIENCE RELEASE WILL BE GRANTED BY THE WAR DEPARTMENT WITHOUT
PREJUDICE STOP SAMPLE POLICY LETTER FORWARDED BY AIR MAIL STOP"

By order of Colonel CLARK:

/s/ Joseph I. Sullivan
JOSEPH I. SULLIVAN
1st Lt., Air Corps,
Adjutant
SDC-3/8

1st Ind.

Headquarters, Sacramento Air Depot, Office of the Sub-Depot
Control Officer, McClellan Field, California, February 2, 1942.
TO: Commanding Officers, All Sub-Depots, Sacramento Air Depot
Control Area.

1. For information and necessary action.

By order of the Control Depot Commander:

J. W. Brown,
Lt. Col., Air Corps
Sub-Depot Control Officer

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 6, 1943

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

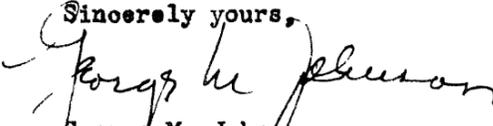
Dear Mr. Gibson:

This is in further reference to the complaint of Mr. A. B. Clement, who alleged that religious discrimination was practiced against him at Hammer Field, Fresno, California, which this office referred to you on January 9, 1943 and on which you reported under date of January 28, 1943.

Mr. Clement has written this office further on this matter after receiving from us a report on the investigation. A copy of his letter dated February 10, 1943, is enclosed.

In view of Mr. Clement's categorical denial of the statements made in the report, it is requested that this matter be reopened and a further investigation made.

I am enclosing, also, a copy of a memorandum dated January 30, which was issued by the office of the Commanding Officer, McClellan Field, California, on the subject of religious observances and working hours.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosures - 2



March 15, 1943

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

Dear Mr. Cramer:

On December 30, 1942, you forwarded to this office a complaint alleging that racial discrimination had been practiced against Negro laundry workers in the matter of pay raises at Camp Campbell, Kentucky, intimidation of them and discharge of two Negro women who sought pay raises. The report of the investigation into this matter states as follows:

- a. The facilities of the laundry for the health and comfort of the employees were equally as good for the colored as the white.
- b. No effort was made to segregate the colored from the white employees as they worked side by side.
- c. Both colored and white employees were advanced to positions paying higher wages when they showed the ability and knowledge necessary for such positions.
- d. That Mrs. Beatrice Hemphill and Mrs. Cora Lu Kiesie interfered with the work of other employees and urged them to stay in the rest room after the whistle had blown for the employees to return to work. They endeavored to have the employees quit their work at a given time during working hours. They also went from one employee, to the other, during working hours, and discussed the subject of pay raise and endeavored to get the employees to strike for more money. This occurred after it was carefully explained to Mrs. Hemphill and Mrs. Kiesie that they were being paid the maximum amount authorized at that station.

Mr. Lawrence W. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
March 16, 1943.

Page - 2 -

e. The attitude of these women was in general one of non-cooperation in complying with instructions and in addition, attempt to incite strikes. They were discharged for unsatisfactory work.

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

Sincerely yours,

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

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

March 10, 1943

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

1. Reference is made to your memorandum of January 7, 1943 concerning a complaint from the President's Committee on Fair Employment Practice alleging racial discrimination against Negro Laundry workers in the matter of pay raises at Camp Campbell, Kentucky, intimidation of them and discharge of two negro women who sought pay raises.

2. A complete and thorough investigation of the charges contained in your memorandum has been made and the following facts are disclosed.

- a The facilities of the laundry for the health and comfort of the employees were equally as good for the colored as the white.
- b No effort was made to segregate the colored from the white employees as they worked side by side.
- c Both colored and white employees were advanced to positions paying higher wages when they showed the ability and knowledge necessary for such positions.
- d That Mrs. Beatrice Hemphill and Mrs. Cora Lu Kiesie interfered with the work of other employees and urged them to stay in the rest room after the whistle had blown for the employees to return to work. They endeavored to have the employees quit their work at a given time during working hours. They also went from one employee, to the other, during working hours, and discussed the subject of pay raise and endeavored to get the employees to strike for



- 2 -

more money. This occurred after it was carefully explained to Mrs. Hemphill and Mrs. Kiesie that they were being paid the maximum amount authorized at that station.

e The attitude of these women was in general one of non-cooperation in complying with instructions and in addition, attempt to incite strikes. They were discharged for unsatisfactory work.

3. In view of the above facts there is no evidence indicating that discrimination was practiced.


J. H. Mason, Chief
Employee Relations Branch

ms/kva

March 10, 1943

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

1. Reference is made to your memorandum of January 7, 1943 concerning a complaint from the President's Committee on Fair Employment Practice alleging racial discrimination against Negro Laundry workers in the matter of pay raises at Camp Campbell, Kentucky, intimidation of them and discharge of two negro women who sought pay raises.
2. A complete and thorough investigation of the charges contained in your memorandum has been made and the following facts are disclosed.
 - a The facilities of the laundry for the health and comfort of the employees were equally as good for the colored as the white.
 - b No effort was made to segregate the colored from the white employees as they worked side by side.
 - c Both colored and white employees were advanced to positions paying higher wages when they showed the ability and knowledge necessary for such positions.
 - d That Mrs. Beatrice Hemphill and Mrs. Cora Lu Kiesie interfered with the work of other employees and urged them to stay in the rest room after the whistle had blown for the employees to return to work. They endeavored to have the employees quit their work at a given time during working hours. They also went from one employee, to the other, during working hours, and discussed the subject of pay raise and endeavored to get the employees to strike for

- 2 -

more money. This occurred after it was carefully explained to Mrs. Hemphill and Mrs. Kiesie that they were being paid the maximum amount authorized at that station.

- e The attitude of these women was in general one of non-cooperation in complying with instructions and in addition, attempt to incite strikes. They were discharged for unsatisfactory work.

3. In view of the above facts there is no evidence indicating that discrimination was practiced.

J. H. Mason, Chief
Employee Relations Branch

SPGC-C 201 Hemphill, Beatrice 9th Ind.
Kiesie, Cora Lu
Camp Campbell, Ky.

ew/ben

Hq., SOS, IPD, Washington, D. C. March 6, 1943.
To the Office of the Secretary of War.

Attention: Civilian Personnel Division:

1. Returned with necessary information requested in the basic communication.

For the Director, Industrial Personnel Division:

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

January 28, 1943

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

Dear Mr. Cramer:

On January 9, 1943, you forwarded to this office the complaint of Mr. A. B. Clement alleging that religious discrimination was practiced against him in the termination of his employment as Aircraft Painter at Hammer Field, Fresno, California.

This matter was investigated previously upon receipt of a similar complaint directly from Mr. Clement, dated October 7, 1942. The report of the investigation states as follows:

It is the policy of the War Department to make every attempt to grant the Seventh Day Adventists the privilege of observance of the seventh day of the week, except when such leave or working schedule would interfere unduly with efficient work production. It is the responsibility of the local appointing officer to make the final decision concerning the need for the employee at his job.

In the case of Mr. Clement, the following facts are submitted for your information. On Friday, October 2, 1942, an emergency request that all airplanes of the 41st Bombardment Group be ready to fly the next day was issued. Orders were given that all personnel on the day shift in the Engineering Department were to work through the swing and grave yard shifts, if necessary, to get five B-25's, then under repair, in condition for flight the next day at noon. The only dissenter was Mr. Clements.

Mr. Clement refused to work and was rather obscene in his language about anyone who said that there

*Completed
Cramer
1/28/43*

Mr. Lawrence W. Cramer
January 28, 1943
Page 2

was an emergency at that station. He was the only painter on duty but he refused to work, even though the emergency situation was thoroughly explained to him and he was given an opportunity to reconsider. As a result other craftsmen had to be called from home to complete the work being done on the plane, but the delay involved prevented the flight of the plane as scheduled the next day.

Officials of the War Department are sympathetic with the desires of the employees in the exercise of their religious beliefs and only emergency conditions would cause them to abrogate such a privilege. In view of the above facts, therefore, this office is of the opinion that the action taken against Mr. Clement for his refusal to work is justified.

The Committee may wish to check this report with Mr. Clement. If so, this office will be pleased to have any information at variance with the report, which you may obtain.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

January 19, 1943

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Your memorandum of January 13, 1942, pertaining to the complaint of Mr. A. B. Clement alleging that religious discrimination was practiced against him in his termination from his employment as Aircraft Painter at Hammer Field, Fresno, California, has been received in this office. The matter has been previously investigated by this office upon receipt of a similar complaint directly from Mr. Clement, dated October 7, 1942.

2. It is the policy of the War Department to make every attempt to grant the Seventh Day Adventists the privilege of observance of the seventh day of the week, except when such a leave or working schedule would interfere unduly with efficient work production. It is the responsibility of the local appointing officer to make the final decision concerning the need for the employee at his job.

3. In the case of Mr. Clement, the following facts are submitted for your information. On Friday afternoon, October 2, 1942, an emergency request that all airplanes of the 41st Bombardment Group be ready to fly the next day was issued. Orders were given that all personnel on the day shift in the Engineering Department were to work through the swing and grave yard shifts, if necessary, to get five B-25's, then under repair, in condition for flight the next day at noon. The only dissenter was Mr. Clement.

4. Mr. Clement refused to work and was rather obscene in his language about anyone who said that there was an emergency at that station. He was the only painter on duty but he refused to work, even though the emergency situation was thoroughly explained to him and he was given an opportunity to reconsider. As a result other craftsmen had to be called from home to complete the work



- 2 -

being done on the plane, but the delay involved prevented the flight of the plane as scheduled the next day.

5. Officials of the War Department are sympathetic with the desires of the employees in the exercise of their religious beliefs and only emergency conditions would cause them to abrogate such a privilege. In view of the above facts, therefore, this office is of the opinion that the action taken against Mr. Clement for his refusal to work is justified.

6. Please feel free to call on this office for any further information that may be desired.

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

January 13, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. A. B. Clement, Fresno, California, alleging that religious discrimination was practiced against him in the termination of his employment as an aircraft painter at Hammer Field, Fresno.

Mr. Clement states that he was dismissed because of his refusal to work after sundown on the evening of October 3, 1942; that he is a Seventh Day Adventist and that his Sabbath begins on Friday evening and ends on Saturday evening.

A copy of his letter to the President's Committee is attached hereto.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting religious discrimination in Federal employment? In the light of Administrative Memorandum No. 55, dated September 10, 1942, if the facts found are as represented by Mr. Clement, it appears that appropriate steps should be taken to accomplish his reinstatement.

Civilian Aide to the Secretary
of War

[Handwritten signature]

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

Date January 9, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Mr. A. B. Clement of Route 9, Box 112-B, Fresno, Cal., under date of December 3, 1942, charging discrimination against the War Department.

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

Sincerely yours,

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

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Fresno Cal. 12/3 42

Comitee of Fair employment Practic.-
Washington D.C.

Dear Sirs. -

After 8 montas of satisfactory service in the U. S. Air Corps as aircraft Painter I was dismissed for refusal to work the night of Oct 3. 1942 after sundown I am a member of the seventh day Adventist Church when hiring out I made the statement I would work any time but on sat. according to our belief sat. begins at sundown Fri. and ends at sundown sat. I am 47 years old. Lt. Col. C. B. Davis of Hammer Field. Fresno Cal. said there was an emergency and wanted me to work that night I refused because I had stated my convictions before going to work. in my application.

There was no emergency because no one else took my place after I left about 6 pm at first they asked a man to stay then they decided to let him go home.

Had there been a real emergency or disaster in which I could have served my fellowmen only too glad would I have given not only 8 hrs but as much more as needed. I have communicated with the war dept. about this but have not received final word. They wrote one letter but that was about 6 week ago. saying I would hear more latter. but havent, Will you please help me to be reinstated.

My rating is permanent Civil Service appointment I asked for a trial but was not given one.

I started as junior aircraft painter and was promoted to aircraft painter.

Yours Truly A.B. Clement
(signed)
Fresno Calif. R#9 Bx 112B

September 27, 1941

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

Dear Mr. Cramer:

I have already returned to your office several complaints which you have referred to this department in cases in which no sufficient statement of facts has been given to establish a prima facie case of discrimination.

The attached complaints of messrs. Paul A. Montimore, Jr., and Oscar B. Perkins, Misses Lorraine Cantrell and Dorothy M. Ingram are returned herewith for the same reason.

Of course, you may wish to resubmit them after further consideration or on the basis of some more adequate statements by the complainants.

Sincerely yours,

Civilian Aide to the Secretary
of War

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War Department, Office of the Secretary. September 23, 1941.
To: Civilian Aide to the Secretary of War.

1. The case of Mr. Edward W. Burrs has been referred to the Office Chief of Air Corps for investigation.

2. The complaints from the other persons listed in basic communication are returned herewith as containing insufficient information as a basis for determining whether discrimination actually occurred, bearing in mind the fact that an appointing officer has a choice of one out of three eligibles. In the case of Oscar B. Perkins, Jr., it is noted that the information given is the barest sort of hearsay evidence.

By order of the Secretary of War:

A. H. ONTHANK

A. H. Onthank
Director of Personnel

September 17, 1941

MEMORANDUM

TO: Mr. A. H. Onthank, Director of Civilian Personnel

The attached complaints from Messrs. Paul A. Montimore, Jr., Edward W. Burrs and Oscar B. Perkins, Misses Lorraine Cantrell and Dorothy M. Ingram have been referred to this office by the President's Committee on Fair Employment Practice.

May proper steps be taken to determine the facts and circumstances in these matters.

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

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SEP 17 1941
GIBSON

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

September 8, 1941

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

My dear Judge Hastie:

I transmit herewith a copy of a letter addressed under date of August 8 to Mr. Earl B. Dickerson by Miss Lorraine Cantrell of Chicago, Illinois.

In the second paragraph of this letter Miss Cantrell relates her experiences in attempting to secure an appointment as Junior Stenographer at the Ordnance Plant, Joliet, Illinois.

It is requested that you have this matter investigated and that you advise me of your findings for the information of the President's Committee on Fair Employment Practice.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

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6241 Vernon Avenue - 1st floor
August 8, 1941
Chicago, Illinois

Mr. Earl B. Dickerson
Committee on Fair Employment Practices
Office of the Production Manager
3507 South Parkway
Chicago, Illinois

Dear Mr. Dickerson:

On last July 2, I took the Federal Civil Service examination for the position of Junior Stenographer with a great desire of rating as an eligible and having a chance to work for my country by aiding the National Defense Program. During the last two months, I have received six notices to be interviewed by the selecting officers of various Civil Service agencies, all of which I have answered in the affirmative, and on each occasion, I have not been accepted.

Two of these six notices, I answered in person; one at the U.S. Procurement Office in the New Post Office Building, Canal and Van Buren Streets, the other at the Ordinance Plant, Joliet, Illinois. The gentleman who was supposed to interview me at the Post Office merely asked me to sign my name and address and whether or not I was willing to accept appointment if offered, on the notice I had received. I did this and my "interview" was completed. The interview at Joliet, however, was quite different and really amusing. A lady interviewed me. She explained to me that living conditions in Joliet were bad and especially so for a person who had been accustomed to living in Chicago. To my question concerning a Y.W.C.A. or similar residence, she said there was no such place in the city. Before our conversation was over, she had also informed me that the drinking water in Joliet wasn't the best for me and that I would have a better chance of being appointed in Washington, D.C.

It was stated in the Civil Service Bulletin a month before this examination was announced, that all eligibles would be appointed. This couldn't be true - this eligible list must have been destroyed by now without appointing several people including me, since another examination of this same type is being given next week.

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Mr. Earl B. Dickerson ---- continued (2)

Mr. Dickerson, I am quite disturbed about this matter and very discouraged. It makes me feel as if there is no place in the Governmental service for a Negro stenographer. If this is true, it has been a sad experience for me. I hope you will be able to help me. May I hear from you?

Sincerely yours,

/s/

Miss Lorraine Cantrell

January 6, 1942

Honorable Arthur Capper
Senate Office Building
Washington, D. C.

Dear Senator Capper:

As he indicated in his letter addressed to you under date of December 29, Mr. William H. Hastie, Civilian Aide to the Secretary of War, has referred to me your letter addressed to him under date of December 24 in which you cite the discriminatory advertisement of the Western Welding Institute of Alhambra, California, which appeared in The Junction City Union of December 10, 1941. The Committee on Fair Employment Practice has already taken up with this institute and that of an affiliated institute the question of their failure to conform with the national policy expressed in Executive Order 8802 of June 25, 1941.

The Committee will give this matter study and I shall be glad to advise you of any steps it may find itself in a position to take to correct such evidences of racial discrimination as are referred to in your letter.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/cs
cc: Judge Hastie

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JAN 10 1942

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

October 14, 1941

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

Dear Judge Hastie:

I acknowledge receipt of your letter of September 21 in which you discuss the case of Mrs. Mary Caraballo.

The information which you give is supported by a report made to President Mitchell of the United States Civil Service Commission. It appears that Mrs. Caraballo has established an unenviable record in the government service since, in addition to being dismissed with prejudice from the Veterans' Bureau, she also was dismissed from a W.P.A. project in September 1936 because of insubordination.

In the circumstances, I am advising her that there is no basis of her complaint of discrimination because of her color.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

*Carded
COFFP
Director*

September 23, 1941

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

Dear Mr. Cramer:

I received your letter of September 22, concerning a complaint of Mrs. Mary Caraballo, alleging racial discrimination in connection with her efforts to secure employment at the United States Army Base in Brooklyn, New York.

Earlier complaints by and on behalf of Mrs. Caraballo were referred to the Commanding General of the Second Corps Area for investigation. On investigation, it appeared that Mrs. Caraballo had at one time been dismissed with prejudice from employment in the Veterans' Bureau. In these circumstances, the Second Corps Area indicated that she would not be acceptable.

If upon investigation it should appear that Mrs. Caraballo's charges concerning the conduct of a particular officer on September 5 at the Army Base in Brooklyn are substantiated, the barrier already mentioned would still impede her selection.

With these facts at hand, does the Committee on Fair Employment Practice still wish an investigation of the incident of September 5?

Sincerely yours,

Civilian Aide to the Secretary
of War

10/1/41

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

MARK F. ETHRIDGE
CHAIRMAN
WILLIAM GREEN
MILTON P. WEBSTER

September 22, 1941

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

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

Dear Judge Hastie:

A complaint has been made to the Committee on Fair Employment Practice by Mrs. Mary Caraballo, 1103 East 213th Street, New York, New York, alleging discrimination in her efforts to secure employment as a stenographer-typist. She makes the following statement in a letter addressed to Chairman Ethridge of the Committee on Fair Employment Practice under date of September 14, 1941:

"I have received about eighteen certifications as a stenographer to offices in New York City, the last one being September 5th at the Army Base in Brooklyn. The officer who interviewed me, dismissed me with the statement 'I don't hire married women. Let someone else hire you.' I do not know his name. He was middle-aged and had a pronounced Southern accent. There was out of the room at the time he spoke to me a young white woman in the group and when he asked her if she were married or single and she replied 'married', he said not a word against it. When I tried to tell the officer that my husband worked in Connecticut and came home seldom and my marriage would not affect the quality of my work, he snapped at me as if I were an animal, 'That doesn't make any difference.'"

In a complaint filled out by Mrs. Caraballo, under date of August first, which has been handed to me by Mr. Milton P. Webster, she declares that she has been twice rejected by the Army Base at Brooklyn; by the War Department, 39 Whitehall Street and 90 Church Street, New York City; by the War Department, 34 Worth Street, Philadelphia (the Quartermaster's Purchasing Office); and by the War Department, 120 Wall Street, New York City (Construction Engineer's office).

Judge William H. Hastie

-2-

September 22, 1941

I shall be glad to have you investigate this case and furnish me with a report on it.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

March 6, 1942

MEMORANDUM

TO: The Acting Director of Personnel

Your memorandum of March 4, copy of which is attached hereto, concerns the case of Mr. Winston W. Cavell.

To complete the record of this case and to show that Mr. Cavell's response to the most recent inquiry of the Radford Ordnance Works was not occasioned by lack of interest in defense work, it should be stated that on December 8 Mr. Cavell was employed by the Edgewood Arsenal as a junior chemical engineer.

Civilian Aide to the Secretary
of War

*Cavell's
C. F. E. P.
C. M. T. H.*

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

March 4, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War.

In your letter of October 29, 1941, you called to our attention the case of apparent racial discrimination against Mr. Winston W. Cavell of Richmond, Virginia, concerning his experiences at the Radford Ordnance Works in his attempt to obtain employment as Assistant Inspector of Powder and Explosives.

On September 19, 1941, Mr. Cavell was certified to the Radford Ordnance Works from a Civil Service register for Inspectors, Powder and Explosives, with the grade of 78 percent. On that date three persons were appointed, having ratings of 84 percent, 78.5 percent, and 78.25 percent.

This case is complicated, however, by the fact that in another section of the Radford Ordnance Works another appointing officer had received authorization from the Civil Service Commission to make eight temporary appointments of Assistant Inspectors, Powder and Explosives. You will understand that this situation is entirely possible in an establishment the size of the Radford Ordnance Works.

We have examined the application forms on the individuals appointed under this authorization for temporary employment and have found them to more than meet the minimum qualifications of the positions in every respect. However, in view of the unusual circumstances involved in this case, the Chief of Ordnance requested the Radford Ordnance Works, on January 20, to ascertain if the name of Mr. Cavell was within reach for appointment as Assistant Inspector, Powder and Explosives, and that such appointment be tendered him if he were presently available. In reply, the Chief of Ordnance was advised that Mr. Cavell's name had again been certified to the Radford Ordnance Works on December 22, and a letter of inquiry had been addressed to 203 South Temple Street, Richmond, Virginia. This inquiry was returned to the Radford Ordnance Works on January 20 from Baltimore, Maryland, with the return address indicated as 1811 Druid Hill Avenue, Baltimore. Mr. Cavell did not affix his signature to this letter of inquiry; however, he did place a mark in the box on the form to indicate that he desired to have his name removed from the register. Photostatic copies of the letter of inquiry and of the envelope in which it was returned to the Radford Ordnance Works are attached hereto.



F. H. Powell
Acting Director of Personnel

H. K. Cavell
1811 Smith Hill ave.
Baltimore, Md.

L. M. Shovalter
2nd Lt., Ord. Dept.
adjutant
War Dept.
Radford Ordnance Works.
Radford, Virginia



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(This is a letter of inquiry and NOT an offer of appointment.)

WAR DEPARTMENT
RADFORD ORDNANCE WORKS
RADFORD, VIRGINIA

12-22-41

Certificate No. 63089
Position: Asst. Inspector
(Powder & Explosives)
Place: Radford, Va.
Kind of appointment:
Probational indefinite
Salary: \$1800 p.a.
Probable duration:
1 year minimum

Mr. Winston W. Cavell
203 S. Temple Street
Richmond, Va.

Dear Sir:

You have been certified by the Civil Service Commission as eligible for the employment described above. Fill out the "Availability Statement" below, indicating whether or not you would accept this position if offered, and return the entire letter to this office. Appointment would be subject to the Civil Service requirements described on the back of this letter. Whether you are available or not, please reply within 3 days in order that one of those who are available may be selected as promptly as possible to fill this vacancy. If selected, you will be notified and given further instructions.

Other information:

If you are now employed by another Government Agency engaged in National Defense Work, your release must be obtained before further negotiations at this station can be made regarding your appointment.

Are you now employed? _____
If so, in what position and
by whom employed? _____

Yours truly,


L. E. SHOWALTER
2nd Lt., Ord. Dept.
Adjutant

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within _____ days after notification. I am now employed by _____ as a _____

I am not available and do not wish to be considered for the position described above for the following reasons:

(Signature)

I request the Civil Service Commission to take the following action if I am not available or am not selected:

Consider me available for other appointments. (Subject to such new conditions as I may have indicated on the other side.)

Remove my name from the register until _____, 19____, when I will be available for appointment.

Remove my name from the register until I notify the Civil Service Commission that I am available.

NOTICE

If there has been a change in the conditions under which you have previously indicated that you were available, or in your address, fill out the form on the back of this sheet, giving the conditions under which you are willing to accept appointment in the future.

INFORMATION FOR ELIGIBLES

KINDS OF APPOINTMENTS

Temporary appointment is for a limited time only, rarely extending beyond 6 months, and does not prevent consideration in regular order for probational or probational-indefinite appointment. Ordinarily temporary appointment will not be offered to persons who live far from the place of employment.

Probational-indefinite appointment is for an indefinite period of time. The appointee is included under the system of retirement and disability benefits provided by the Civil Service Retirement Act and he may be considered for both transfer and promotion. If his employment ends and he has done satisfactory work, he is eligible for reinstatement and may request that his name be placed on the Reemployment List, which has priority over other Civil Service lists. Positions connected with the National Defense program are usually filled by probational-indefinite appointments and frequently require entrance on duty after very short notice. The duration of such employment is dependent upon the course of defense activities in future years and cannot be predicted with accuracy.

Probational appointment confers all the privileges associated with probational-indefinite appointment. While this type of appointment is usually made to provide personnel for regular and continuing government work, the duration of such employment is also affected by the course of government policy and appropriations.

A probational period or trial period of 6 months (sometimes 1 year) follows each probational or probational-indefinite appointment, during which the appointee's eligibility for transfer and promotion is restricted.

APPOINTMENTS ARE SUBJECT TO THESE REQUIREMENTS

1. A physical examination is required of every person selected for probational or probational-indefinite appointment. Eligibles are cautioned not to resign from any position now held until definite instructions to report for duty have actually been received, usually only after satisfactory completion of the physical examination.

2. All probational and probational-indefinite appointments, and certain temporary appointments, are subject to fingerprinting. For many positions, appointment is made subject to character investigation.

3. Proof of date of birth is required for all probational and probational-indefinite appointments in the departmental service at Washington, D. C., and for certain appointments outside of Washington. When this is required, an appointee should endeavor to bring birth or baptismal certificate with him when reporting for duty. If this is not possible, the appointee will

in most cases be granted an additional 6 months in which to obtain a certificate or to furnish proof in some other way.

4. Whenever there are already two or more members of a family in the classified service, no other members of that family are eligible for appointment in that service. Eligibles are warned not to accept appointment contrary to this provision of the law. The Civil Service Commission interprets the word "family" in fairly narrow terms, and eligibles are advised to submit all facts on the matter to the Commission, which will determine whether this restriction is applicable.

5. Subject to certain statutory exceptions, no person accepting appointment to a position in the classified civil service may remain on any other Federal pay roll. With some exceptions, including among others the appointees to certain positions directly related to the National Defense program, no person may hold any State, county, or municipal office while employed in the classified civil service. This prohibition does not apply to offices in certain municipalities adjacent to the District of Columbia.

OTHER INFORMATION

Suspension of eligibility. When a person is unable to accept an appointment he should notify the Civil Service Commission and request that his name be removed from the eligible list until he is again able to accept appointment. At any time while this list is still in use, his name may be replaced in its proper position upon request. If the conditions under which he will accept employment have changed, he should notify the Commission of these new conditions. The Commission may also remove a person's name from the eligible list if he fails to reply to official correspondence or indicates that he would be unwilling to accept a position.

Procedure in case of nonselection. When a person replies to an official inquiry and states that he is available for the position if offered, he is considered with others who are also available. The appointing officer may select any one of the three highest available eligibles to fill the vacancy. Ordinarily the person selected will be the only one notified. The names of those eligibles who were not selected will be returned to the Civil Service Commission for restoration to the register. The fact that they were not selected will not affect their eligibility for other positions.

Cost of transportation. The person selected for a position must pay all transportation costs connected with reporting for duty. If he should subsequently fail to meet the requirements to which appointment is subject, or if his employment is terminated for any reason, he must pay for his return also.

AVAILABILITY INFORMATION CARD

Average rating _____ _____ <small>(Exact title of examination)</small> _____ <small>(Place of examination)</small>	_____ <small>(Last name)</small> <small>(First name)</small> _____ <small>(Street address)</small> _____ <small>(City)</small> <small>(State)</small> _____ <small>(Telephone)</small>
--	---

IMPORTANT.—Fill in all information and answer all questions.

1. For each locality listed below, indicate separately whether you would accept probational or probational-indefinite appointment and in each case checked "Yes" indicate the lowest acceptable yearly salary.

Probational		Probational-Indefinite	
Yes	No	Yes	No
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....		\$.....	
{ State of present address? }			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....		\$.....	
{ Adjoining States? }			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....		\$.....	
{ Washington, D. C.? }			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....		\$.....	
{ Anywhere in the United States? }			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
\$.....		\$.....	
{ Outside continental United States? }			

If you will accept appointment only in certain cities, name these cities:

2. Indicate your availability for temporary appointment within commuting distance of present address and lowest acceptable yearly salary.

	Yes	No	Salary
1 month?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
2 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
3 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....
6 months?	<input type="checkbox"/>	<input type="checkbox"/>	\$.....

3. Do you belong to any military or naval organization?

Yes No

If so, specify service and branch _____

Are you now on active duty?

Yes No

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

October 29, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

On September 17, this office forwarded to the Chief of Ordnance, through the Director of Civilian Personnel, a complaint by Mr. Herbert H. Chissell, Jr., containing serious charges of racial discrimination in connection with his efforts to secure employment at the Radford Ordnance Works, Radford, Virginia.

This office has now received a second complaint from Mr. Winston W. Cavell of Richmond, Virginia, concerning his experience at the Radford Ordnance Works in connection with his attempt to obtain employment as Assistant Inspector of Powder and Explosives, CAF-4.

Mr. Cavell states that pursuant to an inquiry, a copy of which is attached hereto, he reported at Radford on September 19, 1941, and was directed "to a Captain Feinberg who wore badge No. G-20 and stated that the letter requesting him to report for an interview should not have been sent out because there were no vacancies".

Mr. Cavell states his qualifications as follows:

Bachelor of Science degree in chemistry, Virginia Union University, June, 1935;
Master of Science degree in chemistry; University of Michigan, February, 1937;
two years of experience teaching college chemistry, 1937-1939; one year's study in chemical engineering, State University of Iowa, 1939-1940; National Defense course in organic and explosives chemistry as approved by the United States Office of Education and conducted by Dr. G.H. Coleman at the State University of Iowa, 1941.

May inquiry be made to determine the facts of this case. May it also be determined whether any person or persons have been appointed as Assistant Inspector of Powder

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CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

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Memorandum to

The Director of Civilian Personnel Cont'd.
October 29, 1941

-2-

and Explosives at Radford since September 19, and, if so,
what Civil Service Rating and professional qualifications
such person or persons presented.

William Hastie

Civilian Aide to the Secretary
of War

74

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aho/mf

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

October 31, 1941.

1. For investigation and report to this Office.
By order of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

1/12/42

ARMY PERSONNEL DIV.
WAR DEPARTMENT

OCT 30 PM 1:17

OFFICE
CHIEF OF ORDNANCE

OCT 31 12 09 PM 1941



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All Communications Should be Accompanied by Carbon Copy
and Addressed to

RAD. No. 201 CP
Attention of
Personnel Div.

WAR DEPARTMENT
RADFORD ORDNANCE WORKS
RADFORD, VA.

September 16, 1941

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Mr. Winston W. Cavell
203 S. Temple St.
Richmond, Virginia

Dear Mr. Cavell:

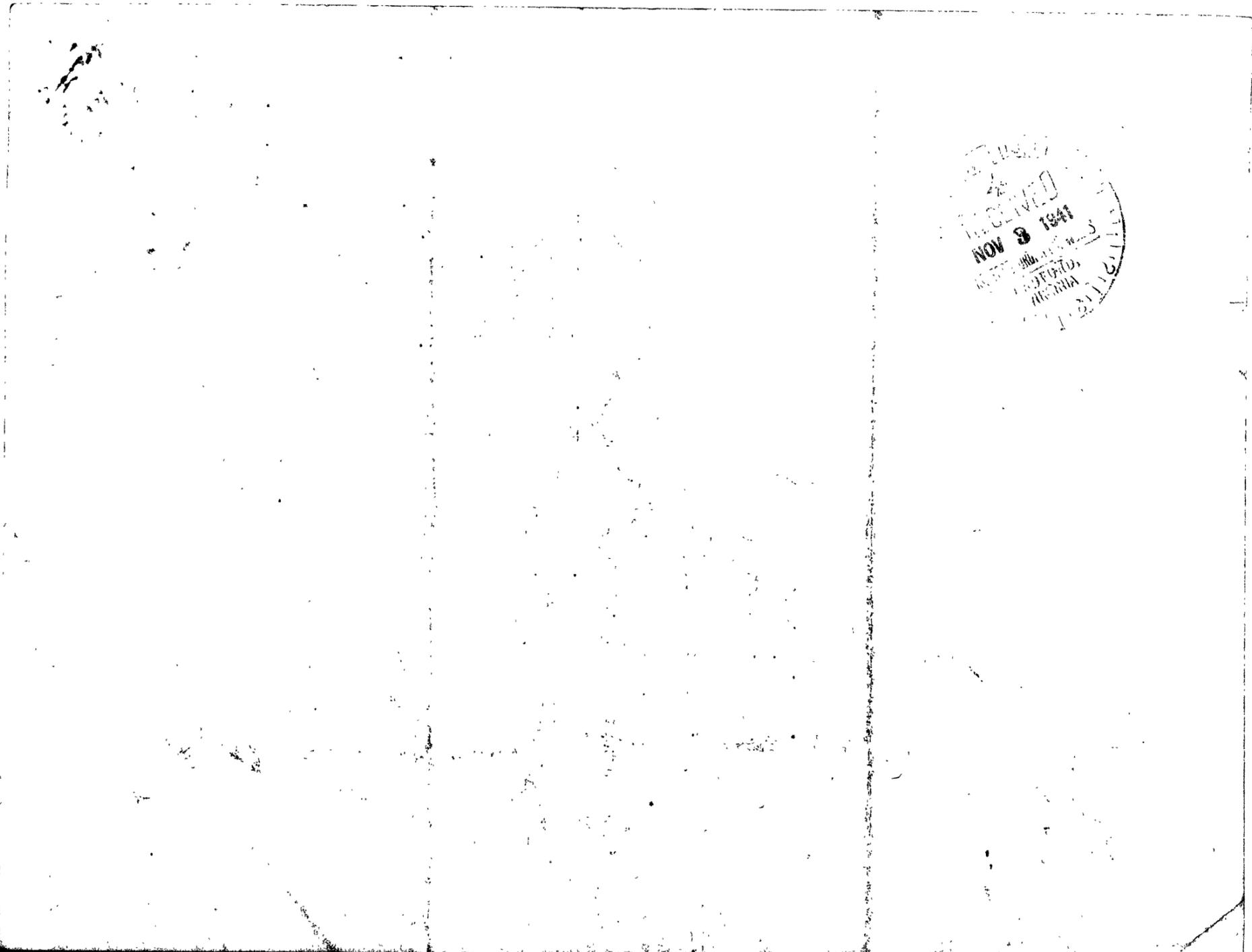
It is requested that you report for an interview at your own
expense on or before September 23, 1941, relative to a probational-
indefinite appointment as Assistant Inspector of Powder & Explosives,
CAF-4, \$1800 per annum, at this station.

Will you please report to Bunkhouse #2, Radford Ordnance Works,
Radford, Virginia, on or before the above-mentioned date, and should
you be unable to appear, please notify this office immediately.

Yours very truly,

(sgd) George F. Griffith
GEORGE F. GRIFFITH
Major, Ord. Dept.
Assistant

Ind. 1
2/11/42



RECEIVED
NOV 3 1941
U.S. AIR FORCE
ALBUQUERQUE, N.M.
ALBUQUERQUE, N.M.

December 15, 1941

Brig. Gen. R. L. Avery
Commanding
Edgewood Arsenal
Edgewood Arsenal, Maryland

Dear General Avery:

Thank you for your letter of December 2, concerning Mr. Finston W. Cavell. I sincerely hope that Mr. Cavell's performance of duty will fulfill the high promise of his previous record.

For the information of your personnel officer, I am enclosing a copy of a communication which this office has received from Mr. Francis P. Hazel, Jr., a Civil Service eligible with specialties in fields of chemistry and physics.

Sincerely yours,

Civilian Aide to the Secretary
of War

Instructions
Ex-100
CCFEA
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December 3, 1941

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

Dear Mr. Cramer:

Enclosed herewith are copies of letters exchanged by this office and the Commanding General at Edgewood Arsenal with reference to the matter of Mr. Winston F. Cavell.

In view of the advice that Mr. Cavell has been directed to report for duty at Edgewood on Monday, December 8, I hope that this case has been satisfactorily concluded. You may wish to advise Mr. Bryan of The News Leader who was interested in this case.

Sincerely yours,

Civilian Aide to the Secretary
of War

C. W. Cramer
Dec 3 1941

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

November 14, 1941

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

Dear Judge Hastie:

With further reference to the case of Winston W. Cavell, to which I referred in my letter addressed to you under date of October 9, I wish to give you the information contained in a letter sent by Mr. David Tennant Bryan, Vice President and General Manager of The News Leader, Richmond, Virginia, concerning Cavell. I transmit herewith a copy of the above mentioned letter which was addressed to Mr. Ethridge.

I shall be glad to have any comment that you may be able to make on this case which has aroused some interest among enlightened white leaders in the south.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enc.

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THE NEWS LEADER

Richmond, Va.

David Tennant Bryan
Vice President & General Manager

November 4, 1941

Mr. Mark Ethridge
Commission on Fair Employment
Washington, D. C.

Dear Mark:

Winston W. Cavell, 26, of 203 South Temple Street, Richmond, Virginia, came to see me this morning and showed me a letter from you dated July 31 last, in which you suggested that an investigation might be in order to determine whether or not he was discriminated against in the matter of Civil Service appointments.

He is now bound for the Edgewood Arsenal in Maryland to whose employment officer he has been certified as a junior chemical engineer. He feels that he will not, in all probability, be given the job and he would like very much to discuss the matter with you on November 7 when he will be in Washington.

Since I don't know very much about the situation, especially as to its rights and wrongs, I am writing you in furtherance of his plea that you accord him an interview.

You have a difficult and thankless job and I am sorry for you. You also have my kindest regards, always.

Sincerely yours,

/s/ Tennant

HEADQUARTERS EDGEWOOD ARSENAL
CHEMICAL WARFARE SERVICE

HMB/msk

December 2, 1941.

IN REPLY REFER TO

EDGEWOOD ARSENAL, MD

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

Dear Mr. Hastie :

I was very pleased to receive your letter of November 27, 1941 in connection with the interview of Mr. Winston W. Cavell which was held recently at this Arsenal.

It has been the continued policy of this Arsenal to treat all prospective employees and actual employees in the same manner, no matter what their race - that is, a sincere attempt has been made to see that there is no discrimination either for or against any individual. When it is necessary to employ men in the higher classifications, particularly those in the professional grades, it is felt that records alone are not always an accurate guide as to the capabilities of the individual to fill the particular need of the Arsenal. Consequently, in practically all of these cases, individuals are requested to report for interview, unless this would place an undue hardship on the individual, due to distance.

In the instant case, Mr. Cavell appeared to be a young man of excellent education, bearing and personality. He has, therefore, been directed to report for duty on Monday, December 8, 1941.

Sincerely yours,


R.L. AVERY,
Brigadier General, U.S. Army,
Commanding.

November 27, 1941

The Commanding General
Edgewood Arsenal
Edgewood Arsenal, Maryland

Dear Sir:

Since most of the matters brought to your attention by this office have been in the nature of complaints, it has occurred to me that you might be interested in the following quotation from a letter written by Mr. Winston W. Cavell, a Negro who was recently certified to Edgewood Arsenal as a prospective civilian employee.

"Out of a total of five (5) Civil Service Certifications and approximately fifty (50) applications and interviews with employers for private concerns employing chemists, Edgewood Arsenal is the first and only agency to treat me with ordinary courtesy and actually interviewed me with respect to my qualifications, merit and fitness to fill a definite vacancy without injecting undemocratic racial discrimination. On November 12, Captain Willard F. McCormack, Chief of the Civilian Personnel Department at Edgewood wrote me as follows:

'Please be advised that the vacancy for which you were being considered has not, as yet, been filled. You will be notified, at a later date, regarding the disposition of this certification.'

"This real, unbiased consideration is being given me by Edgewood Arsenal, and being familiar with racial discrimination as I am, I can truly say that up to the present point in my negotiations with Edgewood Arsenal there has been no racial discrimination."

I do not know what final action was taken of Mr. Cavell's application, However, he speaks very highly of the manner in which he was received.

Sincerely yours,

Civilian Aide to the Secretary
of War

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PRESIDENTIAL COMMITTEE ON FAIR EMPLOYMENT 1 JUSTICE

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

November 25, 1941

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

Dear Judge Hastie:

I transmit herewith a copy of a letter which I have just received from Mr. Winston Cavell of Richmond, Virginia, together with a copy of my reply.

I note with satisfaction that Mr. Cavell believes that he has been treated at the Edgewood Arsenal on a basis of equality with all other applicants who have been certified to that agency in connection with the vacancy which exists there.

I shall be glad to have any information that may reach you relating to Mr. Cavell's certification to this agency of the War Department.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosures

COPY

November 18, 1941

203 South Temple Street
Richmond, Virginia

Mr. Lawrence W. Cramer, Executive Secretary
President's Committee On Fair Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Cramer:

In reply to your letter addressed to me under date of November 14, please be advised that I wrote Judge Hastie on October 28, as follows:

"There is additional evidence which should be considered and investigated by your office in compliance with your letter of September 16, 1941. In the very near future I shall come to Washington to present evidence to defend my letter of July 25, 1941 addressed to the President and disprove the Iowa Ordnance Plant Commanding Officer's report regarding Mr. W. K. Savage's exhibition of racial discrimination against me on April 21, 1941. Kindly grant me permission to interview you for the above stated purpose."

Judge Hastie has not answered my above quoted letter. For verification of these facts, I refer you to Judge Hastie.

I was in Washington on November 5, 1941 prepared to remain several days for the specific purpose of furnishing Judge Hastie, Mr. Etheridge and the President's Committee on Fair Employment Practice with proof of the facts stated in the letters describing racial discrimination practiced against me by Federal government agencies employing through the Civil Service Commission and also to give any additional information required to establish my case. Mr. David Tennant Bryan told me that he would write Mr. Etheridge asking him to let me see him on Friday, November 7, in Washington for the expressed purpose of directing his attention to proof of the facts. According to my understanding, Mr. Bryan's mentioning of my certification to Edgewood Arsenal was incidental and subordinate to the main purpose stated above of helping me to get an audience with Mr. Etheridge. Mr. Etheridge, like Judge Hastie, did not send me permission to interview him. I left Mr. Bryan's office before he dictated the letter to Mr. Etheridge, and consequently am not familiar with its contents. However, I have described the purpose of Mr. Bryan's letter according to the understanding he gave me.

No charges of racial discrimination have been made by me or anyone else in my behalf, to the best of my knowledge, against Edgewood Arsenal. Therefore, it is difficult for me to understand the purpose of the following statement quoted from your letter of November 14, and would appreciate an explanation from you.

"I am furnishing this information to Judge Hastie for his use within the War Department."

The fact is that, [6] out of a total of five (5) Civil Service Certifications and approximately fifty (50) applications and interviews with employers for private concerns employing chemists, Edgewood Arsenal is the first and only agency to treat me with ordinary common courtesy and actually interviewed me with respect to my qualifications, merit and fitness to fill a definite vacancy without injecting undemocratic racial discrimination. On November 12, Captain Willard F. McCormack, Chief of the Civilian Personnel Department at Edgewood wrote me as follows:

"Please be advised that the vacancy for which you were being considered has not, as yet, been filled. You will be notified, at a later date, regarding the disposition of this certification."

This real, unbiased consideration is being given me by Edgewood Arsenal, and being familiar with racial discrimination as I am, I can truly say that up to the present point in my negotiations with Edgewood Arsenal there has been no racial discrimination. [7] If you have given Judge Hastie, or anyone else, an impression differing from the above, I would be most grateful if you take steps immediately to correct the same.

Very truly yours,

/s/

WINSTON W. CAVELL

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

November 25, 1941

Mr. Winston W. Cavell
203 South Temple Street
Richmond, Virginia

Dear Mr. Cavell:

I acknowledge receipt of your letter of November 18, in which you discussed further your experience in connection with your efforts to secure employment in an engineering capacity in the government service.

I have discussed with Judge Hastie of the War Department the contents of your letter. His office and my office were unaware of your presence in Washington on November 5. It is unfortunate that you did not telephone to either of us at that time to arrange for an interview.

In my letter to Judge Hastie, from which you quote a sentence, no charge or intimation was made that you had alleged discrimination against the Edgewood Arsenal. I gave Judge Hastie this information for such use as he could make of it within the War Department. He and I are greatly pleased that you have been courteously treated in connection with your certification to the Edgewood Arsenal, and hope that your application there will be given favorable consideration.

I am sending to Judge Hastie a copy of your letter of November 18 to keep him advised of developments in your case. Please inform me of any further action that may be taken in connection with your certification to the Edgewood Arsenal.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/cs

cc: Judge Hastie

October 10, 1941

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

Dear Mr. Cramer:

Under date of October 6 you transmitted to this office a complaint made by Mr. Harold H. Lindo, and on October 9, a complaint by Mr. B. T. Bradshaw on behalf of Mr. Winston W. Cavell.

Mr. Lindo's complaint lists eight different interviews with officers of the War Department in New York. Investigation will be facilitated if you can obtain the approximate dates of the several interviews and, if possible, the names of the persons who interviewed Mr. Lindo. If the complainant does not have the names of the interviewing officials, he will probably have the names of the officials who notified him to appear for interview.

In Mr. Cavell's case, the complaint refers to an enclosed copy of a letter instructing him to report to the Radford Ordnance Works. You did not forward a copy of that letter to us. The document will be useful in connection with investigation.

I am holding the papers in both of these cases, pending receipt of this additional information.

Sincerely yours,

Civilian Aide to the Secretary
of War

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PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE OF PRODUCTION MANAGEMENT

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

October 9, 1941

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

My dear Judge Hastie:

I transmit herewith a copy of a letter addressed to me by Mr. B. T. Bradshaw, Chairman of the Vigilance Committee of the National Negro Insurance Association under date of September 23, relating to the case of Mr. Winston W. Cavell.

I understand that you wrote to Mr. Cavell on September 16 advising him of a report made to you concerning his earlier efforts to secure employment at the Iowa Ordnance Plant and requesting additional information from him.

The attached letter relates to a new effort on Mr. Cavell's part to secure employment at the Radford Ordnance Works. If the statement made by Mr. Bradshaw to the effect that Mr. Cavell was told to fill out an application for a job making up bunks is correct, there seems to be some further basis for investigating his case. If you believe that there is sufficient information in Mr. Bradshaw's letter, I should like to ask that you have this further incident investigated.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure

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NATIONAL NEGRO INSURANCE ASSOCIATION

September 23, 1941

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

Dear Mr. Cramer:

Under date of July 25th the case of Winston W. Cavell was brought to the attention of Mr. Mark Ethridge.

Under date of July 31st, Mr. Ethridge wrote Mr. Cavell as follows:

"From the facts set out in your letter of July 25th, it seems to me that you have made a plain case of discrimination, and I am asking that an investigation be made of it".

I presume the investigation is being made at the Iowa Ordnance Plant to determine if there are any Negroes employed there as Associate Inspectors of powder; if the whites who were employed there on April 21, 1941 were as well qualified as Mr. Cavell; what has been the experience of Dr. G. H. Coleman of the State University of Iowa in attempting to place Negroes at the Ordnance Plant; etc.

However, since that time Mr. Cavell, who now resides at 203 South Temple Street, Richmond, Virginia, received a letter (photostat copy of which is enclosed) to report to the Radford Ordnance Works. He reported to Radford on September 19th and before going, took the precaution to submit to a physical examination by one of the Local Selective Service Examining Physicians who pronounced him fit for general military service.

At Radford he was directed to a Captain Fienburg who wore Badge No. G 20 and who gave him little or no satisfaction and finally stated that the letter should not be sent out because there are no vacancies. Major George F. Griffith would not see Mr. Cavell at all.

Mr. Cavell then went to the employment office at Radford of the Hercules Powder Company, presented his credentials and made application for a job. He was told to fill out an application for a job making up bunks.

Now Mr. Cramer, I don't know whether this is a case of discrimination or not, but the best way in the world to prove to 12,000,000 Negroes that it is not racial discrimination, is to see to it that this man gets the type of position for which he is qualified and for which he had applied constantly.

This is one case that we feel your committee should handle if for no other reason than to prove that the President's Committee on Fair Employment Practice has the power to force the issue and to see that justice is done.

Sincerely,
NATIONAL DEFENSE VIGILANCE COMM.
National Negro Insurance Assn.

/s/

B. T. Bradshaw, Chairman

BTB:hhb

October 29, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

On September 17, this office forwarded to the Chief of Ordnance, through the Director of Civilian Personnel a complaint by Mr. Herbert H. Chissell, Jr., containing serious charges of racial discrimination in connection with his efforts to secure employment at the Radford Ordnance Works, Radford, Virginia.

This office has now received a second complaint from Mr. Winston W. Cavell of Richmond, Virginia, concerning his experience at the Radford Ordnance Works in connection with his attempt to obtain employment as Assistant Inspector of Powder and Explosives, CAP-4.

Mr. Cavell states that pursuant to an inquiry, a copy of which is attached hereto, he reported at Radford on September 19, 1941, and was directed "to a Captain Feinberg who wore badge No. G-20 and stated that the letter requesting him to report for an interview should not have been sent out because there were no vacancies".

Mr. Cavell states his qualifications as follows:

Bachelor of Science degree in chemistry,
Virginia Union University, June, 1935;
Master of Science degree in chemistry;
University of Michigan, February, 1937;
two years of experience teaching college
chemistry, 1937-1939; one year's study in
chemical engineering, State University of
Iowa, 1939-1940; National Defense course
in organic and explosives chemistry as
approved by the United States Office of
Education and conducted by Dr. G.H. Coleman
at the State University of Iowa, 1941.

May inquiry be made to determine the facts of this case. May it also be determined whether any person or persons have been appointed as Assistant Inspector of Powder

cc
Cot

Memorandum to

The Director of Civilian Personnel Cont'd.
October 29, 1941

-2-

and Explosives at Radford since September 19, and, if so,
what Civil Service Rating and professional qualifications
such person or persons presented.

Civilian Aide to the Secretary
of War

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All Communications Should be Accompanied by Carbon Copy
and Addressed to

RAD. No. 201 CP
Attention of
Personnel Div.

WAR DEPARTMENT
RADFORD ORDNANCE WORKS
RADFORD, VA.

rb

September 16, 1941

Mr. Winston W. Cavell
203 S. Temple St.
Richmond, Virginia

Dear Mr. Cavell:

It is requested that you report for an interview at your own expense on or before September 23, 1941, relative to a probational-indefinite appointment as Assistant Inspector of Powder & Explosives, CAF-4, \$1800 per annum, at this station.

Will you please report to Bunkhouse #2, Radford Ordnance Works, Radford, Virginia, on or before the above-mentioned date, and should you be unable to appear, please notify this office immediately.

Yours very truly,

(sgd) George F. Griffith
GEORGE F. GRIFFITH
Major, Ord. Dept.
Assistant

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

WAR DEPARTMENT
RADFORD ORDNANCE WORKS
RADFORD, VA.

rb

RAD. No. 201 CP

ATTENTION OF

Personnel Div.

September 16, 1941

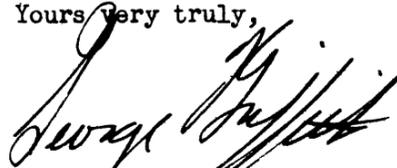
Mr. Winston W. Cavell
203 S. Temple St.
Richmond, Virginia

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It is requested that you report for an interview at your own expense on or before September 23, 1941, relative to a probational-indefinite appointment as Assistant Inspector of Powder & Explosives, CAF-4, \$1800 per annum, at this station.

Will you please report to Bunkhouse #2, Radford Ordnance Works, Radford, Virginia, on or before the above-mentioned date, and should you be unable to appear, please notify this office immediately.

Yours very truly,



GEORGE F. GRIFFITH
Major, Ord. Dept.
Assistant

Cavell letter -
from Radford
Ordnance Works
will be along -

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

October 23, 1941

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

Dear Judge Hastie:

I acknowledge receipt of your letter of October 10 in which you discuss the cases of Mr. Harold R. Lindo and Mr. Winston W. Cavell. I transmit herewith the photostatic copy of the Radford Ordnance Works letter to Mr. Cavell to which you refer.

I am requesting Mr. Lindo to give the names of persons whom he interviewed in connection with his effort to secure employment with the War Department and the approximate dates of those interviews. As soon as I have this additional material, I shall be glad to forward it to you.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enc.

September 23, 1941

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

Dear Mr. Cramer:

The enclosed complaint of Charles W. Chambers has been referred to this office by Dr. Weaver.

The War Department is attempting to have all such matters channeled through the Committee on Fair Employment Practice in order that your office may have a complete record of all cases within its jurisdiction. If you wish to refer this matter back to the War Department for investigation, we will be glad to comply with your request. However, in connection with such re-submission, may I direct your attention to the fact that Mr. Chambers' citizenship, a matter of possible interest both to your Committee and to the War Department, is left in doubt in his complaint and that the matters complained of occurred more than eighteen months ago.

We shall be glad to be advised of the wishes of your Committee.

Sincerely yours,

Civilian Aide to the Secretary
of War

1518
SEP 23 1941

CA-11
COF
J. H. ...

February 21, 1942

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

Dear Mr. Cramer:

Mrs. Beatrice Mae Chapman whose complaint you forwarded to this office was appointed Junior Clerk-Typist in the Philadelphia Quartermaster's Office on January 26.

I have received a letter from Mrs. Chapman indicating that she is working under pleasant and satisfactory conditions, although she is employed on the night shift and hopes to obtain a transfer to day work.

Sincerely yours,

Civilian Aide to the Secretary
of War

CHAPMAN
C. R. A. P.
Director

February 21, 1942

Mrs. Beatrice Mae Chapman
133 North 54th Street
Philadelphia, Pennsylvania

Dear Mrs. Chapman:

I received your letter of February 18 and am glad to know that you are at work under a congenial supervisor.

There is no automatic increase of salary after six months probationary employment. However, an employee whose service is satisfactory is entitled to a salary increase within-grade at the end of the first 18 months of service. Of course, promotions can be made at any time sooner than that. I do not have copies of the bulletins which you mentioned. If I find that they are available, I will be glad to send you copies.

Sincerely yours,

Civilian Aide to the Secretary
of War

February 18, 1942

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

Honorable Sir:

After the interview of January 14, I waited for a week to pass plus January 22, 23, 24, and 25, before going in again to see Miss Gorman.

The morning of the 26th of January I went in again to see Miss Gorman to find out why I had not heard from her office in reference to the Junior Clerk Typist position, and she told me to report back for work that afternoon at 3:00 PM. I have been working ever since then on the night shift from 4:30 PM until 1:00 AM.

As far as my surroundings are concerned I must say so far to-date everyone has been very congenial and my supervisor, Miss White, is an ace.

It took quite awhile to get in but, in the long run things seem to be all above board.

If possible will you define for me this: "Probable-duration" these words appeared under the word salary in the letter that I received from the QMD on January 5th. Would this "Probable duration" mean that after my probationary period (six months) would I receive an appointment with or without an increase in salary?

In the spring the new building should be completed and it is rumored that by that time we will be on the day shift. I hope so, for within the past three weeks I have lost two inches in the waist. This is not good.

2

Honorable Hastie at this time words cannot express how much I appreciate your kind courtesies and interest in my behalf. Thank you very much.

If possible could you forward at your leisure copies of the following:-- 1. Act (Overtime - Work) authorized by Act of October 21, 1941. 2. Personnel Bulletin #64. Office of the Quartermaster General, Washington, D. C. dated December 16, 1941, the Secretary of War under date of November 18, 1941.

Thank you

Yours truly,

Beatrice Mae Chapman
Beatrice Mae Chapman,
133 North 54 Street,
Philadelphia, Pennsylvania

February 14, 1942

Miss Beatrice Mae Chapman
133 North 54th Street
Philadelphia, Pennsylvania

Dear Miss Chapman:

I have heard nothing from you since I wrote you on January 19. Would you advise me whether you accepted the evening work and what the status of the matter is at the present time.

Sincerely yours,

Civilian Aide to the Secretary
of War

copy
C. F. B. D.

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

January 4, 1942

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

Dear Judge Hastie:

I acknowledge receipt of your letter of December 15 in further reference to the complaint of Miss Beatrice Mae Chapman that she was discriminated against in her effort to secure employment with the Philadelphia Ordnance District. You state that "there appears to be no question but that her name was before the Navy Yard at the time in question" and suggest that in view of this fact you can see no way of determining whether passing over Miss Chapman's name was a device to avoid giving her an appointment.

It appears that the Navy Yard was considering Miss Chapman for temporary appointment only, and it is clear that under these circumstances she remained eligible for probational appointment to some other agency even though actually she might have been employed under a temporary appointment. Accordingly, the fact that Miss Chapman was being considered for a temporary appointment by the Navy Yard, had no bearing on her eligibility for probational indefinite appointment with the Philadelphia Ordnance District.

It would seem therefore that if the Philadelphia Ordnance District passed over Miss Chapman's name and gave as a reason therefor, the existence of a fact that had no bearing on her eligibility for the position for which she was being interviewed, Miss Chapman does have a basis for believing that she has been discriminated against in her effort to secure appointment because of her race. Unless you disagree with this analysis, I will appreciate an investigation of Miss Chapman's complaint.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

December 15, 1941

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

Dear Mr. Cramer:

On December 4, you transmitted to this office the complaint of Miss Beatrice Mae Chapman of Philadelphia, alleging discrimination in the matter of employment within the Philadelphia Ordnance District.

As I read Miss Chapman's complaint, she contends that the action of the Philadelphia Ordnance District in passing over her name because her name was then under consideration by the Philadelphia Navy Yard was a device to avoid giving her an appointment. While Miss Chapman may be correct in this opinion I can see no way of determining the motive of the representative of the Philadelphia Ordnance District. There appears to be no question but that her name was before the Navy Yard at the time in question.

The fact that another eligible with lower rating was appointed on some other certificate at another installation under the supervision of the Philadelphia Ordnance District does not seem to have any value in establishing discrimination in the case in question.

Will you consider the comments in this memorandum and advise me of your views with reference to any action by this Department.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFE
C.
Inmate

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

December 4, 1941

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

Dear Judge Hastie:

I transmit herewith two copies of a complaint made to the President's Committee on Fair Employment Practice by Miss Beatrice Mae Chapman of 133 North 54 Street, Philadelphia, Pennsylvania, in which she alleges that she has been discriminated against at the Philadelphia Navy Yard as well as the Philadelphia Ordnance District of the War Department.

It is requested that you have an investigation initiated in connection with her allegation that she was discriminated against at the Philadelphia Ordnance District.

For your information I transmit also a copy of a letter sent to Miss Chapman by J. F. Carson, 1st Lt., Ordnance Department, under date of November 6, in which she was requested to appear for an interview.

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosures

COPY

November 29, 1941

Mr. Lawrence Cramer,
Fair Practices in Employment Committee,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On Friday October 31, 1941 I was interviewed by Mr. S. S. Sheller, Chief Clerk, Supply Department of the Philadelphia Navy Yard. The general run of conversation was in reference to my speed, and past employment. After the interview with him I was sent to the dispensary. I remained in the dispensary from 10:15 AM until 1:30 PM. The reason for this delay was two White girls were slipped in ahead of me. Consequently when the time came to take my pulse my pulse was rapid. I passed my medical examination. After leaving the dispensary I went to the Labor Board-Building where I was finger printed (both hands). I then returned to Mr. Sheller's office and filled out more papers concerning my employment. The clerk in charge at the time told me that I would be notified at a later date because the waiting list was long. It is now the 29th of November and I have heard nothing as yet.

Since the Emergency began in 1939 twelve people have been certified for this department and they have been turned down. And as far as the White Race is concerned there are girls holding positions who have not even passed one examination. Why is this allowed?

On November 7th, 1941 I was interviewed by Mr. Tucker of the Philadelphia Ordnance District and he had me write the following statement on the letter he kept; I am expecting an appointment by the Philadelphia Navy Yard. I also explained that I had had my medical examination and that both of my hands had been finger printed. Mr. Tucker said, "that I would soon be called by the Navy Yard and that I should allow them at least ten days. He also told me that after the tenth day period my name would automatically go back to the Civil Service Commission and that they would send my name out again to the Ordnance Department. Well the tenth day has passed for the Ordnance Department. Since my interview with this Mr. Tucker a White girl, Caroline Dorsaneo of 5152 Girard Avenue has been placed by the Ordnance Department at the Baldwin Locomotive Company, Chester, Pennsylvania. Miss Dorsaneo passed her examination with a 86.?? and went to work on November 25, 1941. My average is 89.20 and I am still unemployed. My question is why and how was Miss Dorsaneo called before me? From the way I am looking at the situation it appears that Mr. Tucker had me sign my own release in a clever way by asking me to write the statement "I am expecting an appointment by the Philadelphia Navy Yard". He had me write this knowing that the Supply Department of the Navy Yard had hired no Negro women since the Emergency began. My name has come before two different Governmental Departments so

-2-

it will make an appearance once more and when I report the the last interview they will find out that I am colored and pass the buck again but this time I'll be out for good, My name will have appeared three times.

I will appreciate any consideration and investigation given in the above matter.

Yours truly,

/s/ Beatrice Mae Chapman
Beatrice Mae Chapman
133 North 54 Street
Philadelphia, Pennsylvania

4 incl.

11/6/41

C O P Y

WAR DEPARTMENT

Philadelphia Ordnance District
Room 1417 Mitten Building
Broad and Locust Streets
Philadelphia, Pa.

Certificate No. 34620
Position: Under Clerk-Typist
Place: Vicinity of Phila.
Kind of appointment: Probational
Salary: \$1260 per annum
Probable duration:

Dear Sir:

You have been certified by the Civil Service Commission as eligible for the employment described above. Fill out the "Availability Statement" below, indication whether or not you would accept this position if offered, and return the entire letter to this office. Appointment would be subject to the Civil Service Requirements described on the back of this letter. Whether you are available or not, please reply within 7 days in order that one of those who are available may be selected as promptly as possible to fill this vacancy. If selected, you will be notified and given further instructions.

Personal interview with the return of this inquiry is required no later than Friday, November 7, 1941 between the hours of 8:30 and 5:00 PM.

Yours truly,

J. F. Carson,
1st Lt., Ord. Dept., Asst.

January 6, 1942

Miss Beatrice M. Chapman
133 North 54th Street
Philadelphia, Pennsylvania

Dear Miss Chapman:

I have your letter of January 4.

If I had personal knowledge of your training and ability I could commend you to the appointing officer at the Quartermaster Depot. However, I do not have that knowledge and, therefore, I have no basis upon which I can properly intercede on your behalf.

If there should be any evidence of discrimination in the treatment of your application you should promptly bring the matter to the attention of the President's Committee on Fair Employment Practice as you did in earlier cases. In such event, this office would assist the Committee in every possible way.

Sincerely yours,

Civilian Aide to the Secretary
of War

RECEIVED
MAR 10 1942

January 4, 1941

Honorable William H. Hastie
Special Assistant to the Secretary of War
War Department
Washington, D. C.

Honorable Sir:

I have been advised to write to you concerning my case as I feel as I have been discriminated in the Federal Service.

Enclosed please find copies of letters which will be self explanatory.

On December 3, 1941 I was interviewed by a Mr. Grear of the Air Craft Production Department of the Philadelphia, Pennsylvania Navy Yard.

Tomorrow, January 5, 1942 I will be interviewed for a Junior Typist at \$1440 per year by Mr. J. G. Liddendorf, 2nd Lt., A.M.C., Assistant, 2800 South 20th Street, Philadelphia, Pennsylvania. My question is will I be given the usual run around?

I can not accept employment in no other town or city than Philadelphia. The reason is that I am the head of a household. I have three sisters and one brother; we are orphans. Consequently I could not stand double living expenses.

I would be more than grateful to have you intercede for me toward my employment as I have sisters and a brother solely dependent upon me for support.

Yours truly,

Beatrice M. Chapman
Beatrice M. Chapman,
133 North 54 Street,
Philadelphia, Pennsylvania.

5 Incl.

C O P Y

10-24-41

UNITED STATES NAVY YARD

Philadelphia, Pa.
Supply Department

29, October 1941

Beatrice M. Chapman,
135 North 54 Street,
Philadelphia, Pa.

Dear Sir:

The Manager, Third U. S. Civil Service District, has furnished your name as being eligible for temporary appointment, pending the establishment of an eligible register, as UNDER CLERK-TYPIST, CAF-1, JUNIOR TYPIST, CAF-1, or UNDER MAIL, FILE and RECORD CLERK, CAF-1, at a salary of \$1260.00 per annum, for duty in the Supply Department. If you are interested in a temporary appointment in such a position, please call for an interview with undersigned at 9:30 A.M. on Friday, 31 October 1941. If that time and date are not convenient, advise by telephone, Dewey 6500, extension 234, when you will be able to call. However, first callers will receive first consideration for the position. Also, please fill out the attached form and bring it with you, when you call for interview.

In the event that you later qualify in an appropriate examination with rating high enough to be reached for certification on the eligible register, you will be considered for probational appointment for the position which you may be filling under temporary appointment.

Present this letter to the Sentry at the Navy Yard Gate to secure admittance to the Navy Yard.

Very truly yours,

S. S. Sheller,
Chief Clerk.

C_C_P_Y

November 29, 1941

Mr. Lawrence Cramer,
Fair Practices in Employment Committee,
Social Security Building,
Washington, D. C.

Dear Mr. Cramer:

On Friday October 31, 1941 I was interviewed by Mr. S. S. Sheller, Chief Clerk, Supply Department of Philadelphia Navy Yard. The general run of conversation was in reference to my speed, and past employment. After the interview with him I was sent to the dispensary. I remained in the dispensary from 10:15 AM until 1:30 PM. The reason for this delay was two White girls were slipped in ahead of me. Consequently when the time came to take my pulse my pulse was rapid. I passed my medical examination. After leaving the dispensary I went to the Labor Board Building where I was finger printed (both hands). I then returned to Mr. Sheller's office and filled out more papers concerning my employment. The clerk in charge at the time told me that I would be notified at a later date because the waiting list was long. It is now the 29th of November and I have heard nothing as yet.

Since the Emergency began in 1939 twelve people have been certified for this department and they have been turned down. And as far as the White Race is concerned there are girls holding positions who have not even passed one examination. Why is this allowed?

On November 7th, 1941 I was interviewed by Mr. Tucker of the Philadelphia Ordnance District and he had me write the following statement on the letter he kept: I am expecting an appointment by the Philadelphia Navy Yard. I also explained that I had had my medical examination and that both of my hands had been finger printed. Mr. Tucker said, "that I would soon be called by the Navy Yard and that I should allow them at least ten days. He also told me that after the tenth day period my name would automatically go back to the Civil Service Commission and that they would send my name out again to the Ordnance Department. Well the tenth day has passed for the Ordnance Department. Since my interview with this Mr. Tucker a White girl, Caroline Dorsaneo of 5152 Girard Avenue has been placed by the Ordnance Department at the Baldwin Locomotive Company, Chester Pennsylvania. Miss Dorsaneo passed her examination with a \$6.?? and went to work on November 25, 1941. My average is \$9.20 and I am still unemployed. My question is why and how was Miss Dorsaneo called before me? From the way I am looking at the situation it appears that Mr. Tucker had me sign my own release in a clever way by asking me to write the statement "I am expecting an appointment by the Philadelphia Navy Yard". He had me write this knowing that the Supply Department of the Navy Yard had hired no Negro Women

since the emergency began. My name has come before two different Governmental departments so it will make an appearance once more and when I report for the next interview they will find out that I am colored and pass the buck again but this time I'll be out for good. My name will have appeared three times.

I will appreciate any consideration and investigation given in the above matter.

Yours truly,

Beatrice Mae Chapman,
155 North 54 Street,
Philadelphia, Pennsylvania.

C_O_P_Y

December 3, 1941

The Supply Officer
Bldg. 83
Philadelphia Navy Yard
Philadelphia, Pennsylvania

Dear Sir:

I would appreciate it very much if you would furnish me information as to whether or not I have been selected for the position of UNDER CLERK-TYPIST, CAF -1, JUNIOR TYPIST, CAF -1, or UNDER MAIL, File and Record Clerk, Caf-1.

The reason I am asking is that I was given a physical examination, and I understand that is usually given after an individual has actually been selected to fill the position. I had my medical and was finger printed on October 31, 1941.

My average is 89.20.

Yours truly,

Beatrice M. Chapman,
133 North 54 Street,
Philadelphia, Pennsylvania.

C O P Y

UNITED STATES NAVY YARD

Philadelphia, Pa.
Supply Department

December 4, 1941

Miss Beatrice M. Chapman
133 North 54 Street
Philadelphia, Pennsylvania

My dear Miss Chapman,

Receipt is acknowledged of your registered letter of December 3, 1941 in regard to your selection for employment in the rating of Under Clerk-Typist, CAF-1, Junior-Typist, CAF-1, or Under Mail, File and Record Clerk, CAF-1.

Your name among others was originally furnished this Office by the Civil Service Commission for consideration for temporary appointment pending the establishment of an eligible register which had not yet been issued at the time you were interviewed here and given a medical examination. There were a number of other ladies interviewed the same day under the same conditions but before any could be selected or appointed, the Civil Service Commission established an eligible register of successful applicants withdrew all your names, and substituted therefor the names of five ladies who had passed the examination with an average of 95.15. Therefore, existing vacancies were filled by appointments from the new eligible register and as your name was not one of the five mentioned, it was not possible to appoint you.

Yours truly,

Jas. D. BOYLE
Commander, (SC), U.S.N.

COPY

President's Committee on Fair Employment Practice

Social Security Building
Washington, D. C.

December 4, 1941

Miss Beatrice Mae Chapman
133 North 54 Street
Philadelphia, Pennsylvania

Dear Miss Chapman:

I acknowledge receipt of your letter of November 29 in which you allege that you have been discriminated against because of your racial origin in your efforts to secure an appointment as under-clerk-typist at the Philadelphia Navy Yard, and at the Philadelphia Ordnance District of the War Department.

I shall be glad to have these allegations investigated and shall advise you of the outcome as soon as I have had a report.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

January 7, 1942

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

Honorable Sir:

Enclosed please find record of references.

Yours truly,

Beatrice Mae Chapman
Beatrice Mae Chapman,
133 North 54 Street,
Philadelphia, Pennsylvania.

2 Incl.

WORKING REFERENCES
of
Beatrice Mae Chapman
133 North 54 Street
Philadelphia, Pennsylvania

January 7, 1942

FROM	TO	TYPE OF WORK	Reasons for LEAVING
3/36	11/36	Stock Clerk Care of Stock and making out of reports W. P. A. Knitting Project 65th and Girard Avenues.	Went to work in P. O.
11/36	12/36	Temporary Clerk-Typist Continuous Typing Social Security P. O. 30th & Market Streets Station Philadelphia, Pennsylvania	Laid off.
1/37	1/39	Case Work-Investigator and duties of a Secretary Mayor S. Davis Wilson's Landlord and Tenants Relations Board Dr. W. Harry Barnes, Director 1315 North 15 Street Philadelphia, Pennsylvania	Insufficient time to devote to work. This committee's aim was to keep a friendly relationship between landlord and tenant.
9/38	3/40	Clerk-Typist Continuous Typing Historical Research (W. P. A.) 9th & Tasker Streets Philadelphia, Pennsylvania	18 months.

WORKING REFERENCES (cont.)
of
Beatrice Mae Chauman
133 North 54 Street
Philadelphia, Pennsylvania

2

January 7, 1942

FROM	TO	TYPE OF WORK	Reasons for LEAVING
4/40	4/40	Enumerator U. S. Department of Commerce 2401 Chestnut Street Philadelphia, Pennsylvania	Termination of employment.

SCHOOL RECORD

Graduate of Overbrook High School June 1931
59 & Lancaster Aves.
Philadelphia, Pa.

Commercial Course

Graduate of Duncan's Business College
17 & Manton Streets
Philadelphia, Pa.

Special training in:
Stenography, filing, bookkeeping
typing. (course took 2 years in
day classes--1931 to 1933).

January 8, 1942

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

Dear Mr. Cramer:

Under date of August 28, you transmitted to this office a complaint of Mr. Herbert G. Chissell, Jr., concerning his experience at the Radford Ordnance Works. This office has just received from the Ordnance Department the following statement concerning the case.

"With reference to your memorandum of September 17, 1941, (File: O.O. 201/22552, Chissell, Herbert G., Jr.), the Commanding Officer of the Radford Ordnance Works has advised this office that Mr. Chissell's name was certified with others for consideration in connection with filling a vacancy in the position of Under Laboratory Aide, SF-2, at 1260 per annum. Upon more mature consideration of the duties of the positions in question, however, it was determined that personnel should be employed under one of the designations in the series for Inspector, Powder and Explosives, and as a consequence the certificate upon which Mr. Chissell's name appeared was returned without action.

"With regard to statements which Mr. Chissell alleges were made to him by a Miss Beach to the effect that the Radford Ordnance Works would employ no negroes, the Commanding Officer has stated that if such a statement was made it was done without his knowledge and without authority, as it is fully realized that such a policy would be contrary to Civil Service Rules and Regulations and Executive Order No. 8802 of June 25, 1941."

While I am not satisfied with this report, I would like any recommendation you may care to make before taking further action in the matter.

Sincerely yours,

Civilian Aide to the Secretary
of War

CR
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C

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

WAR DEPARTMENT

Carpenter/cbb

OFFICE OF THE CHIEF OF ORDNANCE

WASHINGTON

No. 74471
ATTENTION OF

January 6, 1942

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

Subject: Mr. Herbert G. Chissell, Jr.

1. With reference to your memorandum of September 17, 1941, (File: O.O. 201/22552, Chissell, Herbert G., Jr.), the Commanding Officer of the Radford Ordnance Works has advised this office that Mr. Chissell's name was certified with others for consideration in connection with filling a vacancy in the position of Under Laboratory Aide, SP-2, at \$1260 per annum. Upon more mature consideration of the duties of the positions in question, however, it was determined that personnel should be employed under one of the designations in the series for Inspector, Powder and Explosives, and as a consequence the certificate upon which Mr. Chissell's name appeared was returned without action.

2. With regard to statements which Mr. Chissell alleges were made to him by a Miss Beach to the effect that the Radford Ordnance Works would employ no negroes, the Commanding Officer has stated that if such a statement was made it was done without his knowledge and without authority, as it is fully realized that such a policy would be contrary to Civil Service Rules and Regulations and Executive Order No. 8802 of June 25, 1941.

For the Chief of Ordnance:


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



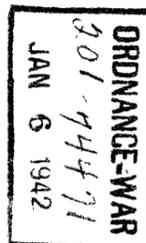
ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

No. _____
ATTENTION OF _____

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

Carpenter/cbb



January 6, 1942

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

Subject: Mr. Herbert G. Chissell, Jr.

1. With reference to your memorandum of September 17, 1941, (File: O.O. 201/22552, Chissell, Herbert G., Jr.), the Commanding Officer of the Radford Ordnance Works has advised this office that Mr. Chissell's name was certified with others for consideration in connection with filling a vacancy in the position of Under Laboratory Aide, SP-2, at \$1260 per annum. Upon more mature consideration of the duties of the positions in question, however, it was determined that personnel should be employed under one of the designations in the series for Inspector, Powder and Explosives, and as a consequence the certificate upon which Mr. Chissell's name appeared was returned without action.

2. With regard to statements which Mr. Chissell alleges were made to him by a Miss Beach to the effect that the Radford Ordnance Works would employ no negroes, the Commanding Officer has stated that if such a statement was made it was done without his knowledge and without authority, as it is fully realized that such a policy would be contrary to Civil Service Rules and Regulations and Executive Order No. 8802 of June 25, 1941.

For the Chief of Ordnance:

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

September 17, 1941

MEMORANDUM

TO: Major General C.M. Wesson, The Chief of Ordnance
through the Director of Civilian Personnel

Attached herewith is a copy of a letter referred to this office by the President's Committee on Fair Employment Practice. It is submitted to your office for such consideration as the contents require.

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

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

August 28, 1941

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

My dear Judge Hastie:

I transmit herewith copy of letter addressed to me by Mr. Herbert G. Chissell, Jr., 417 North Fayette Street, Alexandria, Virginia, in which he charges that he is a victim of racial discrimination in connection with his effort to secure employment at Radford Ordnance Works, Radford, Virginia.

I shall appreciate your having this case investigated and having a report from you on it when you have completed your investigation.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

August 28, 1941

Mr. Herbert G. Chissell, Jr.
417 North Fayette Street
Alexandria, Virginia

Dear Mr. Chissell:

I acknowledge receipt of your letter of August 13, which has been somewhat delayed in reaching me, in which you set forth certain facts to support the charge of discrimination against the Radford Ordnance Works, Radford, Virginia.

I am having this matter investigated and shall advise you of any steps that may be taken to correct the situation of which you complain.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

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

Dear Sir:

On January 31, 1941, I took an examination issued by the United States Civil Service Commission for Scientific Apprentice and received a rating of 95.01. The examination stated that it was for the filling of positions as laboratory assistants and the requirements of the position were high school chemistry and physics which I have.

On Wednesday of last week I received a letter from the Radford Ordnance Works asking me to state how soon I could be available for the position of Under Laboratory Aide at \$1260 per annum and to reply within four days. I sent my reply on Thursday stating that I could be available within two days after notification. On Friday morning I received a telegram with the following wordage:

Telegram Copy (Government Paid) Radford, Va.
August 8, '41

"Herbert G. Chissell, Jr.
417 N. Fayette Street, Alexandria, Virginia

Please report for interview at own expense to Bunk house #2 Radford Ordnance Works on August 12th and if selected be prepared to start work immediately subject to passing physical examination CIG2AD - Serrea "

I reported to the Radford Ordnance Works at the specified time and was sent to a secretary, Miss Beach, who told me that the position had been filled the day before, that the interviewer for chemical positions, Lt. Greene was not in that day, would probably not be in the next day and that she did not know when he would be in. I asked her then if the plant had a policy of racial discrimination in that department and she replied that it had one and that no colored applicant had received employment in the Chemical Division, but she did not know the present policy. She also stated that the telegrams were worded as they were because at the office they did not know the applicant's race. I then asked to see some

Mr. Lawrence Cramer - 2

official as I wished to make a report to the O.P.M. She told me I might be able to see a Mr. Barkley in about an hour. After forty-five minutes I went back to her and was immediately taken to the office of the head of all Government work there, Colonel Serren.

In the office I found Lt. Greene, Mr. Barkley and Col. Serren. Col. Serren told me he didn't have much time to talk to applicants and then began a technical discussion with Lt. Greene and Mr. Barkley for my benefit. He told them that under laboratory aides had been doing work which they were not qualified to do and that he did not want any more at all. He stated that he only wanted men with college degrees and about five years experience. All of this went on after he found that I did not possess five years experience in powder and explosives. He never answered any of my questions directly and closed the conversation. To me the conversation seemed artificial and put on mainly for my benefit.

After I left his office I talked to Mr. Barkley for some time and he said that if colored men met the requirements they would be hired and that I did not meet requirements. The requirements to which he referred were given a moment before by Col. Serren and not the ones stated on the application blank. The letter which I had received and returned had stated that the office had found me qualified to do the work of under laboratory aide. Mr. Barkley then went on to state the disadvantages of having a colored aide and that I probably wouldn't like working there anyway and advised me to try to be sent to the northern states.

As to a policy of racial discrimination I was told that technically the plant did not have one but colored applicants did not meet requirements. This was easy to understand after my experience in which the requirements were raised after the applicant's qualifications were known. As far as I know I was the only one to receive a telegram and to report to the plant.

I would like to submit this case to the Committee on Fair Employment Practice for investigation and redress.

Herbert G. Chissell, Jr.

August 13, 1941

417 North Fayette Street
Alexandria, Virginia

April 14, 1943

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

Dear Mr. Johnson:

On January 9, 1943, you forwarded to this office the complaint of Miss Christeria M. Coffey, Oklahoma City, Oklahoma, alleging that racial discrimination had been practiced against her in her effort to secure employment as an Under Clerk-Typist at the Oklahoma City Depot.

The report of the investigation states as follows:

This incident in question was the subject of careful investigation. All individuals in connection with interviewing Miss Coffey have been questioned, but no specific information can be ascertained. It is noted on the certified eligible list in the report of action that Miss Coffey failed to report for interview. It is also noted that Miss Coffey was solicited for availability for the position of Under Clerk-Typist, CAF-1, \$1260 per annum and she stated that she was employed by the Kata Drug Store as waitress.

Miss Coffey was directed to report in person within seventy-two hours of receipt of availability notice. Miss Coffey's statement to the effect that she did not report for interview until November 9, 1942, clearly shows that her subsequent appearance was not within the time limitation set. Had she been willing to accept the position of Under Clerk-Typist, CAF-1, \$1260 per annum, it is highly probable the position had been filled by the time she reported.

You may wish to check this report with Miss Coffey. If so, I shall be pleased to have any additional information at variance with it which you may obtain.

Yours very truly,

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

col

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

April 7, 1943

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

1. Reference is made to your memorandum of January 22, 1943, relative to the complaint of Miss Christeria M. Coffey who alleged that racial discrimination was practiced against her in her effort to secure employment at the Oklahoma City Air Depot.

2. This incident in question was the subject of careful investigation. All individuals in connection with interviewing Miss Coffey have been questioned, but no specific information can be ascertained. It is noted on the certified eligible list in the report of action that Miss Coffey failed to report for interview. It is also noted that Miss Coffey was solicited for availability for the position of Under Clerk-Typist, CAF-1, \$1260 per annum and she stated that she was employed by the Katz Drug Store as waitress. (It is apparent that her employment was contingent upon her being accepted for duty as a Junior Stenographer, CAF-2, \$1440 per annum. Inasmuch as she was not certified for the position of Junior Stenographer, no consideration was made.)

3. Miss Coffey was directed to report in person within seventy-two hours of receipt of availability notice. Miss Coffey's statement to the effect that she did not report for interview until November 9, 1942, clearly shows that her subsequent appearance was not within the time limitation set. Had she been willing to accept the position of Under Clerk-Typist, CAF-1, \$1260 per annum, it is highly probable the position had been filled by the time she reported.

4. We trust this information satisfactorily explains the situation to you. As requested in your communication, copies of the Certificate on which Miss Coffey's name appeared and the availability inquiry are attached.

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



IMPORTANT: If you are interested in being appointed to the above position, it is absolutely necessary that you report for a personal interview at the Downtown Employment Office, which remains open until 8:00 p.m., 103 West Grand, Oklahoma City, Oklahoma, within 72 hours. In the event you are classified 1-A under the Selective Service Act, please indicate on this form and return to this office by return mail! Eligibles with the classification 1-A will not be selected.

In the event you are favorably considered for the position you will be required to successfully pass a physical examination by any licensed practicing physician.

Individuals who are acceptable for employment with the depot are subject to change of tour assignment in the interest of good administration.

Form 1992 (CSC)
April 1942

INQUIRY AS TO AVAILABILITY

#9

Oct 30 1942

.. Headquarters
(Department or Agency)

.. Oklahoma City Air Depot.
(Street Address)

.. Oklahoma City, Okla...
(City) (State)

..... (Date)

List No. OCAD-248

Position: Under Clerk Typist

Christeria M. Coffey
~~724 N. E. 2-~~ 609 N. E. Fifth St.
Okla. City, Okla.

Place: OCAD

Salary: \$1260 p/a

Kind of appointment:
War Service

This office is considering you among others for the employment described. Please fill out the "Availability Statement" below, indicating whether or not you would accept this position if offered, and return this entire sheet to this office. Appointment would be subject to the Civil Service requirements described on the back of this letter. Whether you are available or not, please reply within _____ days in order that one of those who are available may be selected as promptly as possible to fill this vacancy.

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

Yours truly,
Headquarters
Oklahoma City Air Depot
Oklahoma City, Oklahoma

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within _____ days after notification. I am now employed by Katz Drug Store as a Waitress.

I am not available and do not wish to be considered for the position for the following reasons:

November 10, 1942
(Date)

/s/ CHRISTERIA M. COFFEY
(Signature)

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

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

NOTICE

If there has been a change in the conditions under which you have previously indicated that you were available, or in your address, fill out the form on the back of this sheet, giving the conditions under which you are willing to accept appointment in the future.

INFORMATION FOR ELIGIBLES

DESCRIPTION OF APPOINTMENTS:

All appointments will be War Service appointments. Those which are for periods specifically limited to one year or less will be considered temporary; those for a longer duration than one year will be designated as indefinite and may continue for the duration of the war and six months thereafter. War Service appointments provide such valuable privileges as inclusion under the system of retirement and disability benefits provided by the Civil Service Retirement Act and eligibility for transfer and promotion.

For persons appointed for a period of more than one year, the first six months (sometimes one year) of service shall be a trial period, satisfactory completion of which shall be considered part of the examination.

APPOINTMENTS ARE SUBJECT TO THESE REQUIREMENTS:

1. A physical examination is required of every person selected for appointment. Eligibles are cautioned not to resign from any position now held until definite instructions to report for duty have actually been received, usually only after an examination has been made and the medical certificate approved.
2. All appointments are subject to fingerprinting and, for many positions, appointment is also made subject to investigation of qualifications, suitability and fitness for the position and to a verification of the statements made in the application.
3. Whenever there are already two or more members of a family in the classified service, no other member of that family is eligible for appointment in that service. Eligibles are warned not to accept appointment contrary to this provision of the law. The word "family" is interpreted in a rather restricted sense, however, and eligibles are advised to submit all facts on the matter to the appointing officer who will determine whether this restriction is applicable.
For appointments of temporary duration (one year or less) this provision does not apply.

4. Subject to certain statutory exceptions, no person accepting appointment to a position in the classified civil service may remain on any other Federal payroll. With some exceptions, including among others the appointees to certain positions directly related to the war program, no person may hold any state, county, or municipal office while employed in the classified civil service. This prohibition does not apply to offices in certain municipalities adjacent to the District of Columbia.

OTHER INFORMATION:

Suspension of eligibility. - When a person is unable to accept an appointment, he should request that his name be removed from the eligible list until he is again able to accept appointment. At any time while this list is still in use, his name may be replaced in its proper position upon request. If the conditions under which he will accept appointment have changed, he should report these new conditions. A person's name may also be removed from the eligible list if he fails to reply to official correspondence or indicates that he would be unwilling to accept a position.

Procedure in case of nonselection. - When a person replies to an official inquiry and states that he is available for the position if offered, he is considered with others who are also available. The appointing officer may select any one of the available eligibles furnished him to fill the vacancy. Ordinarily the person selected will be the only one notified. The names of those eligibles not selected will be restored to the eligible list, provided they are still available for appointment. The fact that they were not selected will not affect their eligibility for other positions.

Cost of transportation. - The person selected for a position must pay all transportation costs connected with reporting for duty. If he should subsequently fail to meet the requirements to which appointment is subject, or if his employment is terminated for any reason, he must pay for his return also.

INSTRUCTIONS

1. If there is a change in your availability or in your address, furnish all the information requested below.
2. TYPEWRITE OR PRINT IN INK all entries.
3. Write only in the blanks between braces:
Example: { }

Your rating on the examination		Legal and voting residence: State <u>Oklahoma</u> County <u>Okmulgee</u>		Exact title of examination: <u>Junior Stenographer</u> Exact option (if any):									
Do you belong to the United States military or naval service?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Name: <input type="checkbox"/> Mr. <u>Coffey</u> <input checked="" type="checkbox"/> Mrs. <u>Christeria M</u> <input type="checkbox"/> Miss	Address: <u>609 N.E. 5th Street</u> <u>-1958</u> (Street, P. O. box, or R. F. D. No.)										
If so, specify service by marking an "X" in the appropriate box.	<input type="checkbox"/> Army <input type="checkbox"/> Navy <input type="checkbox"/> Reserve	Oklahoma City, Okla. (City) (State)		Your telephone:									
Are you now on active duty?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	What is your date of birth: (Month, day, and year)? <u>12/31/42</u>											
Place of birth: (State or Territory)? <u>Oklahoma</u>		For each printed locality where you would accept appointment, write the lowest acceptable annual salary.											
WOULD YOU ACCEPT War Service Appointment if offered anywhere in State of present address?		<table border="1"> <tr> <td>YES - at the indicated salary</td> <td></td> </tr> <tr> <td>In adjoining States? \$ <u>Yes</u></td> <td rowspan="5">SPECIAL CITIES* I will accept the minimum wage scale. \$</td> </tr> <tr> <td>In Washington, D. C.? \$ <u>Yes</u></td> </tr> <tr> <td>In the United States? \$ <u>Yes</u></td> </tr> <tr> <td>Outside continental United States? \$ <u>Yes</u></td> </tr> <tr> <td></td> </tr> </table>				YES - at the indicated salary		In adjoining States? \$ <u>Yes</u>	SPECIAL CITIES* I will accept the minimum wage scale. \$	In Washington, D. C.? \$ <u>Yes</u>	In the United States? \$ <u>Yes</u>	Outside continental United States? \$ <u>Yes</u>	
YES - at the indicated salary													
In adjoining States? \$ <u>Yes</u>	SPECIAL CITIES* I will accept the minimum wage scale. \$												
In Washington, D. C.? \$ <u>Yes</u>													
In the United States? \$ <u>Yes</u>													
Outside continental United States? \$ <u>Yes</u>													
*NOTE: If your answers for a printed locality do not apply to certain cities within that locality, list such cities under the heading SPECIAL CITIES, and show lowest acceptable salary for those cities.		WOULD YOU ACCEPT Temporary Appointment if offered within commuting distance of your present address for 1 month? \$ <u>No</u>											
		for 2 months? \$ <u>No</u>											
		for 6 months? \$ <u>Yes</u>											

OLB-38b
October 1942

REPORT TO THE SECRETARY ON CERTIFICATION
BOARD OF U. S. CIVIL SERVICE EXAMINERS
OKLAHOMA CITY AIR DEPOT

Certificate No.
OCAD-248

Commanding Officer,
O. C. A. D.,
Oklahoma City, Oklahoma

NINTH U. S. CIVIL SERVICE REGION
OFFICE OF THE SECRETARY

October 29, 1942

Attention: Personnel Officer

Report on this certificate must be made by November 7, 1942.

Sir:

The following eligibles are certified to you, under civil-service rules and regulations, to fill the position indicated below.

6 F Under Clerk Typist, CAF-1, \$1260 p/a Jr. Typist
(Vacancies) (Title of position and salary) (Register from which drawn)
October 26, 1942 Req. # 955 War Service Indefinite
(Date of request) (Nature of appointment)
(War Service Temporary)
(War Service Indefinite)

*ACTION	SALARY OFFERED	NAME	PLACE OF REGISTRATION	RATING	POST OFFICE ADDRESS
D	1260 p/a	Waller, Kathryn	O. C.	88.00%	709 N.W.3rd, Okla. City, Okla
D	1260p/a	Girdley, Marjorie R.	O.C.	87.00%	602 N.W.6th, Okla. City, Okla
D	1260 p/a	Smith, LaVanda E.	O.C.	85.00%	617 N.W.6th, Okla. City, Okla.
A 11-3-42	1260 p/a	Liggett, Lettie P.	O.C.	84.00%	915 N.E.21st, Okla. City, Okla
A 11-4-42	1260 p/a	Bicknell, LaVerne	O. C.	84.00%	1810 N.E.24th, Okla. City
D	1260 p/a	Brown, Callie V.	O.C.	79.75%	P.O. Bx 716, Ardmore, Oklahoma
A 11-5-52	1260 p/a	Gilbert, Betty Lou	O.C.	77.00%	615 S.E.19th, Okla. City, Okla
FR	1260p/a	Huddleston, Eva B.	O.C.	75.00%	907 S.19th, Chickasha, Okla.
FRI	1260 p/a	Coffey, Christeria M.	O.C.	75.00%	724 N.E.2nd, Okla. City, Okla.
A 11-4-42	1260p/a	Staton, Lucille A.	O.C.	74.00%	2110 N.W.30th, Okla. City, Okla

NOTE.-The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the Secretary. Blank spaces may be used for any necessary remarks or explanations. For further instructions see other copy.

November 14 1942

THE SECRETARY,

Respectfully returned, together with examination papers and prescribed forms, inviting attention to action taken on names certified, as shown in first column above.

*Key terms:
A--Selected.
CRU--Communication returned undelivered.
D--Declined.
FR--Failed to reply.
FRI--Failed to report for interview.

Signature (S) Theodore D. Wheaton, Member
Local Civil Service Board,
War Dept., Air Corps.
Official title Linker Field

**BOARD OF U. S. CIVIL SERVICE EXAMINERS
OKLAHOMA CITY AIR DEPOT**

NINTH CIVIL SERVICE REGION

CERT. NO. OCAD-248

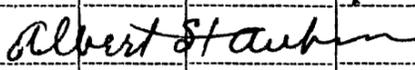
Issued to the Oklahoma City Air Depot

Page #2

from the Jr. Typist

register.

Date 10-29-42

*ACTION	SALARY OFFERED	NAME	PLACE OF REGISTRATION	RATING	POST OFFICE ADDRESS
FR	1260p/a	Burnett, Marjorie J.	O.C.	73.00%	1603 Pettee, Okla. City, Okla.
A 11-11-42	1260p/a	Ivey, Lora Maye	O.C.	73.00%	2201 N.W. 35th, Okla. City
If appointed, retention in the service of an eligible appointee from this authority will be subject to the appointee passing an investigation to determine general qualifications, suitability and fitness, and investigation to be conducted by the Civil Service Commission.					
*Non-resident					
This is a true and complete copy of the original.					
 Albert St. Aubin Secretary Local U. S. Civil Service Board OKLAHOMA CITY AIR DEPOT					

*For instructions concerning use of this certificate see first page.

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

January 26, 1943

MEMORANDUM TO: The Civilian Aide to the Secretary of War

1. This will acknowledge your memorandum dated January 22, 1943, relative to the complaint of Miss Christeria M. Coffey, Oklahoma City, Oklahoma, who alleges that racial discrimination was practiced against her in her effort to secure employment as an Under Clerk-Typist at the Oklahoma City Air Depot.

2. Please be advised that this matter has been forwarded to the proper office of the Department for investigation and report to this office. Upon receipt of the necessary information an immediate report will be made to you of the action taken.

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



*Carroll
Lafayette C*

January 22, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Christeria M. Coffey, Oklahoma City, Oklahoma, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Clerk Typist at the Oklahoma City Air Depot.

Miss Coffey states that she reported for an interview on November 9, 1942, in response to a letter from the Depot; that she was interviewed by Mr. Raymond H. Griffith, who told her that he did not interview colored applicants for office work; that upon presenting herself to Mr. Griffith, he took the letter which she had received from the Depot and failed to return it to her.

In connection with this case attention is invited to the complaint of Freddye H. Williams, who alleged that racial discrimination had been practiced against her in her effort to secure employment as an Under Clerk Typist. The report in that case was deemed inadequate by this office, but inasmuch as a representative of the President's Committee informed the commanding officer of the Will Rogers Field that the matter might be considered closed, no further investigation was requested. A tabulation of colored employees at that station shows that none are employed in clerical positions.

May the facts in the case of Miss Coffey be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Civil Service employment? May this office be furnished a copy of the Civil Service certificate on which the name of Miss Coffey appeared showing the notations and indorsements with which it was returned to the Civil Service Commission?

Civilian Aide to the Secretary
of War

Completed

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

January 9, 1943

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

Dear Judge Hastie:

This office has received a complaint from Miss Christeria M. Coffey, 609 N.E. 5th Street, Oklahoma City, Oklahoma that she was discriminated against because of her race in her effort to secure employment with the Oklahoma City Air Depot. Miss Coffey states that on the basis of her eligible rating with the Civil Service Commission as an Under-Clerk Typist she applied for employment at the Personnel office of the Air Depot on November 9, 1942.

She was interviewed by Mr. Raymond H. Griffith who stated to her that he did not interview colored girls for office work. She reported to Mr. Griffith in response to a letter received from the Air Depot stating that positions were open for Junior Typists and requesting her to appear for an interview. Upon presenting herself to Mr. Griffith, he took the letter which she received and failed to return it.

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

Sincerely yours,



George M. Johnson
Assistant Executive Secretary



May 20, 1942.

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

Dear Mr. Cramer:

On March 20, 1942, you forwarded to this office the complaints of Mr. Tyrus Collier, 1811 Burnet Street, San Antonio, Texas, and Mr. Dennis W. Ferrell, 804 1/2 Winnebago Street, Corpus Christi, Texas, alleging racial discrimination against them in their employment as mechanic learners at the San Antonio Air Depot, Duncan Field, San Antonio, Texas.

The report of the investigation into their complaints states as follows:

Tyrus W. Collier was employed at this (San Antonio Air Depot) depot November 17, 1941, as Junior Mechanic Learner, \$600 per annum. As new classes were being organized at periodic intervals at that time, Mr. Collier was assigned related duties until such time as a sufficient number of learners reported for duty to permit the organization of a full class. Mr. Collier became dissatisfied with his assignment and on December 9, 1941 left his duties without returning. On January 16, 1942 a letter was forwarded to Mr. Collier, wherein he was specifically asked to return to duty or be discharged on account of continued absence without authority. Mr. Collier reentered on duty January 26, 1942 and was assigned to an aircraft electrical class. The employee has been performing mechanic learner duties continuously since the above date.

The complaint of Mr. Dennis W. Ferrell is not understood. Mr. Ferrell reported to this depot on January 2, 1942 and applied for the position of mechanic learner. The statement on the interview form and that of the interviewer is to the effect that the applicant declined the position of mechanic learner due to insufficient compensation. He stated that he was earning approximately thirty dollars (\$30) per week in his present employment and desired to remain there for

COPIED
CARRIED

Mr. Lawrence W. Cramer
May 20, 1942
Page 2

the present. He requested, however, that his name be retained on the Civil Service Register. In order to obtain a written declination from Mr. Ferrell, on January 15, 1942 a letter was addressed to him at Corpus Christi, Texas. No answer to that letter has been received to date.

After conferring with the Depot Training Officer on this matter, I am convinced that, quite to the contrary of racial discrimination, this depot has endeavored to promote the training of colored personnel for eventual transfer to the Tuskegee Sub-Depot. Clearly the two cases in question are examples of this policy. To have put Mr. Collier into a more advanced class without proper basic training would have been to defeat the primary object of the training program itself. Just as cadres are set up for eventual transfer to a sub-depot, segregation was used in order to offer greater opportunity for colored personnel to obtain specialized training for their future assignments.

There are now 56 colored learners undergoing training in the various aircraft trades at this station. Besides these, there are about 1000 colored employees working at various trades throughout the depot. Qualified Negro tradesmen have already been promoted to their appropriate designation and are performing skilled aircraft duties of helper, junior journeymen and instructor ratings.

This command is in accord with the President's announced policy of showing no discrimination against any race, creed or national origin, and our entire employment program, as well as our method of selection of personnel for advancement to positions of responsibility and seniority is based on that principle.

The Committee may wish to check the report of the investigation with Mr. Collier and Mr. Ferrell. If there is any discrepancy, I shall be glad to receive any further facts you may care to submit.

Sincerely yours,

Civilian Aide to the Secretary
of War

SUBJECT: Memorandum from the Civilian Aide to the Secretary of War and
Memorandum from the Assistant Secretary of War for Air.

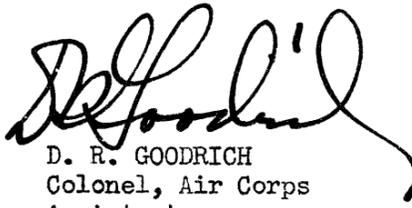
4th Ind.

AFASC

Army Air Forces, Headquarters, Air Service Command, Washington, D. C., May
4, 1942. To: Assistant Secretary of War for Air, Washington, D. C.

Report requested in your Memorandum of April 2, 1942, is contained
in 2nd Indorsement hereon

For the Commanding General:


D. R. GOODRICH
Colonel, Air Corps
Assistant

Incl.-3. n/c

MAY - 8 1942

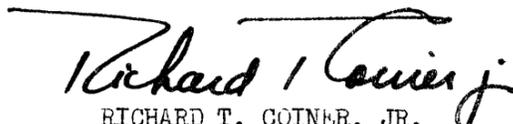


5th Ind.

War Department OASW-AIR, Washington, D. C. May 7, 1942. To: Civilian Aide
to the Secretary of War, Washington, D. C.

1. Your attention is invited to the 2nd indorsement to basic letter.
2. It is believed that this indorsement offers an explanation of
the alleged racial discrimination noted by you in your original memorandum
of March 5.

For the Assistant Secretary of War for Air:


RICHARD T. COINER, JR.
Lieut. Colonel, Air Corps
Executive

SUBJECT: Memorandum from the Civilian Aide to the Secretary of War and
Memorandum from the Assistant Secretary of War for Air.

4th Ind.

AFASC

Army Air Forces, Headquarters, Air Service Command, Washington, D. C., May
4, 1942. To: Assistant Secretary of War for Air, Washington, D. C.

Report requested in your Memorandum of April 2, 1942, is contained
in 2nd Indorsement hereof.

For the Commanding General:

D. R. GOODRICH
Colonel, Air Corps
Assistant

Incl.-3. n/c

5th Ind.

RTC/DMW

War Department OASW-AIR, Washington, D. C. May 7, 1942. To: Civilian Aide
to the Secretary of War, Washington, D. C.

1. Your attention is invited to the 2nd indorsement to basic letter.
2. It is believed that this indorsement offers an explanation of
the alleged racial discrimination noted by you in your original memorandum
of March 5.

For the Assistant Secretary of War for Air:

RICHARD T. COINER, JR.
Lieut. Colonel, Air Corps
Executive

2d Ind.

Hq., San Antonio Air Depot, Duncan Field, San Antonio, Texas, April 23, 1942. To: Commanding Officer, Third Air Service Area Command, MacDill Field, Tampa, Florida.

1. With reference to preceding correspondence, it is advised that the records of this station indicate that Messrs. Collier and Ferrell apparently have a misconception of the actual circumstances which existed in connection with their appointments, as there is nothing of record to confirm the report of alleged racial discrimination.

2. Tyrus W. Collier was employed at this depot November 17, 1941 as Junior Mechanic Learner, \$600 per annum. As new classes were being organized at periodic intervals at that time, Mr. Collier was assigned related duties until such time as a sufficient number of learners reported for duty to permit the organization of a full class. Mr. Collier became dissatisfied with his assignment and on December 9, 1941 left his duties without returning. On January 16, 1942 a letter was forwarded to Mr. Collier, wherein he was specifically asked to return to duty or be discharged on account of continued absence without authority. Mr. Collier reentered on duty January 26, 1942 and was assigned to an aircraft electrical class. A sufficient number of students had reported for duty in the meantime to permit the organization of the above class. The employee has been performing mechanic learner duties continuously since the above date.

3. The complaint of Mr. Dennis W. Ferrell is not understood. Mr. Ferrell reported to this depot on January 2, 1942 and applied for the position of mechanic learner. The statement on the interview form and that of the interviewer is to the effect that the applicant declined the position of mechanic learner due to insufficient compensation. He stated that he was earning approximately thirty dollars (\$30) per week in his present employment and desired to remain there for the present. He requested, however, that his name be retained on the Civil Service Register. In order to obtain a written declination from Mr. Ferrell, on January 15, 1942 a letter, copy attached, was addressed to him at Corpus Christi, Texas. No answer to that letter has been received to date.

4. After conferring with the Depot Training Officer on this matter, I am convinced that, quite to the contrary of racial discrimination, this depot has endeavored to promote the training of colored personnel for eventual transfer to the Tuskegee Sub-Depot. Clearly the two cases in question are examples of this policy. To have put Mr. Collier into a more advanced class without proper basic training would have been to defeat the

RECEIVED
HEADQUARTERS

APR 29 3 15 PM 1942

THIRD AIR SERVICE AREA
WHEELING, WEST VIRGINIA

Page 2, 2d Ind., 4-23-42, to letter, "Memorandum, etc.," 4-8-42.

primary object of the training program itself. Just as cadres are set up for eventual transfer to a sub-depot, segregation was used in order to offer greater opportunity for colored personnel to obtain specialized training for their future assignments.

5. There are now 56 colored learners undergoing training in the various aircraft trades at this station. Besides these, there are about 1000 colored employees working at various trades throughout the depot. Qualified negro tradesmen have already been promoted to their appropriate designation and are performing skilled aircraft duties of helper, junior, journeymen and instructor ratings.

6. This command is in accord with the President's announced policy of showing no discrimination against any race, creed or national origin, and our entire employment program, as well as our method of selection of personnel for advancement to positions of responsibility and seniority is based on that principle.

7. Attention is invited to preceding 1st indorsement, as it is believed this communication was forwarded direct to this office in error.

3 Incls.
Incl. 3, copy
ltr., 1-15-42,
added.

Delmar H. Dunton
DELMAR H. DUNTON,
Colonel, Air Corps,
Commanding. 910

3rd Ind.

HEADQUARTERS, T-12D AIR SERVICE AREA COMMAND, MacDill Field, Tampa, Florida,
April 30, 1942. To: Chief, Air Service Command, Washington, D. C.

Inviting attention to preceding indorsement.

For the Commanding Officer:

Incl. a/c.

Martin A. Estess
MARTIN A. ESTESS,
Captain, Air Corps,
Acting Adjutant General.

JUL 3

RECEIVED
HQ. AIR SERVICE COMMAND
O. C. A. C.

EH/el mk

January 11, 1942

J. P. Dennis W. Terrell
304 1/2 Winnebago Street
Corpus Christi, Texas

Dear Sir:

Information is requested as to whether or not you desire employment at this Depot as Junior Mechanic Learner, \$600 per annum, for duty as student aircraft tradesman. As you were informed at time of personal visit to this office recently, several different trades positions are being taught to young men between the ages of 16 and 25 years. You will be permitted to enroll in the particular training class of your choice.

If you are interested in accepting employment in this Department as described, it is requested that you report for duty at 2:30 P.M., Monday, January 19, 1942. Personnel training classes are being organized entirely for colored personnel, who will eventually be transferred to the Tuskegee Sub-depot, Tuskegee, Alabama. Upon your graduation from this personnel training school you will then be transferred to Tuskegee for permanent duty in the aircraft repair department.

In order that you may be available for active duty for the hour stipulated above, it is desired that you report at least four (4) hours earlier in order that necessary appointment papers may be accomplished prior to your entering duty. Your salary will begin the day you actually report for assignment to duty.

Very truly yours,

A. T. Economy,
Major, Air Corps,
Personnel Training Officer.

A. T. Economy,
Major, Air Corps,
Personnel Training Officer.

ADDRESS REPLY TO
HEADQUARTERS ARMY AIR FORCES
WAR DEPARTMENT
WASHINGTON, D. C.

WAR DEPARTMENT
HEADQUARTERS ARMY AIR FORCES
WASHINGTON

IN REPLY REFER TO:

20123

APR 8 1942

SUBJECT: Memorandum from the Civilian Aide to the Secretary of War
and Memorandum from the Assistant Secretary for Air

TO: Commanding Officer
Third Air Service Area
c/o Commanding General
Third Air Force
MacDill Field
Tampa, Florida

1. There is inclosed a Memorandum to the Assistant Secretary of War (Air) from Mr. William H. Hastie, Civilian Aide to the Secretary of War, dated March 25, 1942, referring to complaints alleging racial discrimination against two men in connection with their efforts to obtain training as mechanics at the San Antonio Air Depot, together with another Memorandum from the Office of the Assistant Secretary of War for Air, requesting investigation and a report containing information upon which to base a reply.

2. It is requested that the report requested in the above paragraph be forwarded to this office with the least practicable delay.

For the Commanding General



D. R. Goodrich
Col., Air Corps
Asst. to the Commanding Gen.
Air Service Command

2 Incls.
Memo. 4-2-42
Memo. 3-25-42

REC. 22. 407 1

APR 11 1942



841 = 201. 22 (A) - 8 - 42

3AF 201.23 (4-8-42)

1st Ind.

(G)

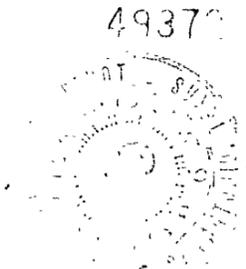
HEADQUARTERS 3D AIR FORCE, Tampa, Florida.

APR 11 1942

TO: Commanding Officer, San Antonio Air Depot, Duncan Field, San Antonio, Texas.

1. It is requested that an investigation be made and result thereof be submitted to this headquarters.
2. Negro eligibles may be put in training as Mechanic Learners as rapidly as they qualify.

For the Commanding General:



APR 11 1942 PM



R. H. THOM
1st Lieut., A. G. D
Asst. Adjutant General

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

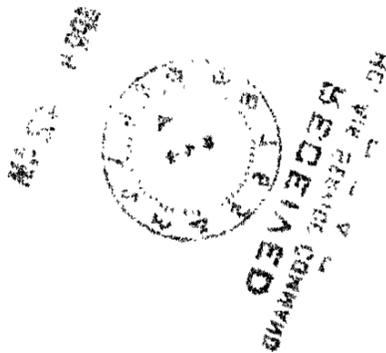
April 2, 1942

MEMORANDUM FOR: The Commanding General,
Air Service Command.

Your attention is invited to the attached memorandum from Judge Hastie. It is requested that the complaint contained therein be investigated with the least practicable delay, and that a report be forwarded to this office containing information on which to base a reply.

Richard T. Coiner, Jr.
RICHARD T. COINER, JR.,
Lieut. Colonel, Air Corps,
Executive.

Attachment



APR 42 AM



RECEIVED
HQ. AIR SERVICE COMMAND
□ □ ▲ □

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

March 25,

MAR 27 1942



WAR DEPARTMENT
ASST. SECRETARY (AIR)

MEMORANDUM

TO: The Assistant Secretary of War (Air)

This office has received from the President's Committee on Fair Employment Practice complaints alleging racial discrimination against Mr. Tyrus Collier, 1811 Burnet Street, San Antonio, Texas, and Mr. Dennis W. Ferrell, 804 1/2 Winnebago Street, Corpus Christi, Texas, in connection with their efforts to obtain training as Mechanic Learners at the San Antonio Air Depot.

The complaint in the case of Mr. Collier states that he was selected as a trainee as the result of a Civil Service examination and was instructed to report at the San Antonio Air Defense School; that he was sent to the medical officer at Duncan Field, Texas, for physical examination; that after examination he reported back to the supervisor of the Air Defense School and was instructed to keep in touch with him; that after several trips to the school he was finally admitted and was doing nicely when Major E. T. Economy came into the training shop and told him he could remain in the school only as a janitor.

Mr. Ferrell states that he passed a Civil Service examination with a rating of 86; that Duncan Field requested him to report for duty on January 2, 1942; that upon presenting himself for training he was offered a position as a porter until such time as enough colored students reported to form a separate class; that in the meantime other persons were appointed as Mechanic Learners, and that he declined the position of porter, as suggested, and asked to have his name continued on the register of eligibles.

Under date of January 14, 1942, Lieutenant Colonel Delmar H. Dunton, commanding officer of the San Antonio Air Depot, wrote the Manager, Tenth United States Civil Service District, New Orleans, Louisiana, with respect to the training of Mr. Ferrell, as follows:

* * * plans are being made to form classes for colored boys for duty as junior mechanic learners to train them as a group in various skilled trades, with a view of transferring them to the Air Corps Sub-depot, Tuskegee, Alabama, which is soon to be

The Assistant Secretary of War (Air)
March 25, 1942
Page 2

activated entirely of colored personnel. Since whites are not eligible for this assignment and since colored boys have not reported in sufficient numbers to enable this depot to compose and start classes immediately, these boys are assigned simple duties until such time as sufficient numbers become available to start these classes.

Lieutenant Colonel Dunton wrote a similar letter under date of January 21 to the Manager of the Tenth Civil Service District with respect to the training of Mr. Collier.

The complaints in these two cases were originally filed with the Civil Service Commission. The Commission referred the complaints to the President's Committee on Fair Employment Practice because "the matter of the Training Program of the Air Corps is an administrative matter within the jurisdiction of the War Department." Mr. Lawrence W. Cramer, Executive Secretary of the Committee, took the position that if officials at the San Antonio Air Depot assigned Mr. Collier and Mr. Ferrell custodial duties instead of training them as Mechanic Learners, because they were Negroes, Civil Service rules were violated. In transmitting the complaints to this office, he wrote as follows:

Quite apart from the responsibility of the Civil Service Commission in connection with these cases, it seems that the officials at the Air Depot are attempting to extend the War Department's policy of separation of the races which obtains in the armed forces into the employment of civilian personnel. To the extent that this procedure operates to discriminate against persons solely because of their race, it is of course contrary to the provisions of Executive Order 8802.

In the circumstances, it is recommended that the matter be referred to the commander having jurisdiction with appropriate instructions to the end that Negro eligibles may be put in training as Mechanic Learners as rapidly as they qualify.

William H. Hastie
Civilian Aide to the Secretary
of War

April 14, 1942.

Mr. Cyrus J. Colter,
3507 South Parkway,
Chicago, Illinois.

Dear Mr. Colter:

Enclosed herewith is a copy of a letter sent this
day to the President's Committee on Fair Employment Practice.
It explains itself.

Sincerely yours,

Civilian Aide to the Secretary
of War

APR 14 1942
C. J. COLTER

April 14, 1942.

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

Dear Mr. Cramer:

On February 9, 1942, you transmitted to this office the complaint of Mr. Cyrus J. Colter, 3507 South Parkway, Chicago, Illinois, on behalf of his sister, Miss Elisabeth Colter, 50 Sycamore Street, Youngstown, Ohio, alleging racial discrimination against her in her effort to secure employment as a junior clerk-typist at the Ravenna Ordnance Plant, Ravenna, Ohio.

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

(1) * * * Stenographic ability was not a requisite but was desirable. The rejection of Miss Colter's application at this time was not based on her lack of stenographic ability, but on her lack of office experience particularly in typing.

(2) Miss Colter was treated no differently than the other applicants who were present that day. The other applicants consisted of three women, two of which were white and the other colored. Miss Colter was not asked to stand in the hall but was asked to be seated in the reception room along with the other white applicants and to fill out application forms which were given them.

(3) Only two applicants were hired on the day Miss Colter was here. One of which had, not only a higher rating, but also possessed considerable prior office experience. The other applicant which was hired had a lower rating than that of Miss Colter, but her rating was only .05% lower instead of 5% as stated by Miss Colter. She was hired due to the fact that she had a year's experience in office work, as against Miss Colter's experience which consisted of duties as a stock girl in a china and glassware department of a department store, as evidenced by the inclosed forms CP-3. Authority was

COPIED
C

Mr. Lawrence W. Cramer
April 14, 1944
Page 1

granted by the Sixth U. S. Civil Service District to hire the applicant who had the .05% lower rating.

(4) Two Junior Clerk-Typists have been hired since January 7, which was the date on which Miss Colter appeared for an interview.

2. There would have been no reason for Miss Riggenschach to write the letter "C" on Miss Colter's application. The application form contains a section in which the applicant herself indicates the race to which he or she belongs.

3. Every effort was made to accord Miss Colter hospitable treatment. Miss Riggenschach contacted several employees with reference to supplying a ride for Miss Colter back to Youngstown, which ride was provided by Miss Hoffman whose statement is herewith inclosed.

There was submitted in support of the foregoing report copies of the application and personal history statement filed by Miss Colter and of affidavits made by Miss Irene V. Riggenschach, Personnel Director at the Ravenna Ordnance Plant, and Miss Frances Hoffman, an employee of that installation, who was present during the interview of Miss Colter by Miss Riggenschach.

You may wish to make further inquiry in the light of the conflict between the report and Miss Colter's statements.

Sincerely yours,

Civilian Aide to the Secretary
of War

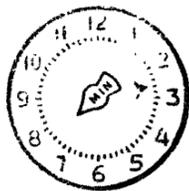
1902 (Negroes)-83 AP 8th Ind.

Office, C. of E., March 28, 1942 - To: The Civilian Aide to the Secretary of War.

1. In accordance with the first indorsement, the basic letter was forwarded to the Division Engineer, Ohio River Division, Cincinnati, Ohio, for investigation.

2. The report of the Area Engineer, Ravenna Ordnance Plant, is contained in the fifth indorsement, and affidavits of the interviewer and another employee are inclosed. It is the opinion of the Division Engineer that no racial discrimination was shown against Miss Colter in her effort to secure employment as Junior-Clerk Typist.

By order of the Chief of Engineers:



CIVILIAN PERSONNEL DIV.
WAR DEPARTMENT

L. H. Lorence
Lt. Col., Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

4 Inclosures:
Form No. 3, Miss Colter
Form No. 3, Miss Battafarano
Affidavit of Miss Riggenbach
Affidavit of Miss Hoffman

9th Ind.

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

mfb/vh
April 4, 1942

Forwarded.

By authority of the Secretary of War:

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

9th Ind.

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

mfb/vh
April 4, 1942

Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick
Director of Civilian Personnel
and Training

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

February 4, 1942.

MEMORANDUM

TO: The Director of Personnel

This office is in receipt of the complaint of Miss Elizabeth Colter, 50 Sycamore Street, Youngstown, Ohio, alleging racial discrimination against her in her effort to secure employment as a junior clerk-typist at the Ravenna Ordnance Plant, Ravenna, Ohio.

The complaint states as follows:

On January 6, Miss Colter received a telegram inquiring if it was possible for her to "appear for an interview for a junior clerk typist fourteen forty per annum position at the Area Engineers Ravenna Ordnance Plant." She reported as requested along with 5 other young women who were white * * *. When they arrived at the personnel office the other women were asked to come in and Miss Colter, after first having been asked what she wished, was asked to stand in the hall. She stood there for about an hour when a guard, who evidently felt she must be fatigued from standing, asked her if she wished to come to a room further down the hall where there were seats. She followed him and seated himself. About 10:45 A.M., the director of the personnel department whose name is Miss Irene Rigenbach, came to where Miss Colter was sitting and asked her to come with her back to Miss Rigenbach's office. Miss Colter recognized her as the lady who had asked her earlier in the morning what she wished and had told her to remain in the hall. Miss Rigenbach, after taking Miss Colter into her office, explained to her that the position which was open required that the applicant be able to take dictation and that Miss Colter's application showed that she was unable to do so. Further Miss Colter was told that her experience was insufficient. It was at this time that Miss Colter saw Miss Rigenbach write upon her application the capital letter "C". She then told Miss Colter that if any other

1902 (Negroes) 83
FEB 18 1942
201-98083
FEB 7 1942

O. O. W. A. N. L. H. R.

Colter, Elizabeth

OFFICE OF C. Q. M.
RAVENNA ORDNANCE PLANT
BY
MAR 13 42 PM
SENT

MAR 5 42 AM
RECEIVED
OFFICE OF C. Q. M.
RAVENNA ORDNANCE PLANT

STITZVILLE
OFFICE CHIEF OF ENGINEERS
FIELD PERSONNEL SECTION
MAR 13 1942
STITZVILLE

The Director of Personnel
February 4, 1942
Page 2

openings occurred that the proper notification would be made.

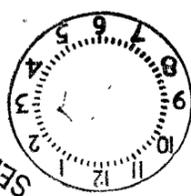
Upon returning to Youngstown, Ohio, Miss Colter learned that the other 5 young ladies who had made the trip with her to Ravenna had been employed immediately and that 2 of these ladies had grades lower than hers, one lady's grade being 5% lower.

May a report be had upon the facts in this case with particular reference to the following questions:

1. Why a telegram was sent to Miss Colter asking her to appear for an interview for a junior clerk-typist position if eligibles with stenographic ability were desired?
2. Whether Miss Colter was treated differently than the other five applicants who also reported for interviews, as alleged in the complaint?
3. Upon what evidence, relative to Civil Service or otherwise, was it determined that the other five eligibles were better qualified for the positions than Miss Colter?
4. Have any other appointments of junior clerk-typists been made at the Ravenna Ordnance Plant since January 6?

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

RAVENNA ORDNANCE PLANT
OFFICE OF C. Q. M.
By



SENT

MAR 13 42 PM

27

MAR 3 42 AM

RAVENNA ORDNANCE PLANT
OFFICE OF C. Q. M.
By



RECEIVED

RAVENNA ORDNANCE PLANT

1st Ind.

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

mfb/vh
February 12, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel

1902(Negroes)83 AP 2d Ind.

Office, C. of E., February 24, 1942. - To: The Division Engineer,
Ohio River Division, CINCINNATI, OHIO.

1. For investigation and report on which to base a reply.
2. Action should be expedited.

By order of the Chief of Engineers:

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



OFFICE OF COMMISSIONER
RAVENNA OHIO
BY
MAR 13 4 22 PM
SENT

MAR 13 4 22 AM
OFFICE OF COMMISSIONER
RAVENNA OHIO
BY

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1902(Negroes)83 AP

Subject: Complaint, alleging racial discrimination.
(Office, Asst. Secretary, 2/4/42)

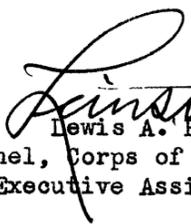
OD 1-10/523 A

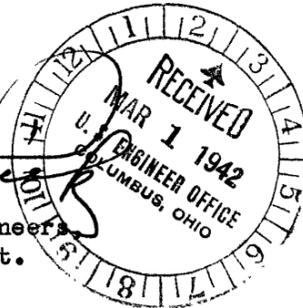
3d Ind.

Office, Division Engineer, Ohio River Div., Cincinnati, Ohio, Feb. 28, 1942.
To the District Engineer, U. S. Engineer Office, Columbus, Ohio.

For compliance with preceding indorsement, with return of papers
through this office.

For the Division Engineer:


Lewis A. Fick,
Colonel, Corps of Engineers,
Executive Assistant.



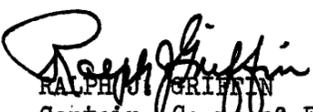
230.222 (Negroes) EX

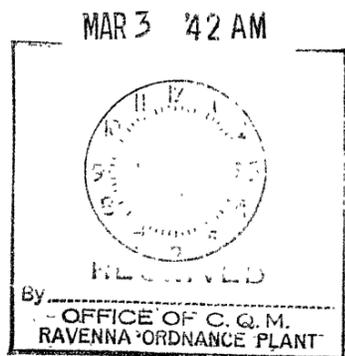
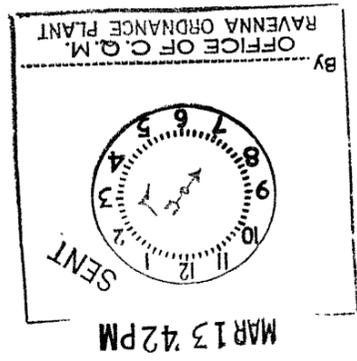
4th Ind.

District Engineer, Columbus District, 232 North High Street, Columbus, Ohio.
March 1, 1942. TO: Area Engineer, Ravenna Ordnance Plant, Ravenna, Ohio.

1. Forwarded for compliance with 2nd Indorsement. All papers to be
returned through this office.

For the District Engineer:


RALPH J. GRIFFIN
Captain, Corps of Engineers
Assistant



230.222 (Negroes) EX

5th Ind.

RWL:is

Area Engineer, Ravenna Ordnance Plant, Ravenna, Ohio. March 12, 1942.
TO: District Engineer, Columbus District, 232 North High Street,
Columbus, Ohio.

1. With reference to the inquiries contained in the basic communication the following information is submitted:

(1) The position open was that for a Junior Clerk-Typist. Stenographic ability was not a requisite but was desirable. The rejection of Miss Colter's application at this time was not based on her lack of stenographic ability, but on her lack of office experience particularly in typing.

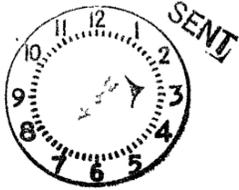
(2) Miss Colter was treated no differently than the other applicants who were present that day. The other applicants consisted of three women, two of which were white and the other colored. Miss Colter was not asked to stand in the hall but was asked to be seated in the reception room along with the other white applicants and to fill out application forms which were given to them.

(3) Only two applicants were hired on the day Miss Colter was here. One of which had, not only a higher rating, but also possessed considerable prior office experience. The other applicant which was hired had a lower rating than that of Miss Colter, but her rating was only .05% lower instead of 5% as stated by Miss Colter. She was hired due to the fact that she had a year's experience in office work, as against Miss Colter's experience which consisted of duties as a stock girl in a china and glassware department of a department store, as evidenced by the inclosed forms CP-3. Authority was granted by the Sixth U. S. Civil Service District to hire the applicant who had the .05% lower rating.

(4) Two Junior Clerk-Typists have been hired since January 7, which was the date on which Miss Colter appeared for an interview.

2. There would have been no reason for Miss Riggerbach to write the letter "C" on Miss Colter's application. The application form contains a section in which the applicant herself indicates the race to which he or she belongs.

MAR 13 42 PM



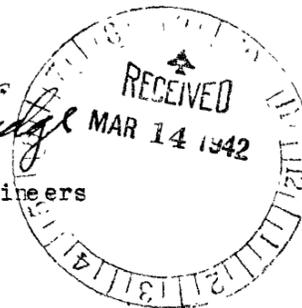
By OFFICE OF C. Q. M.
RAVENNA ORDNANCE PLANT

230.222 (Negroes)EX

5th Ind. continued

3. Every effort was made to accord Miss Colter hospitable treatment. Miss Riggerbach contacted several employees with reference to supplying a ride for Miss Colter back to Youngstown, which ride was provided by Miss Hoffman whose statement is herewith inclosed.

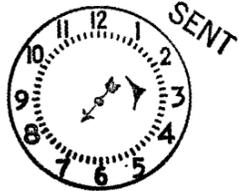
Robert W. Lockridge
ROBERT W. LOCKRIDGE
Capt., Corps of Engineers
Area Engineer



4 Inclosures:

- Incl. 1 - Copy of Application, Miss Colter
- Incl. 2 - Copy of Application, Miss Battafarano
- Incl. 3 - Statement, Miss Riggerbach (in quad.)
- Incl. 4 - Statement, Miss Hoffman (in quad.)

MAR 13 '42 PM



By _____
OFFICE OF C. Q. M.
RAVENNA ORDNANCE PLANT

001-10/523A

230.222 (Negroes) Ex

6th Ind.

District Engineer, Columbus District, 232 North High Street, Columbus, Ohio. March 14, 1942 TO: Chief of Engineers, U. S. Army, Washington, D.C. THRU: Division Engineer, Ohio River Division, Cincinnati, Ohio.

It is believed that the information requested in the 2nd Indorsement is contained in the preceding 5th Indorsement and in the inclosures.

For the District Engineer:

Ralph J. Griffin
RALPH J. GRIFFIN
Captain, Corps of Engineers
Assistant

4 Incls. n/c

MAR 23 1942
Ohio River Division
Cincinnati

Return this blank to Civilian Personnel Division, War Department, Washington, D. C., or _____

WAR DEPARTMENT

APPLICATION AND PERSONAL HISTORY STATEMENT

(To be filled in by typewriter or in handwriting of applicant in ink. Answer every question. If question does not apply answer with the word "None" or "No")

 Jr. Typist

1. Name (Miss, Mr., or Mrs.)
 (LETTER IN CAPITALS)

 None
 (If your name has ever been different from that stated above, give name or names formerly used)
2. Present address _____ 50 Sycamore St Youngstown Ohio
 (Number) (Street) (City) (State)
3. Legal residence _____ Ohio Mahoning Youngstown
 (State) (Congressional district) (County) (City or town)
4. Home telephone no. _____ None Business telephone no. _____ None
5. (a) Where born _____ Indiana Noblesville
 (State or foreign country) (City or town)
- (b) When born _____ May 19 1914
 (Month) (Day) (Year)
- (You may be called upon to submit proof of the accuracy of this statement.)
- (c) Father's name _____ James A. Colter Mother's birthplace _____ Indiana
 Father's birthplace _____ Indiana Wife's maiden name _____ None
 Mother's maiden name _____ Ethel Bassett Wife's Husband's } birthplace _____ None
6. Are you a citizen of the United States? Yes () No (). If foreign born, indicate when and where you were naturalized _____ None _____ None
 (Year) (Place of naturalization) (Number of naturalization certificate)
7. Indicate sex, marital status, and race by mark, thus (). State height and weight.

SEX		MARITAL STATUS					RACE (If other specify)			HEIGHT	WEIGHT
Male	Female	Single	Married	Divorced	Widowed	Separated	White	Colored	Other		
	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>						<input checked="" type="checkbox"/>		5-5"	125

- If divorced, state husband's or wife's last known address _____ None
8. How many persons are dependent upon you for support?
 Totally _____ No _____ Relationship _____ None _____ Ages _____ None
 Partially _____ No _____ Relationship _____ None _____ Ages _____ None
9. Are any members of your family living with you now in the employ of the U. S. Government or of the Government of the District of Columbia or of any agency the majority of the stock of which is owned by the Government of the United States? (If none, write "None") _____ None _____ If any, give details below:

NAME	RELATIONSHIP	DEPARTMENT IN WHICH EMPLOYED

10. What Federal civil service examinations have you passed?

TITLE OF EXAMINATION	DATE OF EXAMINATION	GRADE
Junior Typist	Oct. 20, 1941	73-38

11. Are you at present employed by the U. S. Government in a civil service position, or of any agency the majority of the stock of which is owned by the Government of the United States? _____ No _____ If so, have you completed your probationary period? _____ None _____ Are you in departmental or field service? _____ No _____
12. If not at present employed by the U. S. Government, are you eligible for reinstatement in accordance with civil service regulations? _____ Yes _____
13. If you are seeking employment in Washington, D. C., indicate if you are registered with the Personnel Replacement Division of the Work Projects Administration _____ No _____
14. Will you accept temporary work (Yes or No) for—1 month? _____ No _____ 3 months? _____ Yes _____ 6 months? _____ Yes _____
15. How soon can you be available to start work? _____ Immediately _____
16. What is the lowest entrance salary you will accept? \$1,260 per year.
17. Positions for which application is made (in order of preference) _____ Junior Clerk Typist _____
 _____ Junior Typist _____
18. Locations in which willing to work (in order of preference) _____ Ravenna, Ohio and _____
 _____ Washington, D. C. _____

19. State physical defects or infirmities you have, including epilepsy I am a little hard of hearing for which I wear a hearing aid.
20. How many working days have you lost in the past 2 years because of illness? 8 days. What was the nature of the illness? Sore Throat
21. Have you ever been arrested, indicted, or convicted for any violation of law other than a minor traffic violation? No If so, state name of court, nature of offense, and disposition of case None

22. Military and naval records (service on active duty as reserve officer except annual 15-day training): None

RANK	ORGANIZATION	DATE ENLISTED	DATE DISCHARGED

23. If you have established military preference with the U. S. Civil Service Commission, check (✓) the kind of preference: 5-point None; disability None; wife of disabled veteran No; widow of veteran No
24. If you are receiving a pension, retired pay, or compensation from the Veterans' Administration or any other Department, state particulars (if for disability, state percentage and nature) None

25. If you are the wife of a disabled veteran, or the widow of a person who was in the military or naval service, give the following information: Wife No; Widow No; Name of veteran None
 Organization None Last year of service None
- (a) If you have ever received compensation from the U. S. Employees' Compensation Commission for injuries sustained in line of duty give particulars None
- (b) If you are receiving or have applied for an annuity under any retirement act for civilian employees, state which one None When? None Why? None
- (c) If you are receiving an annuity for disability under the Civil Service Retirement Act, state whether or not you have been informed by the Civil Service Commission that you are physically able to resume duty None

26. Education (draw a circle around the number indicating years completed):
 Common school 1 2 3 4 5 6 7 (8) High school 1 2 3 (4)
 Business school 1 2 College 1 2 3 4
 Post-graduate or professional 1 2 3 4

27. Give here the details of your college, undergraduate, and graduate education:

NAME AND LOCATION OF HIGH SCHOOL AND COLLEGE	DATES OF ATTENDANCE (Month and year)		SEMESTER HOURS CREDIT RECEIVED	MAJOR SUBJECT	DEGREE CONFERRED	DATE OF DEGREE
	From—	To—				
Rayen High School-Youngstown, Ohio	Jan 1933	Jan 1935	3 years	Typing	None	None
Youngstown, Business School	April 1931	May 1931	1 month	English	None	None
Grant Jr. High School	June 1931	June 1932	1 year	Typing	None	None

28. List all college subjects in which you have had 12 or more semester hours indicating the credits received Business English, Typing and Shorthand. I did not receive any grades because I was not attending school at the time grades were turned in.
29. State any other education you have had, such as correspondence courses. Also list collegiate fellowships, scholarships, scholastic honors, and significant college activities None
30. What languages do you translate readily? None speak fluently? None
31. What office machines do you operate skillfully? None
 What office machines do you operate fairly well? Typewriter
32. If qualified in stenography or typing, state speed in words per minute:
 Stenography None Typing 42 words per minute
33. Are you a Notary Public? No Give date commission expires None
34. If you are a certified public accountant, or licensed member of some other profession, give details None
35. List names of any professional societies of which you are a member None

36. EXPERIENCE: In the following spaces, give a complete record of all employment that you have had, including Government employment and military service, and accounting for all periods of unemployment. Begin with your present position and work back.

DATES OF EMPLOYMENT (Month and Year)	NAME AND ADDRESS OF EMPLOYER (If unemployed, give own address at that time)	LOWEST, HIGHEST, AND LAST SALARY PER ANNUM IN EACH POSITION	NAME OF SUPERVISOR, NAME OF POSITION, DESCRIPTION OF DUTIES, AND REASON FOR LEAVING (If employed by Government, state last efficiency rating)
FROM— May 1 1937 TO—	NAME (Department Store) Strouss-Hirshberg Co. ADDRESS	Lowest \$480.00 Highest \$672.00	Supervisor—Mr. George Thompson Position—Stock Girl Duties—I help take care of the stock in the china and glassware departments.
FROM— 2 TO—	NAME ADDRESS		
FROM— 3 TO—	NAME ADDRESS		
FROM— 4 TO—	NAME ADDRESS		
FROM— 5 TO—	NAME ADDRESS		
FROM— 6 TO—	NAME ADDRESS		
FROM— 7 TO—	NAME ADDRESS		
FROM— 8 TO—	NAME ADDRESS		
FROM— 9 TO—	NAME ADDRESS		
FROM— 10 TO—	NAME ADDRESS		
FROM— 11 TO—	NAME ADDRESS		
FROM— 12 TO—	NAME ADDRESS		

(If more space is required, continue entries on a separate sheet arranged as above, and attach to application)

37. May we communicate with your present employer? (Yes or No) No

38. Give below a description of the experience with particular emphasis on any special qualifications which you have outlined under Question 36, paying particular attention to any experience, which, in your opinion, qualifies you for the position or positions for which this application is filed.
Begin your description of experience in each separate position on a new line, numbering each description to correspond with the number of the section in which the position is listed under Question 36. Include the name of your supervisor in each position you have held.

I sort the stock of the china and glassware departments. I also put price tags on the merchandise and put it away. I keep records of the stock.

(If more space is required, paste a sheet of paper here, and continue your statement)

39. List all clubs, societies, associations and organizations other than religious, political or fraternal, with which you have had any connection whatsoever during the past 5 years, and give addresses of such organizations.

NAME	ADDRESS
Young Women's Christian Association	Belmont Ave. Youngstown, Ohio

40. Are you holding any position or office under any State, county or municipal government? No
41. Do you have membership in (1) any communistic organization? No or (2) any Nazi-bund organization? No or (3) any political party, organization, or other society or association which is inimical to the public interest in the defense program of the United States and/or advocates the overthrow of our constitutional form of Government in the United States? No
42. Give names and addresses of five persons other than relatives or employers mentioned above, who have knowledge of your character, experience, and ability:

FULL NAME	FULL ADDRESS	OCCUPATION
Mrs. Emily McLaughlin	208 Broadway Ave. Youngstown, Ohio	School Teacher
Mr. David Mock	930 W. Federal St. Youngstown, Ohio	Mail Carrier
Rev. W. O. Harper	424 W. Earl Ave. Youngstown, Ohio	Minister
Mrs. Rebecca McIntosh	50 Sycamore St. Youngstown, Ohio	Housewife
Mr. William H. Wright Sr.	18 Sycamore St. Youngstown, Ohio	Unemployed

In case of emergency, notify Mr. & Mrs. James H. Bassett
Relationship Aunt and Uncle Post-office address 2179 East 76th St. Cleveland, Ohio
I CERTIFY that the foregoing answers are correct to the best of my knowledge and belief. (Any false statement is sufficient cause for rejection of the application or dismissal after appointment.)

Date Jan. 7, 1942

W. D., C. P. DIV.—Form No. 3
(Revised July 1, 1941)

Mary Elizabeth Colter
CERTIFIED TRUE COPY

Henry D. L. Van Rochem
Captain, Company 2

10-15731 U. S. GOVERNMENT PRINTING OFFICE

Return this blank to Civilian Personnel Division, War Department, Washington, D. C., or

WAR DEPARTMENT

APPLICATION AND PERSONAL HISTORY STATEMENT

(To be filled in by typewriter or in handwriting of applicant in ink. Answer every question. If question does not apply answer with the word "None" or "No")

Jr. Clerk-Typist

1. Name (Miss, Mr., or Mrs.) (LETTER IN CAPITALS)

Anita Rose Battafarano
(First name) (Middle name) (Last name)

2. Present address (If your name has ever been different from that stated above, give name or names formerly used)
130 Calvin Street Youngstown, Ohio
(Number) (Street) (City) (State)

3. Legal residence Ohio 11th Mahoning Youngstown
(State) (Congressional district) (County) (City or town)

4. Home telephone No. none Business telephone No. none

5. (a) Where born Ohio Youngstown
(State or foreign country) (City or town)

(b) When born Jan. 1 1917
(Month) (Day) (Year)

(You may be called upon to submit proof of the accuracy of this statement.)
(c) Father's name Nick Battafarano Mother's birthplace Italy
Father's birthplace Italy Wife's }
Mother's maiden name Battafarano Husband's } birthplace

6. Are you a citizen of the United States? Yes (x). No (). If foreign born, indicate when and where you were naturalized

7. Indicate sex, marital status, and race by mark, thus (✓). State height and weight.

SEX		MARITAL STATUS					RACE (If other specify)			HEIGHT	WEIGHT
Male	Female	Single	Married	Divorced	Widowed	Separated	White	Colored	Other		
	X	X					X			5'3"	122

8. How many persons are dependent upon you for support? none
Totally Relationship Ages
Partially Relationship Ages

9. Are any members of your family living with you now in the employ of the U. S. Government or of the Government of the District of Columbia or of any agency the majority of the stock of which is owned by the Government of the United States? (If none, write "None") none If any, give details below:

NAME	RELATIONSHIP	DEPARTMENT IN WHICH EMPLOYED

10. What Federal civil service examinations have you passed?

TITLE OF EXAMINATION	DATE OF EXAMINATION	GRADE
Junior typist	Oct. 20, 1941	73.33

11. Are you at present employed by the U. S. Government in a civil service position, or of any agency the majority of the stock of which is owned by the Government of the United States? No If so, have you completed your probationary period? Are you in departmental or field service?
12. If not at present employed by the U. S. Government, are you eligible for reinstatement in accordance with civil service regulations?
13. If you are seeking employment in Washington, D. C., indicate if you are registered with the Personnel Replacement Division of the Work Projects Administration
14. Will you accept temporary work (Yes or No) for—1 month? 3 months? X 6 months? X
15. How soon can you be available to start work? immediately
16. What is the lowest entrance salary you will accept? \$1,440 per year.
17. Positions for which application is made (in order of preference) Junior typist
18. Locations in which willing to work (in order of preference) Ravenna or Youngstown

19. State physical defects or infirmities you have, including epilepsy none

20. How many working days have you lost in the past 2 years because of illness? none days. What was the nature of the illness?

21. Have you ever been arrested, indicted, or convicted for any violation of law other than a minor traffic violation? no If so, state name of court, nature of offense, and disposition of case

22. Military and naval records (service on active duty as reserve officer except annual 15-day training):

RANK	ORGANIZATION	DATE ENLISTED	DATE DISCHARGED

23. If you have established military preference with the U. S. Civil Service Commission, check (✓) the kind of preference: 5-point _____; disability _____; wife of disabled veteran _____; widow of veteran _____

24. If you are receiving a pension, retired pay, or compensation from the Veterans' Administration or any other Department, state particulars (if for disability, state percentage and nature)

25. If you are the wife of a disabled veteran, or the widow of a person who was in the military or naval service, give the following information: Wife _____; Widow _____; Name of veteran _____ Organization _____ Last year of service _____

(a) If you have ever received compensation from the U. S. Employees' Compensation Commission for injuries sustained in line of duty give particulars

(b) If you are receiving or have applied for an annuity under any retirement act for civilian employees, state which one _____ When? _____ Why? _____

(c) If you are receiving an annuity for disability under the Civil Service Retirement Act, state whether or not you have been informed by the Civil Service Commission that you are physically able to resume duty

26. Education (draw a circle around the number indicating years completed):

Common school 1 2 3 4 5 6 7 8 High school 1 2 3 (4)
Business school 1 2 College 1 2 3 4
Post-graduate or professional 1 2 3 4

27. Give here the details of your college, undergraduate, and graduate education:

NAME AND LOCATION OF COLLEGE	DATES OF ATTENDANCE (Month and year)		SEMESTER HOURS CREDIT RECEIVED	MAJOR SUBJECT	DEGREE CONFERRED	DATE OF DEGREE
	From—	To—				

28. List all college subjects in which you have had 12 or more semester hours indicating the credits received

29. State any other education you have had, such as correspondence courses. Also list collegiate fellowships, scholarships, scholastic honors, and significant college activities

30. What languages do you translate readily? none speak fluently? none

31. What office machines do you operate skillfully? typewriter
What office machines do you operate fairly well? comptometer

32. If qualified in stenography or typing, state speed in words per minute:
Stenography _____ Typing about 40 or 45

33. Are you a Notary Public? no Give date commission expires

34. If you are a certified public accountant, or licensed member of some other profession, give details (if a lawyer, complete supplementary form for attorneys)

35. List names of any professional societies of which you are a member

36. EXPERIENCE: In the following spaces, give a complete record of all employment you have had, including Government employment and military service, and accounting for all periods of unemployment. Begin with your present or last position and work back.

DATES OF EMPLOYMENT (Month and Year)	NAME AND ADDRESS OF EMPLOYER (If unemployed, give own address at that time)	LOWEST, HIGHEST, AND LAST SALARY PER ANNUM IN EACH POSITION	NAME OF POSITION, DESCRIPTION OF DUTIES, AND REASON FOR LEAVING (If employed by Government, state last efficiency rating)
FROM-- Jan-- 1 1941 TO--	NAME National Youth ADDRESS Administration	\$240	Mr. Loveless, Supervisor out off several projects
FROM-- 2 TO--	NAME ADDRESS		
FROM-- 3 TO--	NAME ADDRESS		
FROM-- 4 TO--	NAME ADDRESS		
FROM-- 5 TO--	NAME ADDRESS		
FROM-- 6 TO--	NAME ADDRESS		
FROM-- 7 TO--	NAME ADDRESS		
FROM-- 8 TO--	NAME ADDRESS		
FROM-- 9 TO--	NAME ADDRESS		
FROM-- 10 TO--	NAME ADDRESS		
FROM-- 11 TO--	NAME ADDRESS		
FROM-- 12 TO--	NAME ADDRESS		

(If more space is required, continue entries on a separate sheet arranged as above, and attach to application)

37. May we communicate with your present employer? (Yes or No)

38. Give below a description of the experience with particular emphasis on any special qualifications which you have outlined under Question 36, paying particular attention to any experience, which, in your opinion, qualifies you for the position or positions for which this application is filed. Begin your description of experience in each separate position on a new line, numbering each description to correspond with the number of the section in which the position is listed under Question 36. Include the name of your supervisor in each position you have held.

I worked on N. W. A. at the Ohio State Employment Service
 Bureau. I did typing, filing, answered phone, take orders for
 any type of locomotive bell, verify copies and various other little things.

(If more space is required, paste a sheet of paper here, and continue your statement)

39. Give names and addresses of 5 persons other than relatives or employers mentioned above, who have knowledge of your character, experience, and ability:

FULL NAME	FULL ADDRESS	OCCUPATION
Mrs. Vida Mack	433 W. Boardman, No. Ohio	Employment Office
Mr. Frank Zocco	128 Spruce St.	Plumber
Miss Ann Champ (?)	2042 W. Federal St.	Salesgirl
Mr. Stephen Essail	306 Scott St.	Timekeeper
Mr. Frank Tear	Rayen Hi School - Corner Benita & Ohio Ave.	Principal

In case of emergency, notify Mrs. Nick Battafarano
 Relationship Mother Post-office address 119 Calvin St.

I CERTIFY that the foregoing answers are correct to the best of my knowledge and belief. (Any false statement is sufficient cause for rejection of the application or dismissal after appointment.)

Date Jan. 7, 1941

Anita Rose Battafarano

(Name as usually written and which will be used as official signature)

W. D., C. P. DIV.—Form No. 3

16-15731

U. S. GOVERNMENT PRINTING OFFICE

VERIFIED TRUE COPY
 J. L. VAN BEEKER
 J. L. VAN BEEKER
 Cordeiro, C. J. O'Brien

COUNTY OF PORTAGE)
)SS
STATE OF OHIO)

RAVENNA ORDNANCE PLANT
RAVENNA, OHIO
March 6, 1942

Personally appeared before me, the undersigned authority for administering oaths, one Irene V. Riegenbach, Personnel Director, Corps of Engineers, Ravenna Ordnance Plant, Ravenna, Ohio, who being duly sworn, deposes and says:

"I, Irene V. Riegenbach, Personnel Director, Corps of Engineers, Ravenna Ordnance Plant, Ravenna, Ohio, personally interviewed Miss Mary E. Colter on January 7, 1942.

"A requisition was sent to the Personnel Office by the Department Head in which the vacancy existed, requesting a Junior Clerk-Typist who had speed and accuracy in typing, and if possible, a person who could take dictation, if necessary. This requisition indicated the employee must have one year's office experience and the requisition was filled accordingly.

"A Junior Clerk-Typist Civil Service Register was obtained from the Sixth United States Civil Service District, Cincinnati, Ohio, on which appeared eleven names to be considered. Only two Junior Clerk-Typists were needed, but all persons on the register were contacted because of possible declination and lack of experience of some of the eligibles. Permission was given by the Civil Service District to select a person with a lower rating if they were better qualified for the position.

"Miss Colter and three other young women, two white and one colored, appeared for an interview. All four were given application forms and were asked to be seated and complete these forms. The applicants were interviewed in the order that they completed their applications. When Miss Colter came into the Personnel Office for the interview, I informed her that it was a Junior Clerk-Typist position. When I asked Miss Colter if she had stenographic ability, I explained to her that it was not required, but would only be of advantage to the department in which the vacancy existed. After reviewing Miss Colter's former experience, it was evident she lacked the experience and qualifications, because her experience embodied only employment as a stockroom girl in the china and glassware department at the Strouss-Hirshberg Company, Youngstown, Ohio. Her Civil Service rating was .05% higher than one of the eligibles that was hired. The girl with the lower grade possessed a year's experience in office work, while Miss Colter had none. Due to the fact that an employee has to be trained to a position, and since this project will be completed in a short time, the new employee must have the knowledge of office routine, which must constitute at least one year's experience. Only two persons were hired that day, one with a higher rating. Miss Colter was informed that, although she could not qualify for the Junior Clerk-Typist position, which was open, due to lack of experience, some position might develop in the future for which she could qualify, and she would be duly notified.

After the interview in the Personnel Office, notations such as "neat", "efficient", "speedy", "not needed at present", (which means she could qualify as a typist but not a Junior Clerk-Typist), etc., are usually made on the application for the benefit of the Department Head when he interviews the applicant.

Miss Colter was asked to wait in the lobby until a ride to her home could be arranged. I asked Miss Frances Hoffman, who drives through Youngstown, Ohio, if she would drive Miss Colter home. Miss Hoffman agreed to provide transportation for her. Treatment accorded Miss Colter by the entire personnel force was the same as the other applicants.

The two Junior Clerk-Typists, who were hired since January 7, 1942, had special qualifications for the positions offered."

Further deponent sayeth not.

Irene V. Riggenschach
IRENE V. RIGGENBACH,
Personnel Director,
Ravenna Ordnance Plant.

Sworn and subscribed to before me, this sixth day of March, 1942.

My Commission expires 1/29/45

Agatha Davis
Notary Public

COUNTY OF PORTAGE)
)
STATE OF OHIO)SS
)

RAVENNA ORDNANCE PLANT
RAVENNA, OHIO
MARCH 6, 1942

Personally appeared before me, the undersigned authority for administering oaths, one Frances K. Hoffman, Jr. Clerk-Typist in the Personnel Office of the Area Engineer, Ravenna Ordnance Plant, Ravenna, Ohio, being duly sworn, deposes and says:

"I, Frances K. Hoffman, was present during the interview of Miss Mary E. Colter of Youngstown, Ohio, an applicant for a position at the Corps of Engineers, Ravenna Ordnance Plant, Ravenna, Ohio, on January 7, 1942, at which time Miss Colter was being interviewed by Miss Irene Riggensch, Personnel Director.

"From my observation, I concluded that the interview was carried on in the usual manner, and Miss Colter's accusation that Miss Riggensch's unjust discrimination and inconsideration, due to the fact that Miss Colter is a negro, is very unfair.

"I can personally vouch for Miss Riggensch's kindness and tact during the interview, and in arranging return transportation for Miss Colter to Youngstown. Since there was no bus back to Youngstown until late, Miss Riggensch asked me if Miss Colter might ride to Youngstown with me after work. I agreed, and so provided transportation for Miss Colter back to Youngstown."

Further deponent sayeth not.

Frances K. Hoffman
FRANCES K. HOFFMAN
Jr. Clerk-Typist
Ravenna Ordnance Plant

Sworn and subscribed to before me, this sixth day of March, 1942.

My Commission expires

1/29/45

Agatha Davis
Notary Public

Incl 4

1902 (Negroes)83 AP

Subject: Complaint, alleging racial
discrimination. (Ltr. Office
Asst. Secretary, 2/4/42)

OD 1-10/523A

7th Ind.

Office, Division Engineer, Ohio River Div., Cincinnati, Ohio, Mar. 20, 1942.
To the Chief of Engineers, U. S. Army, Washington, D. C.

1. The information contained in the preceding 5th indorsement, and the statements of the two employees stationed at the Ravenna Ordnance Plant have been carefully reviewed, and based on the facts contained therein, it is the opinion of this office that no racial discrimination has been made against Miss Colter in her effort to secure employment as a Junior Clerk-Typist.

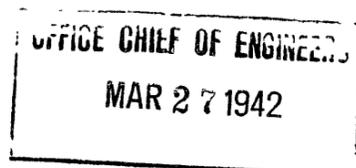
2. In view of the facts presented in this case, it is recommended that no further action be taken.

For the Division Engineer:

S.T.B. Johnson
S.T.B. Johnson,
Captain, Corps of Engineers,
Executive Assistant.

4 Inclosures:

Copy of Application Miss Colter (in dupl.)
Copy of Application Miss Battafarano (in dupl.)
Statement Miss Riggerbach (in trip.)
Statement Miss Hoffman (in trip.)



9282

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

Date February 9, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Cyrus J. Colter on behalf of Mary Elizabeth Colter of Youngstown, Ohio, under date of January 29, 1942, charging discrimination against the War Department.

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

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enc.

CYRUS J. COLTER
Attorney-At-Law
3507 South Parkway - Suite 2
Chicago

January 29, 1942

The Fair Employment Practice Committee
Social Security Building
Washington, D. C.

Sirs:

The purpose of this letter is to report an instance of discrimination in the Civil Service Branch of the Government, which occurred at The Ravenna Ordnance Plant, Ravenna, Ohio, on January 7, 1942. The person discriminated against was Mary Elizabeth Colter, 50 Sycamore Street, Youngstown, Ohio, who happens to be colored and incidently is my sister.

On January 6, Miss Colter received a telegram inquiring if it was possible for her to "appear for an interview for a junior clerk typist fourteen forty per annum position at the Area Engineers Ravenna Ordnance Plant." She reported as requested along with 5 other young women who were white; they had made the trip from Youngstown, Ohio to Ravenna, Ohio, a distance of some 40 miles, by bus. When they arrived at the personnel office the other women were asked to come in and Miss Colter, after first having been asked what she wished, was asked to stand in the hall. She stood there for about an hour when a guard, who evidently felt she must be fatigued from standing, asked her if she wished to come to a room further down the hall where there were seats. She followed him and seated herself. About 10:45 A. M., the director of the personnel department whose name is Miss Irene Riegenbach, came to where Miss Colter was sitting and asked her to come with her back to Miss Riegenbach's office. Miss Colter recognized her as the lady who had asked her earlier in the morning what she wished and had told her to remain in the hall. Miss Riegenbach, after taking Miss Colter into her office, explained to her that the position which was open required that the applicant be able to take dictation and that Miss Colter's application showed that she was unable to do so. Further Miss Colter was told that her experience was insufficient. It was at this time that Miss Colter saw Miss Riegenbach write upon her application the capital letter "C". She then told Miss Colter that if any other openings occurred that the proper notification would be made.

Upon returning to Youngstown, Ohio, Miss Colter learned that the other 5 young ladies who had made the trip with her to Ravenna had been employed immediately and that 2 of these ladies had grades lower than hers, one lady's grade being 5% lower.

There can be no doubt that this is a glaring case of discrimination by reason of the applicant's racial origin in definite violation of the President's executive order number 8802. The grounds used by Miss Riegenbach for refusing Miss Colter's application, namely, inability to take dictation and limited experience had been previously set out in Miss Colter's application. These facts

-2-

had been taken into account before Miss Colter had been given her grade. If denial of the position had actually been based on the facts used by Miss Rigenbach Miss Colter would never have been notified by telegram to report for an interview. In addition there are the following facts, already pointed out, that Miss Colter; when appearing with the other young ladies, was asked what she wished and asked to stand in the hall. Furthermore, a capital "C" was written on her application, no doubt to indicate that the applicant was colored. Pursuant to the above executive order an investigation should be made of the foregoing facts to ascertain their truth or falsity. If they are found to be true, and investigation will disclose them to be unquestionably so, the proper corrective measures should be taken.

Very truly yours,

/s/ CYRUS J. COLTER

CJC/hw/cs

February 4, 1942.

MEMORANDUM

TO: The Director of Personnel

This office is in receipt of the complaint of Miss Elizabeth Colter, 50 Sycamore Street, Youngstown, Ohio, alleging racial discrimination against her in her effort to secure employment as a junior clerk-typist at the Ravenna Ordnance Plant, Ravenna, Ohio.

The complaint states as follows:

On January 6, Miss Colter received a telegram inquiring if it was possible for her to "appear for an interview for a junior clerk typist fourteen forty per annum position at the Area Engineers Ravenna Ordnance Plant." She reported as requested along with 5 other young women who were white * * *. When they arrived at the personnel office the other women were asked to come in and Miss Colter, after first having been asked what she wished, was asked to stand in the hall. She stood there for about an hour when a guard, who evidently felt she must be fatigued from standing, asked her if she wished to come to a room further down the hall where there were seats. She followed him and seated himself. About 10:45 A.M., the director of the personnel department whose name is Miss Irene Rigenbach, came to where Miss Colter was sitting and asked her to come with her back to Miss Rigenbach's office. Miss Colter recognized her as the lady who had asked her earlier in the morning what she wished and had told her to remain in the hall. Miss Rigenbach, after taking Miss Colter into her office, explained to her that the position which was open required that the applicant be able to take dictation and that Miss Colter's application showed that she was unable to do so. Further Miss Colter was told that her experience was insufficient. It was at this time that Miss Colter saw Miss Rigenbach write upon her application the capital letter "C". She then told Miss Colter that if any other

Colter

The Director of Personnel
February 4, 1942
Page 2

openings occurred that the proper notification would be made.

Upon returning to Youngstown, Ohio, Miss Colter learned that the other 5 young ladies who had made the trip with her to Ravenna had been employed immediately and that 2 of these ladies had grades lower than hers, one lady's grade being 5% lower.

May a report be had upon the facts in this case with particular reference to the following questions:

1. Why a telegram was sent to Miss Colter asking her to appear for an interview for a junior clerk-typist position if eligibles with stenographic ability were desired?
2. Whether Miss Colter was treated differently than the other five applicants who also reported for interviews, as alleged in the complaint?
3. Upon what evidence, relative to Civil Service or otherwise, was it determined that the other five eligibles were better qualified for the positions than Miss Colter?
4. Have any other appointments of junior clerk-typists been made at the Ravenna Ordnance Plant since January 6?

Civilian Aide to the Secretary
of War.

January 31, 1942

Cyrus J. Colter, Esquire
3507 South Parkway
Chicago, Illinois

Dear Cy:

I have addressed you as Esquire because I understand it won't be long until a designation will precede your name. The Army is all certain to give you a heart ache and roaring welcome.

I have your letter about your sister. As soon as the Fair Employment Practice Committee completes its investigation, we shall proceed as rapidly as possible. Unfortunately, in the absence of specific statements, it is very difficult to prove discrimination where the basic complaint is a failure to employ in the absence of some remark or statement that a Negro would not be considered for the position in question. Under Civil Service rules which permit selection, it has too frequently been the case that the Negro is the only one against whom the choice operates. You may, however, rest assured that we will do all possible for your sister.

Yours very truly,

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

7-11-42

TELEPHONES.
DREXEL 2336
DREXEL 2337

CYRUS J. COLTER
ATTORNEY-AT-LAW

3507 SOUTH PARKWAY - SUITE 2
CHICAGO

January 29
1 9 4 2

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

Dear Truman:

Enclosed please find a copy of a letter which I am sending to The Fair Employment Practice Committee. It is self explanatory and anything which you can do to expedite the investigation will be appreciated, as this is a case of discrimination in the War Department.

Very cordially yours,


CYRUS J. COLTER

CJC/hw
Enclosure

January 29
1 9 4 2

The Fair Employment Practice Committee
Social Security Building
Washington, D. C.

Sirs:

The purpose of this letter is to report an instance of discrimination in the Civil Service Branch of the government, which occurred at The Ravenna Ordnance Plant, Ravenna, Ohio, on January 7, 1942. The person discriminated against was Mary Elizabeth Colter, 50 Sycamore Street, Youngstown, Ohio, who happens to be colored and incidently is my sister.

On January 6, Miss Colter received a telegram inquiring if it was possible for her to "appear for an interview for a junior clerk typist fourteen forty per annum position at the Area Engineers Ravenna Ordnance Plant". She reported as requested along with 5 other young women who were white; they had made the trip from Youngstown, Ohio to Ravenna, Ohio, a distance of some 40 miles, by bus. When they arrived at the personnel office the other women were asked to come in and Miss Colter, after first having been asked what she wished, was asked to stand in the hall. She stood there for about an hour when a guard, who evidently felt she must be fatigued from standing, asked her if she wished to come to a room further down the hall where there were seats. She followed him and seated herself. About 10:45 A.M., the director of the personnel department whose name is Miss Irene Riggenbach, came to where Miss Colter was sitting and asked her to come with her back to Miss Riggenbach's office. Miss Colter recognized her as the lady who had asked her earlier in the morning what she wished and had told her to remain in the hall. Miss Riggenbach, after taking Miss Colter into her office, explained to her that the position which was open required that the applicant be able to take dictation and that Miss Colter's application showed that she was unable to do so. Further Miss Colter was told that her experience was insufficient. It was at this time that Miss Colter saw Miss Riggenbach write upon her application the capital letter "C". She then told Miss Colter that if any other openings occurred that the proper notification would be made.

Upon returning to Youngstown, Ohio, Miss Colter learned that the other 5 young ladies who had made the trip with her to Ravenna had been employed immediately and that 2 of these

1/29/42

The Fair Employment Practice Committee

PAGE TWO

ladies had grades lower than hers, one lady's grade being 5% lower.

There can be no doubt that this is a glaring case of discrimination by reason of the applicant's racial origin in definite violation of the President's executive order number 8802. The grounds used by Miss Riegenbach for refusing Miss Colter's application, namely, inability to take dictation and limited experience had been previously set out in Miss Colter's application. These facts had been taken into account before Miss Colter had been given her grade. If denial of the position had actually been based on the facts used by Miss Riegenbach Miss Colter would never have been notified by telegram to report for an interview. In addition there are the following facts, already pointed out, that Miss Colter, when appearing with the other young ladies, was asked what she wished and asked to stand in the hall. Furthermore, a capital "C" was written on her application, no doubt to indicate that the applicant was colored. Pursuant to the above executive order an investigation should be made of the foregoing facts to ascertain their truth or falsity. If they are found to be true, and investigation will disclose them to be unquestionably so, the proper corrective measures should be taken.

Very truly yours,

CYRUS J. COLTER

CJC/hw

April 18, 1942

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

Dear Mr. Cramer:

I have received your letter of April 8 regarding the complaint of Miss Doris Cooper that her brother, George I. Cooper, a soldier at Camp Forrest, Tennessee, has been denied some advancement because of his Jewish origin. I think you are mistaken in believing it is a civilian appointment which this soldier is seeking. Apparently he is asking either for a transfer to another department at his station or else for a commission.

If this soldier made a formal submission which was returned with an unfavorable endorsement, you might wish to obtain a copy of that document. If he has taken the matter up informally with his commander, you might obtain some more detailed information concerning the circumstances. I doubt seriously whether the case is one in which any abuse of discretion by the commander can be shown. In any event, however, the facts should be developed much more fully than they appear in Miss Cooper's letter.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

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

April 8, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

I transmit herewith two copies of a letter addressed to the President which has been referred to the Committee on Fair Employment Practice for consideration and action.

Although there is insufficient evidence to substantiate the charge of racial discrimination made by the writer against the Provost General's office, there have reached me several other generalized complaints to the effect that persons of Jewish origin find it difficult to be accepted for commissions in the United States Army.

I take it in the present case that Mr. Cooper was seeking employment in a civilian capacity and, therefore, his complaint should properly come before the Committee on Fair Employment Practice. I shall be glad to have any report on this case that may be made to you.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



COPY

March 21, 1942

Mr. Franklin D. Roosevelt
President of the United States
White House
Washington, D. C.

Dear Mr. President:

Is this country a true democracy? From the facts as related to me through a soldier, my brother, it seems that the answer to this question is negative.

My brother, George L. Cooper, 33rd Division Surgeon's Office, Camp Forrest, Tennessee, is a National Guardsman and has been serving our country in this capacity for more than one year, who is also an attorney, applied for an investigating position with the Provost General's office. He seemed very optimistic about receiving this appointment, knowing that he possessed all the necessary qualifications.

You see, Mr. Roosevelt, I, alone cannot carry the burden of two dependents, my mother and father, since the present conditions have put a stop to my father's business. The added income that my brother would have made in this new position would have helped toward their support greatly.

Yesterday, George wrote home that his application was rejected and he was not even accorded the courtesy of an interview, as was the case of every other Jewish applicant for this type of work.

It seems that the Jewish boys are good enough to fight for our country as buck privates and perhaps to die for it, also. Why, then, are they not given the opportunity of doing the things they are best suited for and prefer?

I would appreciate an investigation into this matter to determine the reason for this racial prejudice and a reply.

Sincerely yours,

/s/ Doris Cooper

Miss Doris Cooper
718 Waveland Avenue
Chicago, Illinois

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

April 17, 1942

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice has received from the United States Civil Service Commission copies of letters in the matter of alleged discrimination on account of race against Mr. E. L. Cooper, 119 East 36th Street, Chicago, Illinois. The Commission also transmitted a copy of a letter to the Secretary of War asking for a report on the alleged discrimination.

You are requested to send to the President's Committee on Fair Employment Practice any report which the War Department may make on investigation of this complaint.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Secretary



January 27, 1942.

r. Lawrence H. Cramer
Executive Secretary,
President's Committee on
Fair Employment Practice,
Social Security Building,
Washington, D. C.

Dear r. Cramer:

On January 22, 1942, you submitted to this office the complaint of Miss Dorothea C. Cottman, 940 St. Nicholas Avenue, New York City, alleging racial discrimination against her in connection with her effort to secure employment under the Army in the Second Corps Area.

The statement of Miss Cottman that she was given a blank to fill out different from those given to applicants of different racial identity is not believed to be sufficient in itself to make out a prima facie case of racial discrimination. If she has additional information to submit in support of her charge, it is requested that she more fully identify the position, for which she qualified, by specifying the bureau, arm or service under which it comes.

Sincerely yours,

Civilian Aide to the Secretary
of War.

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

January 22, 1942

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

Dear Judge Hastie:

We have received a complaint from Miss Dorothea C. Cottman, 940 St. Nicholas Avenue, New York City, that she has been discriminated against because of her race in her effort to secure employment with the Second Corps Division of the United States Army. She states as follows:

"On April 8, 1939 I took the Federal Civil Service Examination for Junior Investigator at \$2000 per annum. On April 10, 1940, prior to the date that the list was promulgated, I received a letter from the United States Civil Service Commission, Application Division, stating that my application had been placed on file for the Inspector of Customs. On October 10, 1940, I received my rating 70.9 for Inspector of Customs Examination.

"On January 12, 1942 I received a letter from the 2nd Corps Army Division stating that if I was interested in a position as examiner at \$1260 per annum, to call for an interview on that same date. The letter further stated that I 'should not resign any position that I already held but that the position would last for the duration and was a golden opportunity.' (I do not have this letter in my possession as it was stapled to my application blanks and turned in.)

"Upon arriving at the Corps Area Offices (General Post Office, Room 4560) an attendant gave me mimeographed blanks to be filled out. I noticed that these blanks were not the same as those given applicants of different racial identity. This can be definitely stated because while I was waiting in line I talked with a Caucasian who was waiting to be interviewed for the same position. The Caucasian applicant received printed blanks to be filled out as contrasted with those which I received. When the completed blanks were taken to the interviewer, the interviewer accepted them, but never looked at their contents. Instead, I was told that all positions were filled for persons who could only use the English

Honorable William H. Hastie

-2-

January 22, 1942

language and there was very little possibility for future employment in this classification. I was also told that my application would be placed on file."

Will you kindly have this matter investigated and have a report furnished this office upon its completion?

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

April 27, 1942.

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

Dear Mr. Cramer:

On February 2, 1942, you transmitted to this office the complaint of Miss Clarise Cotton, San Bernardino, California, alleging racial discrimination against her in her effort to secure employment as a junior stenographer at the March Field Air Base, Riverside, California.

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

Mr. Smith, Administrative Assistant of the War Department at March Field, California, stated that upon application to the 12th Civil Service Commission District at San Francisco, California, for a list of eligibles to fill a vacancy at March Field in the status of junior stenographer, he was notified that the Civil Service lists for such a position were exhausted. Due to this situation the Commission furnished Mr. Smith with authority for local hire, dated November 28, 1941, to which was attached a list of ten (10) local persons who had made application for Civil Service examination but who had not taken the examination nor been certified for employment. Miss Cotton's name was one of the ten.

On December 15, 1941, Miss Cotton was contacted by a form letter from Mr. Smith and came to March Field for the purpose of an interview and a short stenographic test. On the copy of the form letter in Mr. Smith's office appears the following pencilled notation, "Good girl. Part Negro but looks Mexican; will work for \$105.00. Good stenographer, good typist. 50 Words per minute." Miss Cotton's local address and telephone number are also pencilled on the form letter.

Carroll
COFEP
C.C.

Mr. Lawrence W. Cramer
April 27, 1942
Page 2

Examination of the list of ten names furnished by the 12th Civil Service District on November 28, 1941, discloses that none of these individuals were employed.

Following receipt of this report this office requested comment upon the statement in the basic communication that Mr. Smith had expressed regret upon learning that Miss Cotton was a Negro and had stated that she could not be employed on that account. Clarification was also asked of the reason why she was not employed. The following supplemental report was thereupon submitted:

a. Mr. Smith of the Quartermaster Office did not inform Miss Cotton that inasmuch as she was a Negro she could not be employed with the Quartermaster at March Field because of that fact. Until just recently, the Quartermaster had three Negro employees on the pay roll.

b. Office of the Quartermaster General, and Civil Service Regulations direct that all vacancies be filled from Certificate of Eligibles, when available, before temporary appointment can be made. When a request was made by the Quartermaster at March Field for a Certificate of Eligibles for the position of Junior Stenographer, a list of persons who had made application for the examination, but whose ratings had not been made known by the Civil Service, or who had not yet taken the examination, was furnished. Miss Cotton's name appeared thereon, and she was requested to come to the office for an interview. Meanwhile, a Certificate of Eligibles for a Junior Stenographer (No. 58778, dated December 13, 1941) was received with three names thereon. A selection of Miss Lois C. O'Hern was made from this Certificate.

c. The fact that Mr. Smith wrote in his file "Good girl - part Negro, but looks Mexican - will work for \$105.00", and had the foresight to enter also the address and telephone number of Miss Cotton, indicates his intention of keeping information on Miss Cotton readily available for purposes of hiring, should additional vacancies be authorized.

Mr. Lawrence W. Cramer
April 27, 1942
Page 3

Inasmuch as none of the ten persons who had not qualified through Civil Service examination was appointed, and the vacancy was filled from a Civil Service certificate, it appears that the investigation has failed to substantiate the charge of racial discrimination. But in view of the conflict between the report and Miss Cotton's statement on the question of whether Mr. Smith expressed regret upon learning that Miss Cotton was a Negro and stated that she could not be employed for that reason, the Committee may wish to make its own further independent inquiry.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

February 7, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Clarise Cotton, of San Bernardino, California, alleging racial discrimination against her in her effort to secure employment as a junior stenographer at the March Field Air Base, California.

Miss Cotton's complaint is as follows:

On the 15th of December, I received a mimeographed letter from Mr. Smith, the Administrative Assistant of the War Department at the March Field Air Base, telling me to call at the office of the Quartermaster for an interview since a civil service position for Junior Stenographer was open. I did so, and Mr. Smith, my interviewer, gave me a stenographic examination, which I passed. (If he had known that I was a Negro, I am certain that he would not have wasted his time by giving me an examination.) After talking with me for a few minutes, he asked me what nationality I was. When I told him, "Negro," it was very evident that a change came over him. He then told me that it was too bad that I had Negro blood in me and that he could not place me.

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

William Hastie
Civilian Aide to the Secretary
of War

708186 FEB 11 42
CENTRAL MAIL S. O. F. W. A. A. E.

1st Ind.

War Department, Office of the Secretary
To: Chief of the Air Corps

mf/vh
February 10, 1942

1. For investigation and report to this office.

By authority of the Secretary of War:

A. H. Onthank
A. H. Onthank
Director of Personnel



2nd Ind.

War Department, Office of the Chief of the Air Corps, Washington, D. C.
FEB 19 1942 To: Commanding Officer, March Field, California.

For investigation and report.



By order of the Chief of the Air Corps:

Edward T. Miller
Civilian Personnel Division Section

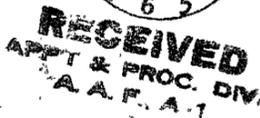
RECEIVED
FEB 23 1942
PM 5 15
D (WWW:hk)
MILITARY PERSONNEL DIVISION

3rd Ind.

AIR BASE HEADQUARTERS, March Field, Riverside, California, February 28, 1942.
To: War Department, Office of the Chief of the Air Corps, Washington D.C.

1. Investigation of the facts in this case discloses that there has been no violation of the directive prohibiting racial discrimination in the selection of Civil Service employees.

2. Mr. Smith, Administrative Assistant of the War Department at March Field, California, stated that upon application to the 12th Civil Service Commission District at San Francisco, California, for a list of eligibles to fill a vacancy at March Field in the status of junior stenographer, he was notified by the Commission that the Civil Service lists for such a position were exhausted. Due to this situation the Commission furnished Mr. Smith with authority for local hire, (form C-21, (N.D.) 3/41), dated November 28, 1941, to which was attached a list of ten (10) local persons who had made application for Civil Service examination but who had not taken the examination nor been certified for employment. Miss Cotton's name was one of the



726624 MAR 15 42

CENTRAL MAIL SECTION A.A.F.



100-100000

100-100000

201-Cotton, (2-7-42) 3rd Ind. cont'd.

3. On December 15, 1941, Miss Cotton was contacted by a form letter from Mr. Smith and came to March Field for the purpose of an interview and a short stenographic test. On the copy of the form letter in Mr. Smith's office appears the following pencilled notation, "Good girl. Part negro but looks Mexican; will work for \$105.00. Good stenographer, good typist. 50 Words per minute." Miss Cotton's local address and telephone number are also pencilled on the form letter.

4. Examination of the list of ten names furnished by the 12th Civil Service District on November 28, 1941, discloses that none of these individuals were employed.


J. H. DAVIDSON,
Colonel, Air Corps,
Commanding.

4th Ind.

(13-B)

War Department, Headquarters of the Army Air Forces, Washington, D. C.
MAR 14 1942 To: The Secretary of War.

Attention is invited to the 3rd indorsement.



Edward T. Miller, Jr.
Captain, Air Corps,
Chief of the Appointment Records Section
Civilian Personnel Division

STP 1000 1000 02

APR 15 1942

WAR DEPARTMENT

1942 MAR 16 PM 4 05

5th Ind.

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

mfb/vh
March 17, 1942

1. Forwarded.

By authority of the Secretary of War:

F. H. Powell
F. H. Powell
Acting Director of Personnel

6th Ind.

War Department, Office of the Civilian Aide to the Secretary of War
To: The Director of Personnel
March 21, 1942.

With reference to the third indorsement, the following comment is submitted:

1. There is no comment upon the statement quoted in the basic communication that Mr. Smith expressed regret upon learning that Miss Cotton was a Negro and stated that she could not be employed on that account. Affirmation or denial of this statement is essential.

2. In view of the endorsement on her form letter indicating that she was a satisfactory worker, some explanation appears appropriate as to why she was not employed. The fact that other applicants for Civil Service examination, whose names were on the list forwarded by the Civil Service Commission, were not employed may be explained on the ground that they were not available or were not satisfactory.

William H. Hattie
Civilian Aide to the Secretary
of War



EDWARD PERSONNEL DIV.
MAR 31 1952
HARVARD

7th Ind.

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

mfb/vh
March 24, 1942

1. Forwarded, inviting attention to the preceding indorsement.

By authority of the Secretary of War:

F. H. Powell

F. H. Powell
Acting Director of Personnel

(Clarise Cotton)

8th Ind.

(AFPCP-B)

War Department, Headquarters of the Army Air Forces, Washington, D. C.
MAR 27 1942 To: Commanding Officer, March Field, California.

For compliance with the 6th indorsement.



Edward T. Miller, Jr.

Edward T. Miller, Jr.,
Captain, Air Corps
Chief of the Personnel Relations Section
Civilian Personnel Division.

201-Cotton, Clarise (617)

9th Ind.

G/MHC/c

AIR BASE HEADQUARTERS, March Field, Riverside, California, April 5, 1942.
To: Chief of the Army Air Forces, Washington, D.C.

1. With reference to the 6th indorsement, the following information is submitted:

a. Mr. Smith of the Quartermaster Office did not inform Miss Cotton that inasmuch as she was a negro she could not be employed with the Quartermaster at March Field because of that fact. Until just recently, the Quartermaster had three negro employees on the pay roll.

b. Office of the Quartermaster General, and Civil Service Regulations direct that all vacancies be filled from Certificate of Eligibles, when available, before temporary appointment can be made. When a request was made by the Quartermaster at March Field for a Certificate of Eligibles for the position of Junior Stenographer, a list of persons who had made application for the examination, but whose ratings had not been made known by the Civil Service, or who had not yet taken the examination, was furnished. Miss Cotton's name appeared thereon, and she was requested to come to the office for an interview. Meanwhile, a Certificate of Eligibles for a Junior

738899 MAR 26 42

CENTRAL MAIL SECTION A.A.F.

PCB

201-Cotton (2-7-42) 9th Ind. Cont'd.



Stenographer (No. 58778, dated December 13, 1941) was received with three names thereon. A selection of Miss Lois C. O'Hern was made from this Certificate.

c. The fact that Mr. Smith wrote in his file "Good girl - part Negro, but looks Mexican - will work for \$105.00", and had the foresight to enter also the address and telephone number of Miss Cotton, indicates his intention of keeping information on Miss Cotton readily available for purposes of hiring, should additional vacancies be authorized.

For the Commanding Officer:

W. L. FIELD,
Captain, Air Corps,
Adjutant.

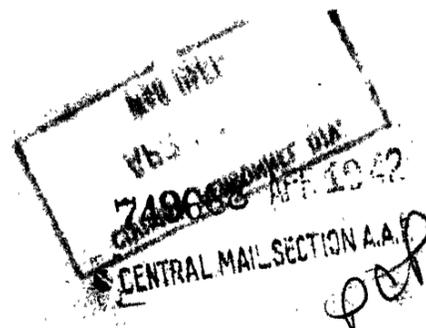
10th Ind.

(AFPCP-B)

War Department, Headquarters of the Army Air Forces, Washington, D. C.
APR 15 1942 To: The Secretary of War.

Attention is invited to the 9th indorsement.

Edward T. Miller, Jr.
Captain, Air Corps,
Chief of the Appointment Records Section
Civilian Personnel Division



CIVILIAN PERSONNEL DIV.
AP7
MAR 1967

10th Ind.

(AFPCP-B)

War Department, Headquarters of the Army Air Forces, Washington, D. C.
APR 15 1942 To: The Secretary of War.

Attention is invited to the 9th indorsement.

A. Miller, Jr.
Air Corps,
Chief of the Appointment Records Section
Civilian Personnel Division



CIVILIAN PERSONNEL DIV.
AP 7
MAR 1947

OFFICE OF THE ADJUTANT GENERAL
WASHINGTON, D. C.

RECEIVED
MAR 19 1947

100-1147

11th Ind.

mfb/jh

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

April 17, 1942

1. Forwarded.

By order of the Secretary of War:



Wm. H. Kushnick
Director of Civilian Personnel
and Training

9282

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

Date February 11, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Miss Clarise Cotton of San Bernardino, California, under date of December 22, 1941, charging discrimination against the War Department.

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

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enc.

COPIES

C
C
P
Y

Box 709 So. Waterman
San Bernardino, California
December 22, 1941

Hon. Franklin D. Roosevelt
President of the U. S. A.
White House
Washington, D. C.

Dear President:

Since I took a Civil Service Examination and passed, my name has been placed on the Civil Service list.

In November I was interviewed by Lieutenant Ashley in order to be placed in a position as Junior Stenographer at the Air Corps Advanced Flying School in Victorville, California. I was to have been called to report for work on the first of the month, but because I am a Negro, I have never been called.

On the 15th of December, I received a mimeographed letter from Mr. Smith, the Administrative Assistant of the War Department at the March Field Air Base, telling me to call at the office of the Quartermaster for an interview since a Civil Service position for Junior Stenographer was open. I did so, and Mr. Smith, my interviewer, gave me a stenographic examination, which I passed. (If he would have known that I was a Negro, I am certain that he would not have wasted his time by giving me an examination). After talking with me for a few minutes, he asked me what nationality I was. When I told him "Negro", it was very evident that a change came over him. He then told me that it was too bad that I had Negro blood in me and that he could not place me.

Mr. President, this racial discrimination must be corrected. Negroes are American Citizens, but instead of being treated as such, we are treated like animals. We are even denied the privilege of working for National Defense. We love America, and we want to serve it!!

May I expect immediate results from this letter?

Yours very respectfully,

/s/ Clarise Cotton

(Miss) Clarise Cotton

9282

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

Date February 11, 1942

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

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Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Enc.
Cramer/ten

C
O
P
Y

Box 709 So. Waterman
San Bernardino, California
December 22, 1941

Hon. Franklin D. Roosevelt
President of the U. S. A.
White House
Washington, D. C.

Dear President:

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May I expect immediate results from this letter?

Yours very respectfully,

/s/ Clarise Cotton

(Miss) Clarise Cotton

February 7, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Clarise Cotton, of San Bernardino, California, alleging racial discrimination against her in her effort to secure employment as a junior stenographer at the March Field Air Base, California.

Miss Cotton's complaint is as follows:

On the 15th of December, I received a mimeographed letter from Mr. Smith, the Administrative Assistant of the War Department at the March Field Air Base, telling me to call at the office of the Quartermaster for an interview since a civil service position for Junior Stenographer was open. I did so, and Mr. Smith, my interviewer, gave me a stenographic examination, which I passed. (If he had known that I was a Negro, I am certain that he would not have wasted his time by giving me an examination.) After talking with me for a few minutes, he asked me what nationality I was. When I told him, "Negro," it was very evident that a change came over him. He then told me that it was too bad that I had Negro blood in me and that he could not place me.

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

Civilian Aide to the Secretary
of War

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

Date February 2, 1942

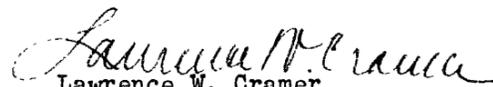
The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Miss Clarise Cotton of San Bernardino, California, under date of December 22, 1941, charging discrimination against the War Department.

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

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enc.

C
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Box 709 So. Waterman
San Bernardino, California
December 22, 1941

Hon. Franklin D. Roosevelt
President of the USA
White House
Washington, D. C.

Dear President:

Since I took a civil service examination and passed, my name has been placed on the civil service list.

In November I was interviewed by Lieutenant Ashley in order to be placed in a position as Junior Stenographer at the Air Corps Advanced Flying School in Victorville, California. I was to have been called to report for work on the first of the month, but because I am a Negro I have never been called.

On the 15th of December, I received a mimeographed letter from Mr. Smith, the Administrative Assistant of the War Department at the March Field Air Base, telling me to call at the office of the Quartermaster for an interview since a civil service position for Junior Stenographer was open. I did so, and Mr. Smith, my interviewer, gave me a stenographic examination, which I passed. (If he had known that I was a Negro, I am certain that he would not have wasted his time by giving me an examination.) After talking with me for a few minutes, he asked me what nationality I was. When I told him, "Negro", it was very evident that a change came over him. He then told me that it was too bad that I had Negro blood in me and that he could not place me.

Mr. President, this racial discrimination must be corrected. Negroes are American citizens, but instead of being treated as such, we are treated like animals. We are even denied the privilege of working for national defense. We love America, and we want to serve it!

May I expect immediate results from this letter?

Yours very respectfully,

/s/ (MISS) CLARISE COTTON

D

October 19, 1942.

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

Dear Mr. Cramer:

On August 15, 1942, you forwarded to this office the complaint of Miss Edna Darden, 6439 Rhodes Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment as a typist at the Chicago Quartermaster Depot.

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

a. Apparently the complainant did not report to the Clearing Plant of the Signal Section, Chicago Quartermaster Depot, but reported instead to the American Airlines Plant at 63rd and Cicero Streets, Chicago, Illinois. Therefore, no record of her reporting to work was received by the Chicago Quartermaster Depot. Furthermore, it is reported that, at approximately the time Miss Darden applied for work, the night shift, on which she had requested assignment was abolished. This was due to the inability of a certain contractor, engaged in the assembling of radio sets, to secure critical materials.

b. It is reported that the records of the Chicago Quartermaster Depot show that the complainant has never been certified by the Civil Service Commission to the Signal Section of the Depot, and that she therefore had never been interviewed by that office.

Following receipt of this report this office directed attention to Miss Darden's statement that when she applied for

COPIED

Mr. Lawrence W. Cramer
October 19, 1942
Page 2

work at the American Airlines Plant she was told by the information clerk that no Negroes were employed at that establishment. A supplemental report states that she must have reported to the American Airlines Terminal, a commercial organization which is not directly engaged in war work. It was suggested that this phase of the complaint be referred to the President's Committee on Fair Employment Practice.

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

Sincerely yours,

Civilian Aide to the Secretary
of War

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

SPGC-L
201 Darden, Edna
(10-3-42)

October 16, 1942

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

1. Reference is made to your memorandum of October 3, 1942, which referred to an earlier memorandum from this office dated September 23, 1942, reporting the results of alleged racial discrimination involving Miss Edna Darden.

2. Your memorandum requested that investigation be made of the fact that when Miss Darden applied for work at the American Airlines Plant at 63rd and Cicero Streets, Chicago, Illinois, she was told by the information clerk that no Negroes were employed at that establishment.

3. It is understood by this office that Miss Darden must have reported to the American Airlines Terminal, a commercial organization which is not directly engaged in war work.

4. For this reason it is suggested that this phase of the complaint be referred to the President's Committee on Fair Employment Practice.

For the Commanding General:



JAMES P. MITCHELL
Director, Civilian Personnel Division

OCT 16 42 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION



October 3, 1942.

MEMORANDUM

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

Reference is made to your memorandum of September 23, 1942, reporting the results of the investigation into the complaint of Miss Edna Darden alleging that racial discrimination had been practiced against her in her effort to secure employment at the Chicago Quartermaster Depot.

Miss Darden stated in her complaint that when she applied for work at the American Airlines Plant at Sixty-third and Cicero Streets, Chicago, Illinois, she was told by the information clerk there that no Negroes were employed at that establishment.

May this office have a report on the facts of this phase of the case?

Civilian Aide to the Secretary
of War

*Crossed
OFFICE*

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

SPGC-L 201
Darden, Edna

September 23, 1942

MEMORANDUM FOR THE UNDER SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr.)

Subject: Report of investigation of alleged discrimination
against Miss Edna Darden

1. Reference is made to your memorandum of August 24, 1942, which reported the complaint of Miss Edna Darden, who alleged that racial discrimination had been practiced against her in her effort to secure employment at the Chicago Quartermaster Depot. This office directed the Quartermaster Corps to conduct an investigation, the results of which are as follows:

a. Apparently the complainant did not report to the Clearing Plant of the Signal Section, Chicago Quartermaster Depot, but reported instead to the American Airlines Plant at 63rd and Cicero Streets, Chicago, Illinois. Therefore, no record of her reporting to work was received by the Chicago Quartermaster Depot. Furthermore, it is reported that, at approximately the time Miss Darden applied for work, the night shift, on which she had requested assignment, was abolished. This was due to the inability of a certain contractor, engaged in the assembling of radio sets, to secure critical materials.

b. With reference to paragraph 3 of your memorandum, it is reported that the records of the Chicago Quartermaster Depot show that the complainant has never been certified by the Civil Service Commission to the Signal Section of the Depot, and that she therefore had never been interviewed by that office.

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

For the Commanding General:

SEP 32 42 PM



James P. Mitchell
JAMES P. MITCHELL,
Director, Civilian Personnel Division.

August 27, 1944.

MEMORANDUM

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Edna Darden, 6439 Rhodes Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment as a Typist with the Chicago Quartermaster Depot.

Miss Darden states that she reported for an interview at the Chicago Quartermaster Depot, 1819 West Pershing Road, Chicago, on or about April 15, 1944; that Captain Greenfield told her she was to work at the Air Port, Sixty-third and Cicero Streets; that the day shift was filled but she could have her choice of the other two shifts and she chose the shift from midnight to 6 a.m.; that he told her she would be notified by mail when to report for work, but she never received such notice. She further states that when she went to the American Air Port, she was told by the information clerk that no Negroes were employed there.

Miss Darden further states that later she was sent by the Illinois State Employment Service to see Mr. Weathers, Room 1105 Post Office Building, Canal and Van Buren Streets, Chicago, in regard to a job as a Typist in the Chicago Quartermaster Depot; that after she had filled out an application form, she was told that she would be notified by letter when to report for work; that she waited three weeks and then telephoned Mr. Weathers, who advised her that the twenty typists positions had been filled.

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

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

35276

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

Date August 15, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by Miss Edna Darden of 6139 Rhodes Avenue, Chicago, Illinois under date of July 27, 1942, charging discrimination against the War Department.

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

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary *by G. J. Johnson*

Enc.

6439 Rhodes Avenue, Apt. #3
Chicago, Illinois
July 27, 1942

Mr. George M. Johnson
Assistant Executive Secretary
President's Committee On Fair
Employment Practice
Social Security Building
Washington, D. C.

Dear Mr. Johnson:

In regards to your inquiry for sufficient information concerning my complaint of which I explained in my letter to the President of the U. S. A., July 1st, I shall try to the best of my ability to give you the dates and names as far as I know, which is vague, for when a person is being interviewed, you are questioned by three or four persons and names are never mentioned even when asked.

The first appointment I received was on April 15th, 1942, the person that I was to report to was Capt. Greefield of the United States Quarter Master's Dept. in the U. S. Supply House, 1819 W. Pershing Road, Chicago, Illinois. The letter that bore the statement was my admittance to the building and the dept., there it was taken and I could not get it back, therefore, I don't have evidence to show anyone.

Captain Greenfield told me that I was to work at the Air Port, 63rd & Cicero, that there was three shifts, the day shift was filled but I could have my choice of the 4-12 or 1-8 shift, I choose the 1-8 a.m., he then said go home and a letter would be mailed to me when to start to work. I never received the letter, and when I took it upon myself to go to the American Air Port, I was politely told by a clerk (information) that they didn't hire any Negroes there. The name of the clerk, I do not know and could not learn.

The next interview, I was sent by the Illinois State Employment Service, at the request of the Quarter Master's Dept. for typists, to see Mr. Weathers, he explained that I was to work Swing shift but on which one he didn't know, I filled out an application form and it was notarized in his office, Rm. 1105 Post Office Bldg, Canal & Van Buren Sts., Chicago. He also said to look for a letter telling me when to start work. This was June 18th. I waited three weeks and then contacted Mr. Weathers by phone and asked him what was the trouble, he said he was very sorry, he didn't know whom to place the blame on but the request was only for twenty typists, when I asked why I wasn't included in the group he said he had no authority to do any choosing, that was up to the Quarter Master's Dept. He then said he would refer my application to the Merchandise Mart, Rm. 635, U. S. Government Dept. as they were in need of typists.

On the 16th of July, I was called by a clerk of the U. S. Government Dept. to come into the office on July 22, at 12:45 in regards to a typing position at \$30.00 per week. I reported on schedule and when interviewed by the clerk, I was assigned to, after reading my application over throughly, she finally tells me she is very sorry but I only spent 3½ yrs. in High School; therefore, I didn't graduate and they require high school graduates. I then asked her why, if that is their law, was my application accepted in their office? To my question, she answered with a blush that she didn't know. The two colored girls that came in the office the same time I did, struck up a conversation and we found out each of us have been given the run-around. These girls were High School Graduates and 1½ yrs. college education and they were told they didn't have any experience and their law was to have experience typists. That was quite different to what I was told. When I asked to see the General Manager, I was told he was out of the city on business, I then asked for the assistant, I was told he was out to lunch but didn't know what time he would be back. I asked his name and no one knew his name as they told me they were all new clerks. Only one clerk gave me her name and she said Alice Jones.

You would be surprised at the cheap tactics these people use. When the person interviewed resents this then they know nothing.

I have covered all the dates and names of the persons that I know, other than the above statements I know nothing of.

Hoping to hear from you concerning my case as soon as possible, I am

Sincerely,

/s/ Edna Darden

December 5, 1941

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

Dear Mr. Cramer:

I have received your letter of December 3, concerning the cases of John Davis and Arthur Lewis of Philadelphia. On November 27, this office sent you a report on the cases in question. A copy of that report is attached hereto.

Sincerely yours,

Civilian Aide to the Secretary
of War

100-4

COPIED

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

December 3, 1941

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

Dear Judge Hastie:

The files in my office do not show whether or not I have referred to you the cases of the Messrs. John Poulson Davis and Arthur Lewis of 5856 Osceola Street, Philadelphia, Pennsylvania from whom a letter was received by Mr. Clarence Mitchell, a copy of which is attached.

I shall appreciate your looking into this matter; and if you have not already initiated an investigation, I shall appreciate your doing so.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

COPY

5856 Osceola Street
Philadelphia, Pa., Gtn.
October 17, 1941

Mr. Clarence Mitchell
3754 Social Security Building
Washington, D. C.

Dear Sir:

The following is the relative information you requested to be forwarded to you. Those involved are, Arthur Lewis, 5856 Osceola St. Gtn., and John Davis, 3820 Hamilton St., Phila. The respective ages are Lewis, twenty-five and Davis twenty-six.

We have been employed with the Army Map Engineers at 1919 Cherry St. as topographical draftsmen. Lewis for one year, and Davis for four months. Lewis' experience consisting of specialized high school art training, plus complete Defense Drafting course prior to employment here. Davis' experience consisting of completion of Defense Drafting Sheet Metal Course, plus four months with City traffic Engineers doing topographical work, one year with the U. S. Coast and Geodetic Survey in which he acquired experience in all the various phases of topography, one year in the Philadelphia Water Bureau doing Architectural, Mechanical, and Statistical drafting. And finally two years' apprenticeship in an architect's office doing architectural and artistic drafting and designing.

Mr. Lewis and I answered an advertisement calling for six topographical draftsmen, at Grubers' Employment Agency, 1601 Chestnut St., Phila. whereupon Mr. Smith, in charge of placing technical applicants, informed us that the positions were not for Negroes, to which we inquired what firm or company the jobs were to have been with. Mr. Smith replied, The Air Corps; again we inquired as to whether it was a private company or firm handling Government contracts for the Air Corps, to which he answered no! The Air Corps themselves.

This information seemed to serve the purpose of our inquiries, which we believe is definitely contrary to the policy now being advocated by all Federal agencies. Assuming that since the positions were to have been with the Air Corps we feel and hope we have some means of redress. However should it be the policy of the agency misrepresenting the request of the Federal Government, we sincerely trust you will act to avoid any future reoccurrence of this sort, even though it may not benefit us personally, as we were not even questioned as to our qualifications. This situation occurred Tuesday, October the seventh, and since then they have again advertised for ten more topographical draftsmen.

Trusting that you will clear up this matter to the advantage of all involved, and thereby eliminate these inevitable discouraging barriers of discrimination which we very often encounter, and thanking you for your consideration and attention,

We remain

Sincerely yours,
JOHN POULSON DAVIS & ARTHUR LEWIS

October 30, 1941

MEMORANDUM

TO: The Assistant Secretary of War (Air)
Attention: Lt. Col. St Clair Streett

The attached papers submitted to this office by the President's Committee on Fair Employment Practice indicate that the Grubers' Employment Agency of Philadelphia is representing itself as recruiting topographical draftsmen for the Air Corps, but further representing that the jobs are not available for Negroes.

It will be greatly appreciated if you can determine the facts in this case in order that we may advise the Committee on Fair Employment Practices.

Civilian Aide to the Secretary
of War

Handwritten:
RC
COFEIP
D+K
W. R. A. [unclear]

Handwritten:
C. [unclear]
COFEIP
+ [unclear]

Davis, John Poulson
5856 Osceola Street
Philadelphia, Pa.

See correspondence from Mr. L.W. Cramer dated 10/29/41 filed under the name of Arthur Lewis of the same address.

*Carded
COFEP.
"D"*

March 2, 1942.

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

Dear Mr. Craner:

On February 6, 1942, you submitted to this office the complaint of Mr. William A. Derrick, 1018 Girard Street, N. W., Washington, D. C., alleging racial discrimination against him by the Office of the Chief Signal Officer in the employment of civilian engineers.

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

The above matter has been thoroughly investigated and no evidence of racial discrimination was disclosed. When Mr. Derrick applied on December 21, 1941, for a position as Radio Engineer the then existing vacancies required a highly technical education, and also a practical experience in civilian life that could be closely associated with the Signal Corps requirement. Since that time requirements for highly technical trained engineers have increased rapidly, and with this there has also been a rapid increase in requirements for Radio Mechanics and Technicians. These assistants do not require as considerable practical training, and it is believed Mr. Derrick may qualify for such position.

The Signal Corps accordingly sent Mr. Derrick a letter suggesting that he apply at the Third Corps Area Headquarters for interview and employment, if qualified.

Sincerely yours,

Civilian Aide to the Secretary
of War

3rd Ind.

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

mfb/vh
March 2, 1942

1. Forwarded.

By authority of the Secretary of War:

F. H. Powell
F. H. Powell
Acting Director of Personnel

3rd Ind.

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

mfb/vh
March 2, 1942

1. Forwarded.

By authority of the Secretary of War:

F. H. POWELL
F. H. Powell
Acting Director of Personnel

1st Ind.

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

mfb/vh
February 16, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

230-Applications

2nd Ind.

A-1-E

War Department, OCSigO, Washington, D. C., February 27, 1942. To: Office of the Secretary of War: Attention: Director of Personnel.

1. The above matter has been thoroughly investigated and no evidence of racial discrimination was disclosed. When Mr. Derrick applied on December 21, 1941 for a position as Radio Engineer the then existing vacancies required a highly technical education, and also a practical experience in civilian life that could be closely associated with the Signal Corps requirement. Since that time requirements for highly technical trained engineers have increased rapidly, and with this there has also been a rapid increase in requirements for Radio Mechanics and Technicians. These assistants do not require as considerable practical training, and it is believed Mr. Derrick may qualify for such position. Accordingly the original of the attached letter has been sent Mr. Derrick suggesting he apply at 3rd Corps Area Headquarters for interview and employment if qualified.

For the Chief Signal Officer:

James T. Watson, Jr.
James T. Watson, Jr.,
Colonel, Signal Corps.

RECEIVED
FEB 18 9 13 AM '42
OFFICE OF THE
CHIEF SIGNAL OFFICER

Incl.
Copy. let. 2-24-42 to Mr. Derrick

COPY

A-1-E

February 24, 1942

Mr. William A. Derrick,
1018 Girard Street, N. W.,
Washington, D. C.

Dear Mr. Derrick:

Your application has been reviewed in this office in connection with the position of Radio Technician, Radio Repairman or Radio Mechanic, and the Chief Signal Officer directs me to inform you that our records show that there are vacancies in these positions at the Signal Office, 3rd Corps Area, Baltimore, Maryland. It is therefore suggested that you contact the Signal Officer at Baltimore for interview and employment if qualified.

You should not resign your present position until after you have been interviewed, found qualified, and notified that you have been actually appointed to the government position, as this is an inquiry and not an offer of employment.

Very truly yours,

R. R. Rinckenbach,
Lt. Colonel, Signal Corps.

Incl.
Form 375
Cert. Howard Univ.

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

February 14, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. William A. Derrick, 1018 Girard Street, N. W., Washington, D. C., alleging racial discrimination against him by the Office of the Chief Signal Officer in the employment of civilian engineers.

In an affidavit, a copy of which is attached hereto, Mr. Derrick states that he was first interviewed for the position of assistant radio engineer on December 21, 1941, by Major Taylor, a personnel officer of the Signal Corps; that Major Taylor expressed satisfaction with his qualifications and telephoned Lieutenant Leon that he was sending Mr. Derrick to him for a position as radio engineer; that Lieutenant Leon asked him (Mr. Derrick) very few questions about the nature of his experience; that upon being asked to what race he belonged and his reply that he was a Negro, Lieutenant Leon immediately left the room, returned about three minutes later and told him that his experience was too limited for him to qualify as a radio engineer or mechanic.

Subsequently, Mr. Derrick's application was processed through various offices of the Signal Corps and all of them declared their inability to use a man of his qualifications. This office is informed that since the rejection of Mr. Derrick numbers of young electrical engineers, without special education as radio engineers and without the radio experience possessed by Mr. Derrick, have been appointed for various engineering assignments within the Signal Corps.

This office discussed the case informally with Major Taylor at the time of Mr. Derrick's rejection. However, in view of the detailed affidavit now submitted by the complainant and information indicating the continuing employment of engineers who have not been specially trained in the field of radio, may the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

*Civ. Per.
Thru - Admin. Div.*

OCS:SO
Reply Due
Feb. 23rd
201 - Derrick
Mr. A.

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The Director of Personnel
February 14, 1942
Page 2

Attention is invited to the application of Mr. Derrick which is on file in the Office of the Chief Signal Officer, showing that he is an electrical engineering graduate from Howard University and that he has been employed in radio work since 1928.

William A. Hastie
Civilian Aide to the Secretary
of War

PERSONNEL DIV.
DEPARTMENT

1942 FEB 15 AM 10-26

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Y

AFFIDAVIT

Affidavit Setting Forth Communications and Conferences
Between the War Department and William Alfred Derrick.
In re: William Alfred Derrick's Application for the
Position of Assistant Radio Engineer in Signal Corps,
War Department.

On December 15, 1941, I, William Alfred Derrick, received a letter in duplicate form, accompanied by application Form 375, from the War Department, Office of the Chief Signal Officer. The letter read as follows:

Mr. William Alfred Derrick
1018 Girard Street, N. W.
Washington, D. C.

Sir:

The Acting Chief Signal Officer directs me to advise you that your name has been suggested to this office for possible employment in one of its engineering vacancies.

There are vacancies in this office for Radio Engineers in positions paying from \$2000 to \$3200 per annum, with duties appropriate to the salary paid.

Junior Radio Engineers at \$2000 per annum will be required to have a radio engineering education with more or less limited experience; Assistant Radio Engineers should have two or three years' experience in Radio Engineering work in addition to their basic education; and Associate Radio Engineers at \$3200 per annum should have approximately four years' experience in Radio Engineering.

The engineers will be required to investigate and check reports from inspectors, make recommendations thereon, and make design changes where necessary.

If you are interested in any of the above-described positions, it is suggested that you execute and return, with a copy of this letter, the inclosed Form 375 properly notarized. Upon receipt of the form, you will be advised whether or not this office considers you qualified for the positions to be filled.

It is requested that you address your communication to the Office of the Chief Signal Officer.

Yours Very truly,

H. C. Taylor
Major, Signal Corps

On December 20, 1941, I returned application Form 375 properly executed, accompanied by a duplicate copy of the above letter of December 15, 1941, and a transcript of my professional school record. At noon Sunday, December 21, 1941, I received a telephone call from Major Taylor of the Signal Corps. Our conversation was thus:

Major Taylor asked, "Is Mr. Derrick in?" I replied by asking, "Who's calling?" He told me that it was Major Taylor calling from the Office of the Signal Officer, War Department. At that time I informed him that it was I with whom he wished to speak. Major Taylor proceeded by telling me that he had my application and transcript in front of him and that after having considered the two, he felt that I was qualified not only to fill the position in question, but to fill a higher paying position if I should accept work that involved considerable traveling.

In response to my questioning as to the nature of the latter position Major Taylor explained that it was quite urgent that he secured competent men to go to Fort Monmouth, N. J. where they would spend a short time familiarizing themselves with specific jobs to be done in the Signal Corps. From there, the men would be transported by army plane to the location of the jobs; during the time spent away from the Fort they would receive Five Dollars (\$5.00) per day additional pay while in this country, and Six dollars (\$6.00) per day while out of this country. He explained that these jobs, which most probably would be contracted out, would

have to be supervised by those who had previously familiarized themselves with the technical and general aspects of the plans to be executed. It was impressed upon me that the purpose of spending time in Fort Monmouth was to study the plans and make surveys, where necessary, of similar existing installations and be prepared to inspect construction work, give advice to the contractor and assist him in obtaining materials at the time necessary in order that the chances for delay in the completion of a job would be reduced to a minimum.

At this point Major Taylor suggested that I come in his office immediately for a personal interview, which he felt in such an emergency, would facilitate filling the position without the delay that would be caused by correspondence.

I visited his office in the afternoon of December 21, 1941. In the absence of guides it was necessary for the Major to come down to the guards' room and escort me to his office. Upon meeting, we introduced ourselves. During our walk through the corridors and up to the Major's office, he explained that his specific duties to me as acting Chief Signal Officer--to employ men to fill various positions in that particular phase of the army.

After we entered his office, the Major began his interview. He asked me if there were any questions that I wanted answered. I asked him to explain the position fully that he spoke of during

our telephone conversation, in order that I might have a thorough understanding of all that might be involved in accepting such an appointment. He repeated his explanation, also emphasizing the fact that he would like this position filled by Tuesday, December 23, 1941, and that he would make reservations for plane transportation to Fort Monmouth. He also stated that I would be required to purchase an insurance policy to cover accidents that might happen during the instances that I would be transported by army plane; and that during the instances which might be convenient for me to travel by commercial plane this policy would not necessarily have to be effective. He advised me that the cost of such a policy would be approximately forty five dollars (\$45.00). I was informed that the first job was to be constructed in Panama and it would last from two to three months.

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sheet and had me carry it along with my application to Lieutenant Leon. As I was leaving Major Taylor's office he told me that I might have a choice between a position in the Munitions Building and the one traveling.

My routing sheet was addressed to Major Garland, but Lieutenant Leon was acting in Major Garland's place. The Lieutenant asked me very few questions concerning the nature of my experience. He said that he would have to see another gentlemen in order to determine my classification. He carried my application out of the room and talked with another person whom I did not see. After about an interval of five minutes he returned, and rather hesitantly told me that he needed additional information in order to judge whether or not I was fully qualified for the position. He said, "The application does not furnish information about the nationality. We will have to know to what race you belong." I answered, "I am a Negro." He immediately left the room. Within about three minutes he came back, stating that he was very sorry, but the Major said that my experience was too limited for me to qualify as a Radio Engineer or Radio Mechanic. I then questioned him as to the type of qualifications that he wanted a person to have, and the nature of the work that was to be done. He told me that the work was so highly technical that it required a person of special qualifications which I did not possess to do the job. He stated that the work was in connection with Air Raid Equipment. I told him that I understood that the

ones who received the positions were to be sent to Fort Monmouth for special training in order that they might be thoroughly familiar with the work to be done. He admitted that that was true, but one's background of experiences must have been more highly specialized in order that he might understand the work to be taken up at Fort Monmouth. I questioned him specifically as to the type of experience, but I received no satisfactory answer.

Lieutenant Leon suggested that on the next day I carry my application to other agencies to seek employment in vacancies that might exist in which he felt that I might be qualified. I remarked to him that I had come to see him after having been called by Major Taylor and he felt that I was so well qualified, but Lieutenant Leon felt that I wasn't qualified at all. I told him that rather than go to some other agency I would go back to see Major Taylor and see what he suggested to be done about the situation. Lieutenant Leon agreed that this would be the advisable thing, but informed me that it would be too late to see the Major that same afternoon, but the next day I could see him.

On the morning of Monday, December 22, 1941, I went to see Major Taylor. (His personality on Monday seemed to have been completely opposite from the way it was the day before, Sunday). He informed that Lieutenant Leon's decision was correct--I wasn't qualified for the position. I asked him why there was

such a change in the opinion of my qualification in such a short time, and why two people in the same department would have such varied ideas as to the necessary qualifications for one who may be called upon to fill one position in that department. His answer was that had he done properly he would have been more cautious in determining whether or not I was qualified before sending me to Lieutenant Leon. I asked him about the nature of the work for which I was interviewed. Major Taylor explained that the work involved the setting up of Air Raid Warning equipment of some very technical nature which was beyond my present intellectual ability to understand. Then I asked what specific principles were involved in this highly technical equipment. He told me that he didn't exactly know the nature of it himself, but that he had heard others discuss some of its principles. He explained that in general they were using some type of special ray, such as that used in bombarding an atom. He said that the rays were sent out in all directions from a point of reference and when they were intercepted by a plane they would be reflected to some other reference point at which there would be located a receiving station. By this method they will be able to determine the speed and location of a plane. He then added, "You can see that this is highly technical and it will take a man with highly specialized training and experience to understand."

I told him that an understanding of the above could be expected of anyone who has kept up with the developments in the field.

Upon my being told by the Major that he was only a personnel man and that his decisions were not important when Lieutenant Leon had to interview one. I told him that I was sure that the type of interview that I had received was inadequate to determine whether or not a person was qualified for a position. He again shifted all the weight from his shoulders to those who had acted after him.

At this time Major Taylor received a telephone call from the Civil Service Commission relative to the placing of men, on the Civil Service Register, in similar Radio Engineering and Radio Mechanics positions. I heard the Major tell the party that Civil Service would not have to be alarmed about his hiring applicants directly to fill some positions because he was hiring these men without preference to the location of work, and that Civil Service allows them to choose their location. Major Taylor said that if they had even three hundred or more men he could use them all. And that after he had approved an applicant, chances were, ten to one, that the party would be acceptable for appointment.

After their conversation Major Taylor commented, to me, that the call was from Civil Service and that he had openings for all the men that Civil Service could furnish as well as those that he could get. He said that the purpose for trying to get these men was to have men that would come in and accept a job with the understanding that they would have to work any part of the country and its outlying possessions. I then resumed my questioning about my

immediate case.

I questioned him as to whether his application blank, if filled out in its entirety, included all the necessary information to determine if a prospect was qualified for the position. His answer was yes. Then I asked him, "Why was it necessary, in order to determine my qualification, to ask me to which race I belong?" He replied, "That doesn't enter in". He said that they made a mistake. They shouldn't have asked that question. My reply was that they did ask it and it seemed to have had some weight on the matter. Then he asked if I wished to withdraw my application. I told him that I did not; that I felt as though I was qualified for any position that they might have in the Signal Corps along the line of Electrical Engineering, and that I would leave my application with him for consideration of other vacancies that might exist. He promised me that he would consider it for whatever future positions he might have to offer.

On the morning of December 24, 1941, I mailed Major Taylor a letter requesting that my application be processed through various divisions of the Signal Corps for employment in Electrical Engineering vacancies, and notify me of any of them giving specific as well as general requirements for the positions in question.

On December 24, 1941, Major Taylor wrote me the following letter:

Mr. William Alfred Derrick
1018 Girard Street, N. W.
Washington, D. C.

Dear Mr. Derrick:

Your application for the position of Assistant Radio Engineer has been received in this office, and in reply the Chief Signal Officer directs me to advise you that your application has been given careful consideration, and it is regretted that there are no vacancies in this office or controlled directly by this office for which you can be considered well qualified.

Very truly yours,

H. C. Taylor,
Major, Signal Corps.

District of Columbia.

I, /s/ William A. Derrick, being first duly sworn, depose and say that the foregoing materials designated as an Affidavit and covering pages 1 -- 10 inclusive, present a resume of the conferences and communications I received in connection with my application for the position of Assistant Radio Engineer in the Signal Corps of the War Department, and that I have read and know the contents of this document referred to as an Affidavit, and that the contents are true.

/s/ William A. Derrick
(Signed)

Subscribed and sworn to before me this 20th day of
January 1942.

/s/ Ollie M. Cooper
Notary Public

February 14, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. William A. Derrick, 1018 Girard Street, N. W., Washington, D. C., alleging racial discrimination against him by the Office of the Chief Signal Officer in the employment of civilian engineers.

In an affidavit, a copy of which is attached hereto, Mr. Derrick states that he was first interviewed for the position of assistant radio engineer on December 21, 1941, by Major Taylor, a personnel officer of the Signal Corps; that Major Taylor expressed satisfaction with his qualifications and telephoned Lieutenant Leon that he was sending Mr. Derrick to him for a position as radio engineer; that Lieutenant Leon asked him (Mr. Derrick) very few questions about the nature of his experience; that upon being asked to what race he belonged and his reply that he was a Negro, Lieutenant Leon immediately left the room, returned about three minutes later and told him that his experience was too limited for him to qualify as a radio engineer or mechanic.

Subsequently, Mr. Derrick's application was processed through various offices of the Signal Corps and all of them declared their inability to use a man of his qualifications. This office is informed that since the rejection of Mr. Derrick numbers of young electrical engineers, without special education as radio engineers and without the radio experience possessed by Mr. Derrick, have been appointed for various engineering assignments within the Signal Corps.

This office discussed the case informally with Major Taylor at the time of Mr. Derrick's rejection. However, in view of the detailed affidavit now submitted by the complainant and information indicating the continuing employment of engineers who have not been specially trained in the field of radio, may the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment?

COPIED

The Director of Personnel
February 14, 1942
Page 2

Attention is invited to the application of Mr. Derrick which is on file in the Office of the Chief Signal Officer, showing that he is an electrical engineering graduate from Howard University and that he has been employed in radio work since 1928.

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

February 6, 1942

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

Dear Judge Hastie:

I am enclosing herewith the affidavit of Mr. William A. Derrick in which he alleges that he has been discriminated against in his effort to secure employment as an Assistant Radio Engineer in the Signal Corps of the War Department.

You will recall that you have taken up this matter informally without success. Will you please have this complaint investigated and advise me of the results of the investigation.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure

February 6, 1942

The Honorable
William H. Hastie
Civilian Aide to the
Secretary of War
War Department
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Dear Judge Hastie:

I am enclosing herewith the affidavit of Mr. William A. Derrick in which he alleges that he has been discriminated against in his effort to secure employment as an Assistant Radio Engineer in the Signal Corps of the War Department.

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Executive Secretary

Enclosure

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AFFIDAVIT

Affidavit Setting Forth Communications and Conferences
Between the War Department and William Alfred Derrick.
In re: William Alfred Derrick's Application for the
Position of Assistant Radio Engineer in Signal Corps,
War Department.

On December 15, 1941, I, William Alfred Derrick, received a letter in duplicate form, accompanied by application Form 375, from the War Department, Office of the Chief Signal Officer. The letter read as follows:

Mr. William Alfred Derrick
1018 Girard Street, N. W.
Washington, D. C.

Sir:

The Acting Chief Signal Officer directs me to advise you that your name has been suggested to this office for possible employment in one of its engineering vacancies.

There are vacancies in this office for Radio Engineers in positions paying from \$2000 to \$3200 per annum, with duties appropriate to the salary paid.

Junior Radio Engineers at \$2000 per annum will be required to have a radio engineering education with more or less limited experience; Assistant Radio Engineers should have two or three years' experience in Radio Engineering work in addition to their basic education; and Associate Radio Engineers at \$3200 per annum should have approximately four years' experience in Radio Engineering.

The engineers will be required to investigate and check reports from inspectors, make recommendations thereon, and make design changes where necessary.

If you are interested in any of the above-described positions, it is suggested that you execute and return, with a copy of this letter, the inclosed Form 375 properly notarized. Upon receipt of the form, you will be advised whether or not this office considers you qualified for the positions to be filled.

It is requested that you address your communication to the Office of the Chief Signal Officer.

Yours Very truly,

H. C. Taylor
Major, Signal Corps

On December 20, 1941, I returned application Form 375 properly executed, accompanied by a duplicate copy of the above letter of December 15, 1941, and a transcript of my professional school record. At noon Sunday, December 21, 1941, I received a telephone call from Major Taylor of the Signal Corps. Our conversation was thus:

Major Taylor asked, "Is Mr. Derrick in?" I replied by asking, "Who's calling?" He told me that it was Major Taylor calling from the Office of the Signal Officer, War Department. At that time I informed him that it was I with whom he wished to speak. Major Taylor proceeded by telling me that he had my application and transcript in front of him and that after having considered the two, he felt that I was qualified not only to fill the position in question, but to fill a higher paying position if I should accept work that involved considerable traveling.

In response to my questioning as to the nature of the latter position Major Taylor explained that it was quite urgent that he secured competent men to go to Fort Monmouth, N. J. where they would spend a short time familiarizing themselves with specific jobs to be done in the Signal Corps. From there, the men would be transported by army plane to the location of the jobs; during the time spent away from the Fort they would receive Five Dollars (\$5.00) per day additional pay while in this country, and Six dollars (\$6.00) per day while out of this country. He explained that these jobs, which most probably would be contracted out, would

have to be supervised by those who had previously familiarized themselves with the technical and general aspects of the plans to be executed. It was impressed upon me that the purpose of spending time in Fort Monmouth was to study the plans and make surveys, where necessary, of similar existing installations and be prepared to inspect construction work, give advice to the contractor and assist him in obtaining materials at the time necessary in order that the chances for delay in the completion of a job would be reduced to a minimum.

At this point Major Taylor suggested that I come in his office immediately for a personal interview, which he felt in such an emergency, would facilitate filling the position without the delay that would be caused by correspondence.

I visited his office in the afternoon of December 21, 1941. In the absence of guides it was necessary for the Major to come down to the guards' room and escort me to his office. Upon meeting, we introduced ourselves. During our walk through the corridors and up to the Major's office, he explained that his specific duties to me as acting Chief Signal Officer--to employ men to fill various positions in that particular phase of the army.

After we entered his office, the Major began his interview. He asked me if there were any questions that I wanted answered. I asked him to explain the position fully that he spoke of during

our telephone conversation, in order that I might have a thorough understanding of all that might be involved in accepting such an appointment. He repeated his explanation, also emphasizing the fact that he would like this position filled by Tuesday, December 23, 1941, and that he would make reservations for plane transportation to Fort Monmouth. He also stated that I would be required to purchase an insurance policy to cover accidents that might happen during the instances that I would be transported by army plane; and that during the instances which might be convenient for me to travel by commercial plane this policy would not necessarily have to be effective. He advised me that the cost of such a policy would be approximately forty five dollars (\$45.00). I was informed that the first job was to be constructed in Panama and it would last from two to three months.

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such a change in the opinion of my qualification in such a short time, and why two people in the same department would have such varied ideas as to the necessary qualifications for one who may be called upon to fill one position in that department. His answer was that had he done properly he would have been more cautious in determining whether or not I was qualified before sending me to Lieutenant Leon. I asked him about the nature of the work for which I was interviewed. Major Taylor explained that the work involved the setting up of Air Raid Warning equipment of some very technical nature which was beyond my present intellectual ability to understand. Then I asked what specific principles were involved in this highly technical equipment. He told me that he didn't exactly know the nature of it himself, but that he had heard others discuss some of its principles. He explained that in general they were using some type of special ray, such as that used in bombarding an atom. He said that the rays were sent out in all directions from a point of reference and when they were intercepted by a plane they would be reflected to some other reference point at which there would be located a receiving station. By this method they will be able to determine the speed and location of a plane. He then added, "You can see that this is highly technical and it will take a man with highly specialized training and experience to understand."

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On December 24, 1941, Major Taylor wrote me the following letter:

Mr. William Alfred Derrick
1018 Girard Street, N. W.
Washington, D. C.

Dear Mr. Derrick:

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Very truly yours,

H. C. Taylor,
Major, Signal Corps.

District of Columbia.

I, /s/ William A. Derrick, being first duly sworn, depose and say that the foregoing materials designated as an Affidavit and covering pages 1 -- 10 inclusive, present a resume of the conferences and communications I received in connection with my application for the position of Assistant Radio Engineer in the Signal Corps of the War Department, and that I have read and know the contents of this document referred to as an Affidavit, and that the contents are true.

/s/ William A. Derrick
(Signed)

Subscribed and sworn to before me this 20th day of
January 1942.

/s/ Ollie M. Cooper
Notary Public

In Reply
Refer To
230-Applications

War Department
Office Of The Chief Signal Officer
Washington

A-1

February 7, 1942

Mr. C. L. Herndon,
1204 Lamont Street, N.W.
Washington, D.C.

Dear Sir:

This will acknowledge receipt of your recent communication requesting a form to be used in making application for Radio Work with the Signal Corps.

The Chief Signal Officer directs me to forward you Form 375. If you are interested and available, and would be willing to come to Washington, D. C. for a personal interview, it is suggested that you fill out the inclosed Form 375, have it properly notarized, and returned to this office with a copy of this letter. You may accompany this form with any additional statement that you wish to submit concerning your business experience, salary desired, etc. Your application when received, will be given careful consideration and you will be informed of the action taken. In the event you do come to Washington, D. C. for an interview, the travel would necessarily be at your own expense as this is an inquiry and not an offer of employment.

If you are now employed by a National Defense Agency, it will be necessary for you to secure a release before you can be offered a position.

It is requested that you address your communication to the Office of the Chief Signal Officer, War Department, Washington, D.C.

Very truly yours,


H. C. Taylor,
Major, Signal Corps.

Incl.
Form 375

Special Notice to Graduates and
Advanced Students of N. R. I.
From: J. E. Smith, President
National Radio Institute
Washington, D. C.

URGENT AND IMPORTANT

Here is a copy of a WAR DEPARTMENT Bulletin which may help you get a good job — and show you how you can best serve your Country as a Civilian Radio Technician.

The Bulletin calls for "Civilian Radio Engineers*." We have reason to believe that you have sufficient training and experience to qualify for one of the many jobs we understand are open. It is also our understanding that these jobs are located all over the U.S., as well as in Panama, Hawaii, Porto Rico, etc.

Making application does not obligate you. And keep in mind you will be applying for a civilian job, and NOT enlisting in the Army. If you have experience as a Radio Serviceman or Operator, get an application blank — quickly!

WAR DEPARTMENT
December 15, 1941

Immediate Release

ARMY NEEDS CIVILIAN ENGINEERS* FOR RADIO WORK

The War Department announced today that experienced civilian Radio engineers are needed for work in connection with fixed installations in the continental United States.

Pay and allowances are commensurate with the experience and ability of the employee and comparable with wages paid by commercial companies. Applicants now employed in a National Defense Agency must first obtain a release.

Civilian Engineers in the above classification are also needed immediately for important duty outside the continental limits of the United States. The rates of pay for this duty are considerably higher.

Anyone interested and available should wire the Office of the Chief Signal Officer, Munitions Building, War Department, Washington, D. C. for application blank.

All you need to do is address your message to Office of Chief Signal Officer, Munitions Building, War Department, Washington, D. C. — say, "Send me application blank for Civilian Radio Work" and give your name and address. You will then be sent all available information.

Send your telegram to the War Department NOW.

When you get your application and decide to fill it out, be sure to mention your N.R.I. Training. And then when you send your application to the War Department, please let us know that you have done so.

* RADIO ENGINEER means, according to our understanding: a man qualified by training and experience to service, operate and maintain Radio apparatus such as receivers or transmitters. We have reason to believe you do NOT need College, or even High School training, to qualify for some of these jobs.

Derrick - Hrk. 3342

Wm Jans.
Furnished Tufts. Electric Engineer
working at Ft Monmouth, Red Bank, N.J.
and Signal Corps Lab.

Bernard Conrad Cowles
Hav. Univ. Civil Engineer degree
Draftsman, Ft. Monmouth

Joe Scott - H. U.
Mechanical Engineer degree
Ft. Monmouth

Edward Druggen - Tufts
at Wright Field
Photo Gasecity Technician

Howard Sawyer -
School Eng. Will give further
information concerning these men

ROUTING AND WORK SHEET

(Par. 41.6 b O. R.)

Subject _____

NUMBER EACH ACTION	TO	MEMORANDUM	INITIALS AND DATE
1	Materiel Br. Maj. Garland	1. For your consideration. William Alfred Derrick 1018 Girard Street, N. W. Washington, D. C.	W.A.D. W.A.D. 12-21-41
		Incl. Form 375 Photo.	
2	Plant Dw	For interview	R.G.J. Pers. M. Br. 12-21-41
3	Materiel Branch	Mr. Lewis' radio experience appears to be so limited that employment as a radio engineer or mechanic is not recommended	W.A.P. 12/21/41 Plant
4	Civilian Personnel Division	Please note action 3.	R.G.J. Pers. M. Br. 12-21-41

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

TEMPORARY APPOINTMENT, TRANSFER, REINSTATEMENT, OR PROMOTION, ETC.
(NONCOMPETITIVE)

(This form is used to determine, noncompetitively, the qualifications of a person when official action is proposed in his case. It should be submitted only through the appointing officer, and only when official action is proposed.)

Any false statement in an application, or alteration of a voucher or certificate, or presentation to the Commission of any such paper, is a violation of the law and punishable as such. All answers must be in ink or typewriting. If more space is required, an additional sheet securely fastened to this form may be used. Answers on such sheet should be numbered to correspond to questions.

GIVE DATES AND PERIODS OF TIME REQUIRED IN YEARS AND MONTHS AS ACCURATELY AS POSSIBLE

Print your name plainly in ink, or typewrite (one given name, initial or initials, and surname). If a woman, prefix "Miss" or "Mrs.," and if married, use your own given name, as "Mrs. Mary L. Doe."

Applicant will not fill the following blanks

(Name) _____
(H. D. or street address) _____
(City or post office) _____ (County) _____ (State) _____
(Telephone number) _____

Rating _____ Application No. _____
Kind of examination _____
Place _____
Date _____
Application _____ approved _____, 19____
By whom _____ approved _____

- For what position are you filing this form? 715
- Are you a citizen of the United States? (Answer yes or no) _____
- Give (a) the date of your birth _____ (b) the place of your birth _____
- Give in the blanks below a detailed statement of your education, including dates:

(a) Grammar school: Attended from _____, 1____, to _____, 1____ Highest grade completed 7

(b) High school: Name and location _____

Attended from _____, 1____, to _____, 1____ Highest grade completed _____ Were you graduated? _____

Name		Location		Dates of attendance (Give month and year)		Semester- hours credit received	Major subject		Degree conferred	Date of degree
				From	To		Name	Sem. hrs. in major		

(d) Specify here any specialized courses which you have completed in high school, college, or elsewhere, and indicate the credits received for each course.

(e) Have you ever been admitted to the bar? Yes Of what State? _____ When? _____

5. Furnish in the blanks below a complete, comprehensive statement, showing every employment you have had since you first began to work, including your present employment, and accounting for all periods of unemployment. List employments chronologically, beginning with the earliest. If you acquired your experience under a different name from that shown above, indicate in the spaces below the name by which you were employed.

Place of employment	Dates of employment (Month and year)	NAME AND ADDRESS OF EMPLOYER (Give street address and city and State. If unemployed, give own address at that time)	Yearly salary or net earnings	NAME OF POSITION AND DESCRIPTION OF DUTIES
1 City _____ State _____	From _____ To _____ 19 <u>12</u>			
2 City _____ State _____	From _____ To _____ 19 <u>10</u>			
3 City _____ State _____	From _____ To _____ 19 <u>10</u>			
4 City _____ State _____	From _____ To _____ 19 <u>10</u>			
5 City _____ State _____	From _____ To _____ 19 <u>10</u>			

IF MORE SPACE IS REQUIRED, CONTINUE YOUR ENTRIES ON A SEPARATE SHEET ARRANGED AS ABOVE 16-407

Place of employment: Washington, D.C.
Employer: _____
Dates of employment: _____
Yearly salary or net earnings: \$1600.00
Name of position and description of duties: _____
City: _____
State: _____

6. Have you ever been discharged from any military service?

Transients, Yes, No, and where employed and give the names and positions of your employers and the reason for your discharge or final resignation in each case.

Yes or No

7. Within the past 12 months have you used intoxicating beverages?

Yes or No

habitually?

Yes or No

occasionally?

Yes or No

8. If you have any practical knowledge of a mechanical trade, name the trade or trades, and state the time you have worked at each, and when, where, and under whom, giving places and dates. (If you have served an apprenticeship, so state.)

Electrician
Plumber
Carpenter

10. If not now employed, state how long you have been unemployed

11. Have you ever been in the United States military or naval service? If so, give name of organization and date of enlistment and discharge.

12. (a) Have you ever filed an application with this Commission or its representatives or any branch of the United States Government service?

(b) If so, give information indicated regarding each examination.

Name each position for which examined, or for which application was filed	In what city were you, or an act to be examined?	Give the date of such examination (Month and year)	Did you pass? (Yes or No)

In what State or Territory have you legal or voting residence?	Length of such residence therein? (Residence must be shown up to date of test)	In what country have you legal or voting residence?	Length of such residence in country? (Residence must be shown up to date of test)
Arizona	From 1918 to 1921 (Month) (Year)		

14. If during the past year you have not resided continuously in the State or Territory in which you claim legal or voting residence, or are not now actually living in such State or Territory, answer the following questions fully:

- (a) For what periods since such residence was first established have you been absent therefrom? (Give dates)
- (b) What is the name, address, and relationship of the person, if any, living in the place in the State or Territory in which you claim legal or voting residence?

15. Are you a member of any Communist or German Bund organization or any political party or organization which advocates the overthrow of our constitutional form of government in the United States, or in your last membership in or any affiliation with any group, association, or organization which advocates or lends support to any organization or movement advocating the overthrow of our constitutional form of government in the United States? If so, name the organization and give complete details of most of its recent work.

JURAT (OR OATH).—This jurat (or oath, must be executed.
The following oath must be taken before a notary public or the secretary of a United States court, or before a board of examiners or other officer authorized to administer oaths, before whom the applicant takes such oath. The following persons are not authorized to administer this oath: Postmasters, Army officers, postoffice inspectors, and third class and fourth class clerks in the Railway Mail Service.

The composition and work in connection with any material required to be submitted for this examination are entirely my own, except where I have given full credit for quoted matter or the work of others by quotation marks and references, and in the composition of the same I have received no assistance except as stated fully in my explanatory statement.

I, the undersigned, DO SOLEMNLY SWEAR (OR AFFIRM) that the statements made by me in answer to the foregoing questions are full and true to the best of my knowledge and belief. SO HELP ME GOD

I declare under penalty of perjury that the foregoing is true and correct.

Subscribed at Washington 18th day of September 1921, in the county of Columbia, District of Columbia.
(Signature of officer) Robert M. ... Notary Public

11/2/42

cofep will send a
formal complaint on this

Mrs. Foreman to
see you -

T. L. SAWYER
W. A. DERRICK

HOBART 3342

ELECTRIC MART

FLUORESCENT LIGHTING FIXTURES

ELECTRICAL CONTRACTORS

REFRIGERATION SERVICE

ELECTRICAL SERVICE - RADIO SERVICE

AIR CONDITIONING

500 FLORIDA AVE., N. W.

WASHINGTON, D. C.

Wm Alfred Derrick
1018 Guard St, N.W

Letter Dec 13 from Major H.C. Taylor

Tel. from Taylor Sunday ^{Signal Corps} ~~Army~~ ^{12/21} Vincennes

~~Monday~~
Same afternoon to Lt. R.E. Leon
of Materiel Division, who
asked as to race.

Back to Taylor.

My call to Taylor Dec 22 who
says this job requires radio engineering
education rather than general
engineering.

Will consider Derrick for
other vacancies.

ELECTRIC MART

500 FLORIDA AVE., N. W.

HOBART 3342

WASHINGTON, D. C.

PETE SAWYER, GEN. MGR.

W. ALFRED DERRICK, E. E.

FLUORESCENT LIGHTING
ELECTRIC CONTRACTING
RADIO SALES & SERVICE
ELECTRIC APPLIANCES
REFRIGERATION SALES & SERVICE

December 25, 1941

Judge Willaim H. Hastie
Room 2064, Munitions Bldg.
War Department
Washington, D. C.

Dear Judge Hastie:

Inclosed is a copy of the letter mailed to Major Taylor in reference to the incident we discussed on the afternoon of December 22, 1941.

I shall immediately report to you on all of the developments.

Thanking you for consideration given, I am

Very truly yours,
W. A. Derrick
W. A. Derrick

12/25/41
C. H. P.
D.H.

December 23,
1941

Major H. C. Taylor
Office of the Chief
Signal Officer
War Dept.--Munitions Bldg.
Washington, D. C.

Dear Major Taylor:

I am requesting that you process my application, Form 375, in reply to your letter of December 13, 1941, through the various divisions of the Signal Corps for employment in one of its engineering vacancies and notify me of the vacancies that might occur giving general as well as specific requirements for the positions in question.

Please refer transactions to 500 Florida Ave., N. W.

Thanking you for your consideration, I am

Very truly yours,

W. A. Derrick

May 16, 1942

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

Dear Mr. Cramer:

I am glad to share with you the attached copy of a
letter from Leon Dingle. Apparently the case is once more
closed, at least for the time being.

Sincerely yours,

Civilian Aide to the Secretary
of War

copy

May 16, 1942

MEMORANDUM

TO: The Under Secretary of War, Attention: Mr. Howard
C. Petersen

You will be interested in the attached copy of a letter from Leon Dingle which indicates that his case is again closed, at least for the time being.

Civilian Aide to the Secretary
of War

634 W. 35th. St.
Savannah, Ga.
May 14, 1942

Mr. William H. Hastie
Office Of The Assistant Secretary
War Department
Washington, D. C.

Dear Mr. Hastie:

This letter will assure you that I have been re-employed at Camp Stewart, Ga. I received a letter telling me to report for work Monday May 11. I am working down there now with the same job as a painter. I am only hoping that the period of employment will not be as short as the last time. I tried to get them to give me an idea about the period for which I am employed. They told me it was impossible for them to tell me. Of course I am very grateful for being now there at all.

I appreciate every effort that you have put forth in helping me to be re-employed at Camp Stewart, and I will assure you that I am doing my best to hold this job. I might mentioned that I am the only negro employed there as a painter, along with 10 white painter. Working conditions have been good so far, and I have no complaints. Many thanks.

Very truly yours,

Leon Dingle
Leon Dingle

May 13, 1942

Mr. Leon Dingle
634 West 35th Street
Savannah, Georgia

Dear Mr. Dingle:

I anticipate that you will be re-employed at Camp
Stewart before the end of May. Please advise me promptly
if and when you are called back to work.

Sincerely yours,

Civilian Aide to the Secretary
of War

COFER
D.

May 6, 1942

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

Dear Mr. Cramer:

Progress is reported in the case of Leon Dingle, which you no doubt remember. The matter has been made the subject of direct telephonic communication between the War Department and Camp Stewart.

Assurances have been given that the only painters now retained are veteran Civil Service employees, but the expansion of work during the month of May will make possible the rehiring of several men. Assurance is also given that Mr. Dingle will be among the first rehired. I hope to be able to advise you in the near future that this reappointment has been accomplished.

Sincerely yours,

Civilian Aide to the Secretary
of War

*checked
C. H. H. W.
D.*

May 6, 1942

Mr. Leon Dingle
234 West 35th Street
Savannah, Georgia

Dear Mr. Dingle:

I anticipate that you will be re-employed at
Camp Stewart before the end of May. Please advise
me promptly if and when you are called back to work.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

April 29, 1942

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

Dear Judge Hastie:

I am transmitting herewith a copy of a letter addressed to me by Mr. Frank V. Reeves in which he comments on the Leon Dingle case. You will perhaps be pleased to note that Mr. Reeves expresses his "limitless confidence" in your and my judgment.

Have you as yet had an opportunity to form a judgment on Mr. Reeves' letter, a copy of which I sent to you under date of April 6?

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



(COPY)

April 8, 1942

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

Dear Mr. Cramer:

This will acknowledge your letter of April 6, with reference to the case of Mr. Leon Dingle.

I appreciate your offer to confer with Mr. Hastie for the purpose of determining whether or not there might be any basis for further investigation of Mr. Dingle's situation, and assure you we shall be content to abide by the combined judgment of yourself and Mr. Hastie, in both of whom we have limitless confidence.

Sincerely yours,

Frank D. Keeves
Legal Assistant

FDR/gej

April 16, 1942

MEMORANDUM

TO: The Under Secretary of War

In February, through the intervention of your office, Leon Dingle, a Negro Civil Service eligible, was appointed as a painter at Camp Stewart, Georgia, after he had earlier been denied appointment because of his race.

Several weeks ago, while in Savannah, Georgia, I learned that Dingle's employment had been terminated after he had worked only a week. I requested that he submit the facts in writing. Attached is a copy of a letter from Dingle in which he states the case.

It appears that Dingle was not the only employee laid off at the time in question. However, in the light of the entire history of this case, I am concerned that the necessity for the temporary release of some employees not be a means of easing Dingle out of a situation into which the local authorities were reluctant to introduce him.

It will be noted that Mr. Dingle states that although he was the only Negro painter employed at Camp Stewart, he found working conditions very satisfactory.

I believe you will wish to be advised of these developments in this case.

Civilian Aide to the Secretary
of War

100-100000-100000

April 16, 1942

Mr. Leon Dingle
634 West 35th Street
Savannah, Georgia

Dear Mr. Dingle:

Thank you for your letter of April 9.

I am taking the matter up with the authorities here.

Your papers are returned herewith.

Sincerely yours,

Civilian Aide to the Secretary
of War

634 W. 35th. St.
Savannah, Ga.
April 9, 1942

Judge William Hastie
War Department
Washington, D.C.

Dear Judge Hastie:

I am writing in reference to my appointment at Camp Stewart, Ga. as a painter on the government project. It however was a temporary appointment.

I was employed at Camp Stewart for one week, the week of Feb. 23, 1942. At the completion of my first week I was laid off, and have not been called back to work yet.

After two weeks had passed I wrote a letter to Mr Fred Schlingloff, the Secretary of the board of U. S. Civil service Examiners there, asking him could he tell me how the lay off would be, and did the article I read in the Savannah Evening Press apply to me.

Inclosed is the answer I recieved from Mr. Schlingloff, also the article that I read in the Savannah Evening Press on March 14, 1942. I would like very much for you to read this article, and the letter that I received from the Secretary, and if further investigation is necessary, I would appreciate if your office would make it. I am quite showe that his letter explains the hold back at Camp Stewart.

I learned that on your visit to Savannah, you were under the impression that I was still employed down there. I might state that I was the only Negro painter employed down there, and the working conditions were very satisfactory.

I would appericate all you will do to hurry my re-employment at Camp Stewart. Thanking you in advance for all you will do.

Very truly yours,

Leon Dingle
Leon Dingle

P. S. Please return the enclosed letter. Many thanks.

Copy

LOCAL BOARD OF U. S. CIVIL SERVICE EXAMINERS
CAMP STEWART, GEORGIA

March 20, 1942

Mr. Leon Dingle
634 West 35th Street
Savannah, Georgia

Dear Sir:

Reference is made to your letter of March 15, 1942 requesting that I advise you concerning your temporary appointment at Camp Stewart.

In regard to your recent appointment and subsequent lay off, it was necessary for the Utility Officer to release you and others after only a weeks' employment due to the fact the appropriation from which they were to be paid was exhausted. When the Utility Officer receives additional funds to carry on this work, you will be notified to report for work.

The new procedure, which you refer to in your letter, did not take effect until March 16, 1942, and does not change the type of appointment you held.

Very truly yours,

/S/ Fred Schlingloff

Fred Schlingloff
Secretary, Board of
U. S. Civil Service Examiners

fs;rg

April 15, 1942.

Mr. Leon Dingle,
634 West 35th Street,
Savannah, Georgia.

Dear Mr. Dingle:

Receipt is acknowledged of your letter of April 9, 1942, in which you advise me that after a week's work at Camp Stewart, Georgia, you were laid off due to the fact that the appropriation from which you were to be paid was exhausted.

In this circumstance, I fear nothing can be done to bring about your reemployment before additional funds become available to carry on the work for which you were employed. I note that you were advised by Mr. Fred Schlingloff, Secretary of the Local Board of United States Civil Service Examiners at Camp Stewart, that as soon as the Utility Officer at Camp Stewart receives additional funds to carry on this work, you will be notified to report for work.

It appears that Mr. Schlingloff has also correctly advised you that the procedures respecting War Service Appointments became effective on March 16, 1942, and do not change the character of your appointment.

When you resume work, I shall appreciate your advising me.

Sincerely yours,

Civilian Aide to the Secretary
of War

C. Under
C. F. E. R.
D.

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

April 6, 1942

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

Dear Judge Hastie:

I transmit herewith a copy of a letter addressed to me by Mr. Frank D. Reeves of the National Association for the Advancement of Colored People, together with a copy of my reply.

Although I had been priding myself on the victory we had achieved in Dingle's case, and although it appears that our achievement is being dissipated under our hands, there is, nevertheless, in Mr. Reeves' statement no substantial basis to support an assumption that Dingle has been discriminated against in the matter of his layoff.

Do you have any comments to make on the matter which may be helpful to me?

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

Enclosure



COPY

NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE

69 Fifth Avenue, New York

March 24, 1942

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

My dear Mr. Cramer:

We have today received a letter from Mr. Leon Dingle (about whose case you wrote to me last week) containing information with regard to his present situation, which is disquieting to say the least.

Mr. Dingle reports that he began "work on February 23. At the completion of one week of employment which ended on February 28 I was laid off temporarily along with many other men, by the Utility Officer. He told all the men that were laid off, that it would only be for a short period, due to the lack of money in the Utility Section of Camp Stewart, Ga. I was only employed one week before this happened.

"I mailed a letter to Camp Stewart last week asking them about how long this lay off would be. They answered my letter and these are the words quoted from the letter that I received from the Secretary of the Board of U. S. Civil Service Examiners:

'In regard to your recent appointment and subsequent lay off, it was necessary for the Utility Officer to release you and others after only a weeks' employment due to the fact the appropriation from which they were to be paid was exhausted. When the Utility Officer receives additional funds to carry on this work, you will be notified to report for work.' "

Although it would not be fair to claim that Mr. Dingle's experience is positive indication of further discrimination against him, we would appreciate it if you would investigate this matter. Thanks for your cooperation.

Yours truly,

/s/ FRANK D. REEVES

Legal Assistant

April 6, 1942

Mr. Frank D. Reeves
Legal Assistant
National Association for the
Advancement of Colored People
69 Fifth Avenue
New York, New York

Dear Mr. Reeves:

I acknowledge receipt of your letter of March 24 in which you discuss the case of Mr. Leon Dingle. The statement which you give does not, on its face, indicate that Mr. Dingle has been given treatment different from and less favorable than that given white workers in his same circumstances. I shall, however, take up this matter with Judge Hastie to determine whether or not there is, in his judgment, any basis for initiating a further investigation into the matter.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Cramer/ss
cc: Judge Hastie

March 19, 1942

MEMORANDUM

TO: The Director of Personnel

I am returning herewith the file on the case of Leon Dingle concerning which the Civil Service Commission has requested a report. It will be noted that pursuant to several recent recommendations of action, the Department has caused the employment of Mr. Dingle as a Civil Service painter on February 23, 1942.

Civilian Aide to the Secretary
of War

100-100000-100000
100-100000-100000
100-100000-100000

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON

March 17, 1942

MEMORANDUM FOR HONORABLE WILLIAM H. HASTIE,
Civilian Aide to the Secretary of War.

Subject: Employment of Leon Dingle

1. Attached herewith is file regarding the employment of Leon Dingle, a Negro painter, who was denied Civil Service appointment at Camp Stewart, Georgia.

2. Recent action by the Department resulted in the employment of Mr. Dingle as a Civil Service painter on February 23, 1942.

By direction of the Commanding General, Services of Supply:


JOSEPH F. BATTLEY
Colonel, C.W.S.
Chief, Manpower and Liaison Branch
Resources Division

Incl. - 1
File of correspondence
re Leon Dingle

February 28, 1942

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

Dear Mr. Cramer:

The appointment of Leon A. Dingle as a painter, pursuant to Civil Service certification, at Camp Stewart, Ga., has now been ordered and accomplished. I am advised that Mr. Dingle is at work.

Sincerely yours,

Civilian Aide to the Secretary
of War

Handwritten note:
Cramer
Dingle

February 5, 1942

MEMORANDUM

TO: The Secretary of War, Through The Under Secretary

At the request of the Committee on Fair Employment Practice and the Civil Service Commission, the War Department has investigated a complaint that the station Command at Camp Stewart, Georgia, has refused to appoint Mr. Leon Dingle as a painter, after appropriate certification by the Civil Service Commission, because he is a Negro.

Investigation by the War Department has revealed that the facts are as represented. In explanation, the Utilities Officer at Camp Stewart states that his action was dictated by fear that some 15 white painters would resign and that racial conflict would be engendered, all to the detriment to important work at the Camp, if Mr. Dingle should be put to work with white painters. The Commanding Officer at Camp Stewart sustained this opinion.

On December 15, the Civil Service Commission, in a letter to the Secretary of War, pointed out the inconsistency of this action with the requirement of Civil Service Rule I, Section 2.

In view of the possible interference with operations at Camp Stewart, the Office of the Quartermaster General is reluctant to direct that Mr. Dingle be employed without instruction from higher authority. All concerned recognize that the matter is of general importance because the same excuse is frequently given in other cases where Negro Civil Service eligibles are rejected.

In the circumstances it is recommended:

1. That the Quartermaster General be advised that failure to employ a Negro because of possible difficulties with other employees is contrary to applicable regulations and to War Department policy.

COPIES

The Secretary of War Through the Under Secretary
Page - 2 -
February 5, 1942.

2. That the Quartermaster General be advised that any difficulties with other employees which may arise as a result of such appointment will be dealt with in regular course as in any other case where employees refuse to accept a proper decision of constituted authority.

3. That the Quartermaster General be advised that appropriate steps should be taken with a view to the appointment of Leon Dingle as a painter at Camp Stewart, Georgia.

The preceding paragraphs of this memorandum, including the recommendations, have been submitted to the Committee on Fair Employment Practice, the Director of Personnel, and the Quartermaster General for concurrence or comment. The comment of each office is attached hereto.

The Quartermaster General points out that the Utilities Officer of Camp Stewart was directed, both before and since the case arose, to comply fully with all directives prohibiting racial discrimination in civilian employment. However, the attached copy of a letter dated November 27, from the Officer in question to the Civil Service District Manager makes it clear that this Officer believes his conduct to be consistent with the controlling directives. The file also shows that his immediate superiors take the same position. Thus, there is need for authoritative determination that refusal to employ a Negro for such reasons as are herein presented violates War Department policy and directives. It has already been stated that this is not an isolated case but is typical of a recurring situation.

The Director of Personnel suggests the establishment of a Committee to make recommendations to the Secretary of War in such cases. However, the facts in this case and the general question which it presents are clear and understandable. An authoritative ruling such as is recommended in this memorandum

The Secretary of War through The Under Secretary
Page - 3 -
February 5, 1942

would obviate the need for such a Committee and would serve as a guide in future cases without reconsideration of the basic question by the War Department.

The Committee on Fair Employment Practice concurs in the recommendations of this office.

Civilian Aide to the Secretary
of War

January 27, 1942

MEMORANDUM

TO: The Director of Personnel
Lt. Col. Harold A. Barnes, Assistant to the
Quartermaster General
The Executive Secretary of the President's
Committee on Fair Employment Practice

The attached memorandum has been prepared for the consideration of the Secretary of War with a view to a statement of policy on the general problem created by the rejection of Negro Civil Service eligibles because of the unwillingness of other employees to work with them, as that question is placed in issue by the case of Leon Dingle, a Negro painter denied Civil Service appointment at Camp Stewart, Georgia.

It will be appreciated if your concurrence or comment may be sent to this office so that the views of those immediately concerned may be placed before the Secretary.

Civilian Aide to the Secretary
of War

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January 27, 1942

MEMORANDUM

TO: The Secretary of War, Through The Under Secretary

At the request of the Committee on Fair Employment Practice and the Civil Service Commission, the War Department has investigated a complaint that the station Command at Camp Stewart, Georgia, has refused to appoint Mr. Leon Dingle as a painter, after appropriate certification by the Civil Service Commission, because he is a Negro.

Investigation by the War Department has revealed that the facts are as represented. In explanation, the Utilities Officer at Camp Stewart states that his action was dictated by fear that some 15 white painters would resign and that racial conflict would be engendered, all to the detriment to important work at the Camp, if Mr. Dingle should be put to work with white painters. The Commanding Officer at Camp Stewart sustained this opinion.

On December 15, the Civil Service Commission, in a letter to the Secretary of War, pointed out the inconsistency of this action with the requirement of Civil Service Rule I, Section 2.

In view of the possible interference with operations at Camp Stewart, the Office of the Quartermaster General is reluctant to direct that Mr. Dingle be employed without instruction from higher authority. All concerned recognize that the matter is of general importance because the same excuse is frequently given in other cases where Negro Civil Service eligibles are rejected.

In the circumstances it is recommended:

1. That the Quartermaster General be advised that failure to employ a Negro because of possible difficulties with other employees is contrary to applicable regulations and to War Department policy.

Memorandum to The Secretary of War,
Through The Under Secretary
January 27, 1942

-2-

2. That any difficulties with other employees which may arise as a result of such appointment will be dealt with in regular course as in any other case where employees refuse to accept a proper decision of constituted authority.

3. That appropriate steps be taken with a view to the appointment of Leon Dingle as a painter at Camp Stewart, Georgia.

Civilian Aide to the Secretary
of War

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

January 7, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. The case file concerning Mr. Leon Dingle is
sent to Under Secy
attached for your consideration.

2. As discussed with you by Mr. Henderson, nothing
further can be done in this connection by the usual
procedure.

3. Since this case is exemplary of a general problem,
it is requested that a meeting to be attended by the parties
concerned be called for the purpose of determining policy
and fixing responsibility therefor.

By authority of the Secretary of War:

A. H. Onthank

A. H. Onthank
Director of Personnel

Attachments

COPIED
"D"

sch/it

January 7, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. The case file concerning Mr. Leon Dingle is attached for your consideration.
2. As discussed with you by Mr. Henderson, nothing further can be done in this connection by the usual procedure.
3. Since this case is exemplary of a general problem, it is requested that a meeting to be attended by the parties concerned be called for the purpose of determining policy and fixing responsibility therefor.

By authority of the Secretary of War:

A. H. ONTHANK

A. H. Onthank
Director of Personnel

Attachments

October 30, 1941

MEMORANDUM

TO: The Director of Civilian Personnel

This office has received from the President's Committee on Fair Employment Practice, the complaint of Mr. Leon Dingle, 234 West 35th Street, Savannah, Georgia, alleging racial discrimination in Civil Service employment at Camp Stewart, Georgia.

Mr. Dingle's statement is as follows:

"I am writing you this letter asking for help concerning a civil service job as a painter that pays \$1600 per year, at Camp Stewart, Ga. I have a rating of 79% from the painters examination. Since I received the rating I have received two letters of inquiry concerning provisional employment. I answered both inquiries saying that I was willing to accept the job and would be ready to report for duty upon short notice.

"When I received the second inquiry, they asked me to come to Camp Stewart for an interview. Upon my arrival at Camp Stewart, Ga. I went to Major White Quartermaster for Camp Stewart, Ga. After telling Major White my reason for being there, he told me they were not employing any Negro painters, and could not employ me because I was colored. I asked him was that the only reason why you would not employ me, and he told me yes."

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

Civilian Aide to the Secretary
of War

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

October 27, 1941

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

Dear Judge Hastie:

Complaint has been referred to the President's Committee on Fair Employment Practice in the case of Mr. Leon Dingle, 234 West 35th Street, Savannah, Georgia, that he has been discriminated against because of his color in his effort to secure employment as a painter at Camp Stewart. Mr. Dingle's statement is as follows:

"I am writing you this letter asking for help concerning a civil service job as a painter that pays \$1680 per year, at Camp Stewart, Ga. I have a rating of 79% from the painters examination. Since I received the rating I have received two letters of inquiry concerning probational employment. I answered both inquiries saying that I was willing to accept the job and would be ready to report for duty upon short notice.

"When I received the second inquiry, they asked me to come to Camp Stewart for an interview. Upon my arrival at Camp Stewart, Ga. I went to Major White Quartermaster for Camp Stewart, Ga. After telling Major White my reason for being there, he told me they were not employing any Negro painters, and could not employ me because I was colored. I asked him was that the only reason why you would not employ me, and he told me yes."

It is requested that this matter be investigated and that a report be furnished the President's Committee on Fair Employment Practice when that investigation has been completed.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary