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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

August 10, 1942.

MEMORANDUM

To: Judge William H. Hastie

From: George M. Johnson *GMJ*

The Committee on Fair Employment Practice had referred to it a letter dated April 17, written to the President, by Mr. John L. Oliver, Jr., 928 East 22nd Avenue, Denver, Colorado.

Mr. Oliver's complaint was not very specific but he alleged, in substance, that he was working at the Ordnance Plant, Denver, Colorado, in the capacity of truck driver and that while so engaged the Field Inspector by the name of Mr. Curly, who is apparently a Field Inspector for the War Department, had him fired because Mr. Curly "did not want a darky driving any trucks out there".

It is my understand that Mr. Oliver was driving a truck during the construction work at the plant and that this construction work has now been completed in view of the fact that the plant is now in operation.

It is probably too late to conduct an investigation into Mr. Oliver's complaint but the matter is being referred to you for your information and such action as you may care to take.

Mr. Oliver has not been advised of this referral.



File - Mr. Oliver

Received

P

July 12, 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:

In compliance with your request of June 17, 1942,
in connection with the complaint of Mr. Robert B. Pairs, there
is enclosed herewith a statement of the classifications in
which Negroes are employed in the Signal Section, Chicago
Quartermaster Depot, which was formerly the Chicago Signal
Corps Procurement District.

Sincerely yours,

Civilian Aide to the Secretary
of War

100-100000-100000
100-100000-100000

July 12, 1944.

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

Dear Mr. Craner:

In compliance with your request of June 17, 1944,
in connection with the complaint of Mr. Robert B. Pairs, there
is enclosed herewith a statement of the classifications in
which Negroes are employed in the Signal Section, Chicago
Quartermaster Depot, which was formerly the Chicago Signal
Corps Procurement District.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

June 29, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

In the second paragraph of the third indorsement dated May 14, 1942, from the Chicago Signal Corps Procurement District to the Chief Signal Officer, Material Branch, with reference to the complaint of Mr. Robert B. Pairs, of Chicago, alleging racial discrimination, this office was informed that 14 per cent of the personnel employed by the Signal Corps in Chicago is colored. I so informed the President's Committee on Fair Employment Practice.

The Committee has now requested this office to secure for it the various classifications in which Negroes are employed in the Chicago Signal Corps Procurement District and the number employed in each classification. May this office be furnished such information?

William A. Hastie
Civilian Aide to the Secretary
of War

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

July 2, 1942
afb/vh

1. It is desired that the requested information be submitted to this Office in triplicate.

By authority of the Secretary of War:

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

175

SRSCP-201-Pairs, Robert.B. 2nd Ind.

SPSCP-2

War Department, OCSigO, Washington, D. C., July 6, 1942. To: Officer in Charge, Chicago Procurement District, Chicago, Illinois.

Report in quadruplicate is requested.

By order of the Chief Signal Officer:



R. R. Rinckenbach
R. R. Rinckenbach,
Lt. Colonel, Signal Corps.

11

e 2

201-Pairs, Robert B.

3rd Ind.

CSD-5

Signal Section, Chicago Quartermaster Depot, 1819 W. Pershing Road, Chicago, Illinois, July 13, 1942. TO: War Department, Office of the Chief Signal Officer, Munitions Building, Washington, D. C.

1. In compliance with the request made in the basic letter, the following information is submitted.

2. Since the date of the previous correspondence, the Chicago Signal Corps Procurement District has been closed as a functional organization. All of the personnel formerly assigned to that organization are paid from payrolls listed under the Signal Section, Chicago Quartermaster Depot. A review of the duties of the civilian personnel at this office reveals that Negro personnel occupy the following positions:

Clerical....(CAF series) - - - - -	19
Custodial...(CU series, all guards) - - - - -	7
Unclassified by Civil Service	
Skilled...Radio equipment assembly - - - - -	15
Auto mechanic - - - - -	1
Semi-skilled...Truck drivers - - - - -	10
Packers, carpenter duty - - - - -	3
Carloading machine operators and	
Mercury drivers - - - - -	18
Labor foremen - - - - -	11
Machine shop helpers - - - - -	3
Unskilled...Packers' helpers; stock pickers; janitors; elevator operators; and common laborers - - - - -	274*

TOTAL NEGRO PERSONNEL - 361
 TOTAL CIVILIAN PERSONNEL - 1,520
 NEGRO EMPLOYMENT PERCENTAGE - 23% plus
 PERCENTAGE OF NEGRO POPULATION, CITY OF CHICAGO - less than 10%

* Approximately 20% of these men are being trained for skilled and semi-skilled positions by in-service training. They are being elevated to these positions as rapidly as they attain a knowledge and skill required by Civil Service regulations.

Thomas L. Clark
 THOMAS L. CLARK
 Colonel, Signal Corps
 Signal Supply Officer

02 13 17

SPSCP-201-Pairs, Robert B.

4th Ind.

SPSCP-2

War Department, S.O.S., OCSigO, Washington, July 17, 1942. To:
Secretary of War.

Attention is invited to report contained in foregoing
third indorsement from the Signal Supply Officer, Chicago Quartermaster
Depot, Chicago, Illinois.

For the Chief Signal Officer:


E. F. Jaffe,
Major, Signal Corps.

(Pairs, Robert B.)

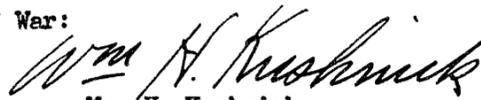
5th Ind.

mfb/vh

War Department, Office of the Secretary, July 21, 1942
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:


Wm. H. Kushnick
Director of Civilian Personnel
and Training

(airs, Robert B.) 5th Ind. mfb/vh
War Department, Office of the Secretary, July 21, 1942
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick
Director of Civilian Personnel
and Training

June 29, 1942.

MEMORANDUM

TO The Director of Civilian Personnel and Training

In the second paragraph of the third indorsement dated May 14, 1942, from the Chicago Signal Corps Procurement District to the Chief Signal Officer, Material Branch, with reference to the complaint of Mr. Robert B. Fairs, of Chicago, alleging racial discrimination, this office was informed that 14 per cent of the personnel employed by the Signal Corps in Chicago is colored. I so informed the President's Committee on Fair Employment Practice.

The Committee has now requested this office to secure for it the various classifications in which Negroes are employed in the Chicago Signal Corps Procurement District and the number employed in each classification. May this office be furnished such information?

Civilian Aide to the Secretary
of War

6-29-42
C. J. W.

June 27, 1944.

MEMORANDUM

TO The Director of Civilian Personnel and Training

In the second paragraph of the third indorsement dated May 14, 1944, from the Chicago Signal Corps Procurement District to the Chief Signal Officer, Material Branch, with reference to the complaint of Mr. Robert B. Pairs, of Chicago, alleging racial discrimination, this office was informed that 14 per cent of the personnel employed by the Signal Corps in Chicago is colored. I so informed the President's Committee on Fair Employment Practice.

The Committee has now requested this office to secure for it the various classifications in which Negroes are employed in the Chicago Signal Corps Procurement District and the number employed in each classification. May this office be furnished such information?

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

June 17, 1942

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

Dear Judge Hastie:

I have your letter of May 30 in which you report on the complaint of Mr. Robert B. Pairs, 314 East Fifty-seventh Street, Chicago, Illinois. I am taking up with the Civil Service Commission the question of whether or not white persons certified by it as radio mechanical technicians to the Chicago Signal Corps Procurement District have been as critically examined with respect to their qualifications as has Mr. Pairs.

Meanwhile, it is requested that you secure from the Chicago Signal Corps Procurement District a statement of the classifications of the Negroes referred to in the second paragraph of the report which you quoted to me to determine whether or not they are employed in all classifications of skill. I shall appreciate your making a request for this information for the use of the Committee.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary



September 30, 1942.

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

Dear Mr. Johnson:

On June 20, 1942, you forwarded to this office the complaint of Mr. Dudley Chase Pierce, 2051 McKee Avenue, S. W., Grand Rapids, Michigan, alleging that racial discrimination was practiced against him in his effort to secure employment as Senior Artist-Illustrator at the United States Engineer Office, Detroit.

The report of the investigation into this complaint states that, contrary to Mr. Pierce's impression, there was only one such position to be filled and that it was possible that he was informed verbally that he would be considered for appointment, if a second vacancy should develop.

The report also states as follows:

The need for filling the position arose suddenly and on December 19, 1941, the Office of the Manager, 7th U. S. Civil Service District, Chicago, Illinois, was notified by telephone of the vacancy and authority was requested to fill the position outside the register, unless that office could certify eligibles from an appropriate register to fill the position by selection from a certificate within the required time, which was indicated as 10 days at the outside. The District Manager's Office indicated that the Civil Service Commission in Washington, D. C. would be requested to certify eligibles by wire, but also granted authority to fill the position otherwise if a qualified person could be secured before an appointment could be effected from the certificate. On December 25, 1941, this office received, by telegram, a list of names and addresses of Civil Service eligibles and proceeded immediately to contact these eligibles regarding their availability for appointment. No replies

Mr. George W. Johnson
September 30, 1944
Page 2

from any of the eligibles willing to accept were received until December 29, 1941. The formal certificate and the application papers of the eligibles were not received until December 29, 1941. In the meantime, pursuant to the District Manager's authority, this office was able to locate by direct recruitment an individual (Robert F. Irwin) having the desired qualifications, who was available for appointment and entrance on duty December 29, 1941. His appointment was effected on that date.

A copy of the Civil Service certificate, on which Mr. Pierce's name appeared, was attached to the report. The notation with which it was returned to the Commission states that since the names thereon "were not received in this office until December 25, 1941, by telegram, time did not permit making a selection from the certificate" as the position for which it was issued was required to be filled not later than December 29, 1941. The certificate shows that five names were certified, that two eligibles declined, and three, including Mr. Pierce, were not selected.

The report of the investigation also stated as follows:

In the matter of requesting Mr. Pierce's photograph, it may be stated that this office (United States Engineer Office, Detroit) has generally requested photographs or snapshots from all applicants for employment where their location is outside a reasonable commuting distance from Detroit, making a personal interview impracticable.

This office requested that appropriate action be taken to discontinue the practice of the United States Engineer Office at Detroit of requesting photographs of applicants who live beyond a reasonable commuting distance from Detroit. I am now advised that this practice has been discontinued by that office.

Sincerely yours,

Civilian Aide to the Secretary
of War

1902 (Negroes) SPAP 12th Ind.

Office, C. of E., September 7, 1942. - To: The Director of Civilian
Personnel and Training, (Office of the Secretary of War).

Forwarded.

For the Chief of Engineers:



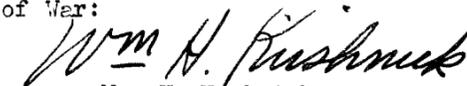
W. E. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

Inclosures:
n/c.

13th Ind. mfb/vh
War Department, Office of the Secretary, C.P.D. September 19, 1942
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:



Wm. H. Kushnick
Director of Civilian Personnel
and Training

SEP 10 AM 10 17

1902 (Negroes) - 12th Ind.

Office, U. of E., September 7, 1943. - To: The Director of Civilian
Personnel and Training, (Office of the Secretary of War).

Forwarded.

For the Chief of Engineers:

I. H. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

Inclosures:
n/c.

13th Ind. mfb/vh
War Department, Office of the Secretary, C.A.D. September 19, 1943
To: Civilian Aide to the Secretary of War

Forwarded.

By authority of the Secretary of War:

Wm. H. Kushnick
Director of Civilian Personnel
and Training

SEP 10 AM 10 17

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

June 30, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Dudley Chase Pierce, 2051 McKee Avenue, S. W., Grand Rapids, Michigan, alleging that racial discrimination was practiced against him in his effort to secure employment as a Senior Artist Designer at the United States Engineer Office, Detroit, Michigan.

The complaint states that Mr. Pierce has a Civil Service rating; that he was certified to the United States Engineer Office at Detroit for the position of Senior Artist Designer, and that he was informed that there were two vacancies in that position at that office and was asked to indicate his availability for one of them. The complaint also states that a photograph was requested of Mr. Pierce on December 26, 1941, and that on January 20, 1942, he was informed of his non-selection in a letter signed by Mr. R. G. Bell, Acting Chief Administrative Assistant, United States Engineer Office, Detroit. Mr. Pierce's conclusion was that he was refused employment because he is a Negro, his photograph having revealed his racial identity.

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? May this office also be advised of the reason for the request of Mr. Pierce's photograph? A copy of the Civil Service certificate, upon which the name of Mr. Pierce appeared and from which the vacancies were filled, showing the notations and endorsements with which it was returned to the Civil Service Commission, is also requested.

William H. Hastie
Civilian Aide to the Secretary
of War

1902 (7/16/42)
OFFICE OF THE ASSISTANT SECRETARY
JUL 1942

11. 11 31 22

1st Ind.

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

mfb/vh
July 1, 1942

1. For investigation and report to this Office.

By authority of the Secretary of War:

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

1902 (Negroes) SPEAP 2nd Ind.

Office, C. of E., July 3, 1942 - To: The District Engineer,
U. S. Engineer Office, DETROIT, MICHIGAN.

For investigation and prompt report.

By order of the Chief of Engineers:

JUL 7 - 42
W. W. Lorence
W. W. Lorence,
Colonel, Corps of Engineers,
Chief, Civilian Personnel Branch,
Administrative Division.

U. S. ENGINEER OFFICE
DETROIT

JUL 5 1 19 PM '42

DISPATCHED
O.C.E.

1957
JUL 11 11 22

1902 (Negroes) 3PEAF

F 27/208 DAFCS

3rd Ind.

U.S.A.O., Detroit, Michigan, July 8, 1942 - To: The Chief of Engineers,
U. S. Army, Washington, D. C. (Through the Division Engineer, Great Lakes
Division, Chicago, Illinois)

1. In compliance with request in basic letter, an investigation has been made in the matter of Mr. Pearce's complaint alleging racial discrimination and the report of the circumstances follows:

2. The position in question was Senior Artist-Illustrator, SF-6, at \$2,000 per annum and, contrary to Mr. Pearce's impression, there was only one such position to be filled. It is possible that Mr. Pearce may have been informed verbally that, should a second position develop, his name would be considered for appointment therein.

3. The need for filling the position arose suddenly and on December 19, 1941, the Office of the Manager, 7th U. S. Civil Service District, Chicago, Illinois, was notified by telephone of the vacancy and authority was requested to fill the position outside the register, unless that office could certify eligibles from an appropriate register to fill the position by selection from a certificate within the required time, which was indicated as 10 days at the outside. The District Manager's Office indicated that the Civil Service Commission in Washington, D. C. would be requested to certify eligibles by wire, but also granted authority to fill the position otherwise if a qualified person could be secured before an appointment could be effected from the certificate. On December 25, 1941, this office received, by telegram, a list of names and addresses of Civil Service eligibles and proceeded immediately to contact these eligibles regarding their availability for appointment. No replies from any of the eligibles willing to accept were received until December 29, 1941. The formal certificate and the application papers of the eligibles were not received until December 29, 1941. In the meantime, pursuant to the District Manager's authority, this office was able to locate by direct recruitment an individual (Robert F. Irwin) having the desired qualifications, who was available for appointment and entrance on duty December 29, 1941. His appointment was affected on that date.

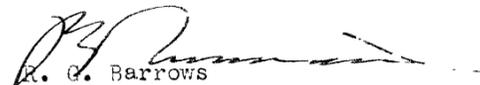
4. Mr. Pearce's claim that he was discriminated against because of racial prejudice is therefore without merit; since, as indicated above, selection was based on immediate availability. A copy of the Civil Service Certificate is inclosed as requested. It will be noted that no appointments were made therefrom. All eligibles on the certificate who indicated their willingness to accept were notified by routine form letter of their non-selection.

5. In the matter of requesting Mr. Pearce's photograph, it may be stated that this office has generally requested photographs or snapshots from all applicants for employment where their location is outside a reasonable commuting distance from Detroit, making a personal interview

SEP 11 11 22

impracticable. Also in such cases, the individuals concerned are usually requested to furnish complete details regarding their experience and background. In the particular instance when the eligibles' names were circularized regarding their availability, there was no information whatever available concerning their background or experience and in addition to being requested to furnish photographs, they were also requested to execute an application form.

3. It is believed the above furnishes sufficient basis for informing the President's Committee on Fair Employment Practices that there was no racial discrimination involved, either in the instant case or, so far as is known, in any other cases with which this office has been concerned. In support of this statement, it may be pointed out that we now have several employees in this office who are members of the Negro race.


R. G. Barrows
Colonel, Corps of Engineers
District Engineer

1 Incl.-
Incl. 1 - Certificate No. M-30823 (dup.)

B.L.D. 1902 (Negroes)
4th
Incl.
a/c

RECEIVED
CHIEF OF ENGINEERS
OFFICE
JUN 10 11 23 PM '42

12.

1911 25

COPY
Form No. 1644 B
November, 1940

REPORT TO THE DISTRICT MANAGER ON CERTIFICATE
United States Civil Service Commission

rg District Manager Seventh U.S. Civil Service Dist. M-30825
(Certificate No.)

District Engineer
U. S. Engineer Office Chicago, Illinois December 24, 1941
613 Federal Building (Date)
Detroit, Michigan

One Male Senior Artist Illustrator, \$2,000 per annum (Request No.)
(Vacancies) (Position & Salary) 12-19-41

Detroit, Michigan Probational (Request Date)
(Place of Employment) (Nature of Appointment)

Register: Sr. Artist Designer, U34, 1941

Action	Salary	Name	Rating	Address
NS		a Frank M. Ludewig	83.00	302 Barclay St, Grand Rapids, Mich.
D	\$2000	a Sidney G. Warner	81.00	420 W Jefferson St., Ann Arbor, Mich.
NS		b Raymond L. Stone	76.00	14221 Goddard Ave., Detroit, Mich.
NS		b Dudley Chase Fierce	74.00	2051 McKee Ave St., Grand Rapids, Mich.
D	2000	b Oren S. Frost	74.00	244 W. Grand River Ave., E. Lansing, Mich.

a - Papers to follow

b - To provide for declination

Type D - Papers submitted

Received
U.S. Engineer Office
Detroit, Michigan
Dec. 29, 1941

Inasmuch as the position for which this certificate was issued was required to be filled not later than December 29, 1941, and since the names hereon were not received in this office until December 25, 1941 by telegram, time did not permit making a selection from the certificate. None of the eligibles willing to accept appointment could be placed on the job within the time required. Accordingly the position was filled outside the register under Section 1, the appointee entering on duty December 29, 1941.

NOTE:- The officer to whom this certificate is issued will indicate on all three copies in the first column opposite each name the action taken by him, using the proper key term, as shown at the foot of certificate. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of certificate and report thereon to the District Manager

THE DISTRICT MANAGER: Certificate returned with January 20, 19, 42
examination papers and prescribed forms.

Papers of Messrs. Ludewig and Warner were not received in this office. No additional certification requested.

For the District Engineer: RGB Acting Chief Administrative Asst.

5 Incls:
3 Applns.
2 Declns.

R.G. Bell Signature Official Title

53

APR 22

GREAT LAKES DIVISION

CHICAGO

RECEIVED

Very truly yours,
[Faint, illegible text]

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

6th Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
July 24, 1942

Forwarded.

By authority of the Secretary of War:

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

DISPATCHED
O.C.E.

JUL 18 11 36 PM '42

Handwritten text, possibly a list or notes, including the word "LITERATURE" and other illegible words.

Handwritten signature or name, possibly "James M. ...".

7th Ind.

July 31, 1942

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

While no further action seems to be necessary in this particular case, it is desired, however, to submit the following comment on the statement in the fifth paragraph of the third indorsement to the effect that the United States Engineer Office at Detroit has generally requested photographs from all applicants who live beyond a reasonable commuting distance from Detroit:

1. The Civil Service Commission, by its minutes of December 28, 1940, eliminated the requirement of a photograph and substituted fingerprinting as a means of identification. It also approved the deletion of all references to race and photographs contained in its forms.

2. The request for a photograph of an applicant before appointment can serve no purpose other than racial identification. Violation of Civil Service rules, Executive Order No. 8802, and the directives of this Department prohibiting racial discrimination is fostered by such identification. If for some reason a photographic record of an employec is desired, it can be obtained after employment.

3. May appropriate action be taken to discontinue the practice of the United States Engineer Office at Detroit of requesting photographs of applicants who live beyond a reasonable commuting distance from Detroit?

William H. Hastie
Civilian Aide to the Secretary
of War

8th Ind.

mfb/vh

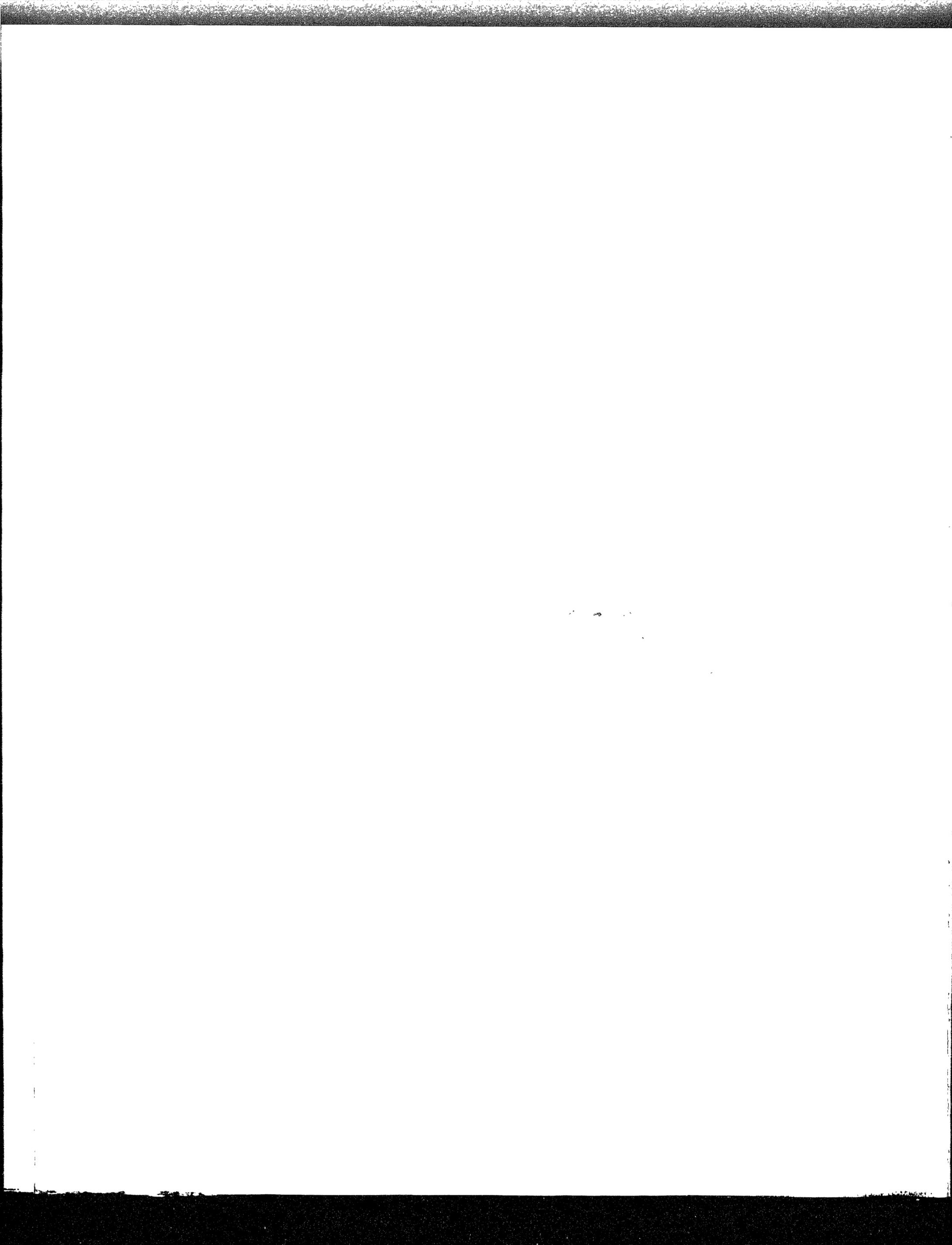
War Department, Office of the Secretary
To: Chief of Engineers

August 15, 1942

1. Forwarded for your information and appropriate action.
2. Please return file to this Office.

By authority of the Secretary of War:

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



1902 (Negroes) SP2A

27/208 - DAFCC 10th Ind.
U.S.A., Detroit, Michigan, August 31, 1942 - To: The Chief of Engineers,
U. S. Army, Washington, D. C. (Through the Division Engineer, Great Lakes
Division, Chicago, Illinois)

1. In compliance with instructions contained in paragraph 3 of preceding 7th indorsement, the practice of requesting photographs of applicants who live beyond a reasonable commuting distance from Detroit has been discontinued.
2. Necessary instructions are being issued to all officers and employees concerned with the appointment of civilian employees.

For the District Engineer:



R. G. Bell
Acting Chief Administrative Assistant

Incl.
a/c

G. L. D. 1902/1.1
11th

SEP 9 1942
ENGINEER
WASHINGTON, D. C.

Incl. a/c

gfw

OFFICE CHIEF OF ENGINEERS
SEP 5 1942

7th Ind.

July 31, 1944.

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

While no further action seems to be necessary in this particular case, it is desired, however, to submit the following comment on the statement in the fifth paragraph of the third indorsement to the effect that the United States Engineer Office at Detroit has generally requested photographs from all applicants who live beyond a reasonable commuting distance from Detroit:

1. The Civil Service Commission, by its minutes of December 28, 1940, eliminated the requirement of a photograph and substituted fingerprinting as a means of identification. It also approved the deletion of all references to race and photographs contained in its forms.

2. The request for a photograph of an applicant before appointment can serve no purpose other than racial identification. Violation of Civil Service rules, Executive Order No. 8802, and the directives of this Department prohibiting racial discrimination is fostered by such identification. If for some reason a photographic record of an employee is desired, it can be obtained after employment.

3. May appropriate action be taken to discontinue the practice of the United States Engineer Office at Detroit of requesting photographs of applicants who live beyond a reasonable commuting distance from Detroit?

Civilian Aide to the Secretary
of War

no further action taken

June 30, 1944.

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. Dudley Chase Pierce, 2051 McKee Avenue, S. W., Grand Rapids, Michigan, alleging that racial discrimination was practiced against him in his effort to secure employment as a Senior Artist Designer at the United States Engineer Office, Detroit, Michigan.

The complaint states that Mr. Pierce has a Civil Service rating; that he was certified to the United States Engineer Office at Detroit for the position of Senior Artist Designer, and that he was informed that there were two vacancies in that position at that office and was asked to indicate his availability for one of them. The complaint also states that a photograph was requested of Mr. Pierce on December 26, 1941, and that on January 20, 1942, he was informed of his non-selection in a letter signed by Mr. R. G. Bell, Acting Chief Administrative Assistant, United States Engineer Office, Detroit. Mr. Pierce's conclusion was that he was refused employment because he is a Negro, his photograph having revealed his racial identity.

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? May this office also be advised of the reason for the request of Mr. Pierce's photograph? A copy of the Civil Service certificate, upon which the name of Mr. Pierce appeared and from which the vacancies were filled, showing the notations and endorsements with which it was returned to the Civil Service Commission, is also requested.

Civilian Aide to the Secretary
of War

14
S.
COPIES

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

June 20, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a complaint from Mr. Dudley Chase Pierce of 2051 McKee Avenue, S. W., Grand Rapids, Michigan.

Mr. Pierce, who is a Negro, states that he received a rating of 74 as a senior artist designer and was certified as such to the War Department, United States Engineer Office, Detroit, Michigan, which informed him that there were two positions open and that he was to indicate his availability for either one. Mr. Pierce continues "they also requested my photo. This was on December 26, 1941, and on January 20, 1942 came the enclosed letter."

The enclosed letter referred to is a formal statement from Mr. R. G. Bell, Acting Chief Administrative Assistant in the United States Engineer Office, informing Mr. Pierce that he was not selected for appointment. Mr. Pierce's conclusion is that he was refused appointment because of his race as it was revealed in the photograph.

The Committee has been given to understand that the War Department no longer requires photographs on its application forms, or on any forms that precede employment.

It is requested that an investigation of this complaint be made and that a report be submitted.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



June 25, 1944.

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 May 5, 1944, you transmitted to this office the complaint of Mr. James Price, 538 Hammond Street, Pasadena, California, alleging racial discrimination against him in his effort to secure employment as a draftsman at the United States Engineer Office at Los Angeles, California.

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

(1) James Price was interviewed some two months ago by the Assistant Head of the Survey and Drafting Section of this office and was offered employment, provided he could qualify as a Map Draftsman. When he stated that he was an Architectural Draftsman and Designer, rather than a Map Draftsman, it was suggested to him that he apply to the section engaged in the former type of work. It was further suggested that in the event his services could not be used with the architectural group, he return to the Survey and Drafting Section in order that his employment might be given further consideration.

(2) The employee in charge of the group engaged in architectural design and drafting interviewed Mr. Price and states that while no written application was filed, the applicant appeared to be well qualified and would, no doubt, have been employed had there been facilities for additional personnel. His name and telephone number were taken and filed along with those of a considerable number of other applicants who had been informed that while there would probably be need for their services in the near future, their employment would depend to a great extent upon the availability of more office space. Subsequently, additional office space was

COFEP

Mr. Lawrence W. Cramer
June 25, 1944
Page 2

obtained, and a small number of applicants whose names were on file have been employed, selection having been made in the order in which applications were registered.

(3) There is no apparent evidence of racial discrimination in this case, and had Mr. Price returned to the Survey and Drafting Section as it was suggested that he do, he would probably have been offered employment soon afterward. However, Mr. Price has been requested to call at this office at his convenience for a further interview. In the event that he has qualifications which can be used at this time, he will be offered appointment in an appropriate grade.

Sincerely yours,

Assistant Civilian Aide to the Secretary
of War

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

May 15, 1942.

MEMORANDUM

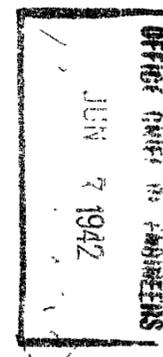
TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. James Price, 538 Hammond Street, Pasadena, California, alleging racial discrimination in his effort to secure employment as a draftsman at the United States District Engineer Office at Los Angeles.

In his complaint Mr. Price states that he is an architectural draftsman with a degree from the University of Southern California and about ten years of experience; that for the past year and a half he had been employed by the Los Angeles County Mechanical Department, that on April 4, 1942, he and two white draftsmen were laid off because of a lack of work; that the three of them applied for work at the United States District Engineer Office at 751 South Figueroa Street, Los Angeles; that the two white draftsmen were employed, but he was told that the Office would like to hire him but the drafting rooms were so crowded that room could not be found for him. He adds that the United States District Engineer Office at Los Angeles has since been hiring draftsmen.

In the light of these circumstances, 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?

William H. Hastie
Civilian Aide to the Secretary
of War



1st Ind.

mfb/jh

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

May 16, 1942

- 1. For investigation and report to this office.

By order of the Secretary of War:

Wm. H. Kushnick
Director of Civilian Personnel
and Training

1942 MAY 26 12:50

H. C. Brown
Chief of Engineers

Subject: Complaint of discrimination by Mr. James Price
(Basic letter May 15, 1942.)

May 30, 1942

3rd Ind.

U. S. Engineer Office, Los Angeles, California, May 30, 1942. - To
The Chief of Engineers, U. S. Army, Washington, D. C. (Through the
Division Engineer, South Pacific Division, San Francisco, California.)

Investigation has been made in compliance with basic letter and subsequent indorsements, and report is made of findings as follows:

(1) James Price was interviewed some two months ago by the Assistant Head of the Survey and Drafting Section of this office and was offered employment, provided he could qualify as a Map Draftsman. When he stated that he was an Architectural Draftsman and Designer, rather than a Map Draftsman, it was suggested to him that he apply to the section engaged in the former type of work. It was further suggested that in the event his services could not be used with the architectural group, he return to the Survey and Drafting Section in order that his employment might be given further consideration.

(2) The employee in charge of the group engaged in architectural design and drafting interviewed Mr. Price and states that while no written application was filed, the applicant appeared to be well qualified and would, no doubt, have been employed had there been facilities for additional personnel. His name and telephone number were taken and filed along with those of a considerable number of other applicants who had been informed that while there would probably be need for their services in the near future, their employment would depend to a great extent upon the availability of more office space. Subsequently, additional office space was obtained, and a small number of the applicants whose names were on file have been employed, selection having been made in the order in which applications were registered.

(3) There is no apparent evidence of racial discrimination in this case, and had Mr. Price returned to the Survey and Drafting Section as it was suggested that he do, he would probably have been offered employment soon afterward. However, Mr. Price has been requested to call at this office at his convenience for a further interview. In the event that he has qualifications which can be used at this time, he will be offered appointment in an appropriate grade.

AIR MAIL

206, 824 *Test* Ind. JUN 4 1942

Office, Div. Engr., So. Pac. Div. The Chief of Engineers
1c: Attention invited 19 preceding indorsement

WTH

Edwin C. Kelton
Edwin C. Kelton
Colonel, Corps of Engineers
District Engineer

157

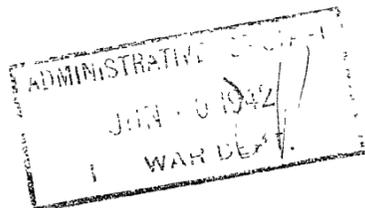
1902 (Negroes) SP2AP 5th Ind.

Office, C. of E., June 9, 1942 - To: The Director of Personnel
and Training, (Office of the Secretary of War.)

1. In accordance with the first indorsement, the basic communication was referred to the District Engineer, Los Angeles, California, for compliance. The report is contained in the third indorsement.

2. It is the opinion of this office that the charge of racial discrimination is not supported by evidence.

For the Chief of Engineers:



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

6th Ind.

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

mfb/vh
June 10, 1942

1. Forwarded.

By authority of the Secretary of War:

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



May 15, 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. James Price, 538 Hammond Street, Pasadena, California, alleging racial discrimination in his effort to secure employment as a draftsman at the United States District Engineer Office at Los Angeles.

In his complaint Mr. Price states that he is an architectural draftsman with a degree from the University of Southern California and about ten years of experience; that for the past year and a half he had been employed by the Los Angeles County Mechanical Department; that on April 4, 1942, he and two white draftsmen were laid off because of a lack of work; that the three of them applied for work at the United States District Engineer Office at 751 South Figueroa Street, Los Angeles; that the two white draftsmen were employed, but he was told that the Office would like to hire him but the drafting rooms were so crowded that room could not be found for him. He adds that the United States District Engineer Office at Los Angeles has since been hiring draftsmen.

In the light of these circumstances, may the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Civilian Aide to the Secretary
of War

C. J. P.

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

May 5, 1942

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

Dear Judge Hastie:

I transmit herewith two copies of a letter addressed to Mr. Dickerson of the President's Committee on Fair Employment Practice by Mr. James Price, 530 Hammond Street, Pasadena California, in which he expresses the belief that he has been discriminated against because of his racial origin in connection with his effort to secure employment as a draftsman at the United States Engineers Department, Pasadena, California.

It is requested that Mr. Price's charge be investigated and that you advise me of the results of this investigation when it is completed.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosures



(COPY)

538 Hammond Street
Pasadena, California
April 9, 1942

Mr. Earl B. Dickerson

Dear Sir:

May I bring to your attention what I believe to be an act of discrimination in our defense work?

I am an architectural draftsman with a degree from the University of So. California and about ten years experience. For the past year and a half I have been employed by the Los Angeles County Mechanical Dept. On April 4, I was laid off because of a lack of work. At the same time, two other draftsmen (white) were laid off. The three of us applied for work at the United States Engineers Dept. (751 S. Figueroa St.) which is under the supervision of the war department. The two white draftsmen were hired, but I was told that they would like to hire me, but the drafting rooms were so crowded that they could not find room for me. I have no way of proving that there was discrimination except that I know the U.S.E.D. has been hiring and is hiring draftsmen.

Hoping that either you or your committee can bring some pressure to bear in this matter, I remain

Very sincerely yours,

SIGNED: James Price

P.S. I placed my application on file with the U.S.E.D. but I do not feel that anything will come of it.

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March 22, 1943

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

Dear Mr. Johnson:

I have your letter of March 12, regarding Messrs. Robert Richardson and Wise Adams, who had previously complained of discrimination against them by the Commanding Officer of Camp Wallace, Texas.

I thought in my previous letter I made it clear that even admitting non compliance with Executive Order #8802, the Adjutant General did not deem it advisable to proceed further in the matter. However, as I pointed out, he did agree to transmit a letter requesting further consideration for Richardson and Adams. In view of the fact that the matter seems to have been adjusted satisfactory I see no value in ascertaining whether or not white soldiers did object to Negro barbers.

Yours very truly,

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

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

March 12, 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 Messrs. Robert Richardson and Wise Adams against Camp Wallace, Texas, which we referred to your office under date of December 31, 1942, and on which you reported under date of February 11, 1943. We have received a further communication from Mr. Richardson, which reads as follows:

"We received your letter of Feb. 27, 1943 regarding the complaint from the War Department at Camp Wallace concerning white soldiers objecting to colored barbers cutting their hair. We know nothing of the complaint from the soldiers, during the time we were cutting white soldiers hair, the only complaint came from the Exchange Officer, stating he wanted us to sell to a white barber and he gave us 30 days notice to vacate that area in the camp. However after a discussion with the Exchange officer he agreed in December to let us maintain our contract and let white barbers work in the shop on a percentage beginning Jan. 1, 1943 and it is now operating in that manner and everything is moving smoothly under the present conditions with the Exchange Officer to our knowledge.

"We are now in the colored area operating a barber for the colored soldiers and if the



Mr. Truman K. Gibson, Jr.

-2-

March 12, 1943

contracts have been cancelled we have not the knowledge of it to date.

"The white barbers are working in the #1 area under our contract and on the surface all seems smooth to us and the Exchange Officer."

Although this matter appears to have been adjusted to Mr. Richardson's satisfaction, his statement is at variance with the report you received from the Adjutant General. We suggest that a further attempt be made to find out whether or not white soldiers actually did object to the Negro barbers to the extent indicated in the Adjutant General's report.

We should appreciate hearing further from you on this matter.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

35276

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

Date December 31, 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 Messrs. Richardson & Adams of Galveston, Texas, under date of December 5, 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. Crum

Lawrence W. Crum
Executive Secretary

George H. Johnson

Enc.

C
O
P
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2617 Avenue M¹/₂
Galveston, Texas
Dec. 5, 1942

Mr. Lawrence Cramer
Sec. of War Manpower

Dear Sir:

I, Robert Richardson and Wise Adams of Galveston, Texas wish to submit our case of purely racial discrimination in the Army employment. We have operated a Barber Shop in Camp Wallace, Texas since the opening day and have complied to all rules of sanitation of Army and State, but was informed by concessaire that we would have to move, because we are Negroes and give our space over to white. He said our work was good, but we would have to move Dec 31, 1942, because we were Negroes.

We have a full staff of efficient license Barber, who have passed the Army physical and the soldiers are pleased with our work. So seeing nothing, but to comply with the notice we shall have to move. Mr. Cramer, we are certain you can understand our situation and please give us some aid along these lines. We are also members of the International Union, who headquarter is in Indianapolis, Indiana, Mr. Birthright, Pres.

Thanking you in advance for aid.

Yours Respectfully,

/s/ Robert Richardson
Wise Adams

December 29, 1942

MEMORANDUM

TO: The Adjutant General
Attention: Lieutenant Colonel W.L. Dinning

The attached letter has been received from the President's Committee on Fair Employment Practice to which it was referred by the Secretary of Labor.

Will you please refer this matter to the 8th Service Command for comment.

Assistant Civilian Aide to the Secretary
of War

Handwritten initials and scribbles

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

OFFICE MEMORANDUM

To: Judge William H. Hastie

Date: 12/28/42

From: George M. Johnson *GMJ*

Subject:

The attached communication referred by the Department of Labor does not involve a complaint over which this office has jurisdiction. It is being referred to you for whatever action you may care to take. The letter has not been acknowledged.

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

December 15, 1942

To: Committee on Fair Employment Practice
War Manpower Commission
Social Security Building
Washington, D. C.

Correspondence from Robert Richardson
2617 Avenue M $\frac{1}{2}$
Galveston, Texas

dated Dec. 3, 1942

relating to a barber concession entered into
with another Negro, and he states they
have complied with all Army regulations--
Has been told they would have to sell
out -- and he says it is because they are
is herewith referred for your consideration.

Negroes
The writer has not been informed of this action.


Secretary of Labor.

February 16, 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 6, 1943, you forwarded to this office the complaint of Fidel F. Ramirez, Facundo Romero, J. David Martinez, Joe Sanchez, Joe R. Rubio, and G. V. Ramirez, who alleged that racial discrimination was practiced against Spanish Americans employed at the Army Air Forces Storage Depot, Material Division, Denver, Colorado, in the matter of pay increases and promotions.

The report of the investigation states as follows:

a. Facundo P. Romero was employed as Laborer, Classified, UN-3, effective August 5, 1942, at \$1200 per annum. Effective December 1, 1942, rate of pay was increased to \$1260 per annum. This employee is assigned to the labor pool at this Storage Depot.

b. Joe R. Rubio was employed as Laborer, Classified, UN-3, effective December 10, 1942, at \$1200 per annum. Subsequent to that date, this employee has been absent from work a total of eleven (11) days; and investigation indicates that his absence on eight (8) of the eleven days was unwarranted. The work assigned to this employee is in accordance with job specifications for the classification mentioned.

c. J. David Martinez was employed as a Laborer, Classified, UN-3, effective December 7, 1942, at \$1200 per annum. Subsequent to date of employment, this employee was absent from work seven (7) days, six (6) days on unwarranted leave. The work assigned him is in accordance with job specifications for the position occupied.

d. Gumecindo V. Ramirez entered on duty as Laborer, Classified, UN-3, at \$1200 per annum effective December 7, 1942. During his employment at this Storage Depot,

*copy
Cramer*

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

Page - 2 -

his duties have been in accordance with his classification and due to the short length of time that he has been employed in present position, it is evident that he has not earned promotion within grade, nor qualified for a higher position.

e. Joe de la Cruz Sanchez was employed on May 9, 1942, at the pay rate of fifty (50) cents per hour. On July 1, 1942, his status was changed to Laborer, Classified, \$1200 per annum, and on July 16, 1942, rate of pay was increased to \$1260 per annum. Duties assigned have been in accordance with specifications for his classification. Under date of October 27, 1942, the U. S. Civil Service Commission requested information concerning two arrests this employee had failed to include in preparing U. S. Civil Service Commission Form 275, Application for Employment, and to show cause why this person should not be removed from the service. Information requested was furnished with recommendation that no further action be taken. This employee was retained on Civil Service Status in concurrence with the approval of the Manager, 13th U. S. Civil Service District.

f. Fidel F. Ramirez was employed on August 22, 1942, as Laborer, Classified, UN-3, at \$1200 per annum, and promotion to \$1260 per annum was made effective December 1, 1942. This employee was discharged without prejudice effective January 4, 1943. An effort was made to train this employee for work in a higher classification but his attitude was considered to be negative by his immediate supervisor toward any change in duties despite an expressed desire to earn higher wages.

The Committee may wish to check this report with the complainants. If so, I shall be pleased to have any additional 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.

February 11, 1943

MEMORANDUM TO: The Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of January 7, 1943, in behalf of Fidel F. Ramirez, Facundo Romero, J. David Martines, Joe Sanchez, Joe R. Rubio, and G. V. Ramirez, who alleged that racial discrimination is practiced against Spanish Americans employed at the Army Air Forces Storage Depot, Materiel Division, Denver, Colorado, in the matter of pay increases and promotions.

2. Upon investigation the following facts have been ascertained:

a. Facundo P. Romero was employed as Laborer, Classified, UN-3, effective August 5, 1942, at \$1200 per annum. Effective December 1, 1942, rate of pay was increased to \$1260 per annum. This employee is assigned to the labor pool at this Storage Depot.

b. Joe R. Rubio was employed as Laborer, Classified, UN-3, effective December 10, 1942, at \$1200 per annum. Subsequent to that date, this employee has been absent from work a total of eleven (11) days; and investigation indicates that his absence on eight (8) of the eleven days was unwarranted. The work assigned to this employee is in accordance with job specifications for the classification mentioned.

c. J. David Martines was employed as a Laborer, Classified, UN-3, effective December 7, 1942, at \$1200 per annum. Subsequent to date of employment, this employee was absent from work seven (7) days, six (6) days on unwarranted leave. The work assigned him is in accordance with job specifications for the position occupied.



d. Gumecindo V. Ramirez entered on duty as Laborer, Classified, UN-3, at \$1200 per annum effective December 7, 1942. During his employment at this Storage Depot, his duties have been in accordance with his classification and due to the short length of time that he has been employed in present position, it is evident that he has not earned promotion within grade, nor qualified for a higher position.

e. Joe de la Cruz Sanchez was employed on May 9, 1942, at the pay rate of fifty (50) cents per hour. On July 1, 1942, his status was changed to Laborer, Classified, \$1200 per annum, and on July 16, 1942, rate of pay was increased to \$1260 per annum. Duties assigned have been in accordance with specifications for his classification. Under date of October 27, 1942, the U. S. Civil Service Commission requested information concerning two arrests this employee had failed to include in preparing U. S. Civil Service Commission Form 275, Application for Employment, and to show cause why this person should not be removed from the service. Information requested was furnished with recommendation that no further action be taken. This employee was retained on Civil Service Status in concurrence with the approval of the Manager, 13th U. S. Civil Service District.

f. Fidel F. Ramirez was employed on August 22, 1942, as Laborer, Classified, UN-3, at \$1200 per annum, and promotion to \$1260 per annum was made effective December 1, 1942. This employee was discharged without prejudice effective January 4, 1943. An effort was made to train this employee for work in a higher classification but his attitude was considered to be negative by his immediate supervisor toward any change in duties despite an expressed desire to earn higher wages.

All Classified Laborers at that Storage Depot are hired at the salary of \$1200 per annum, and subsequent promotions are based on efficiency rating and degree of aptitude. There is no evidence of any discrimination as to creed or color of any employee having been practiced at this Depot. There appears to be no basis for the complaints submitted by the individuals named in basic communication.

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

January 7, 1943

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a complaint alleging that racial discrimination is being practiced against Spanish Americans employed at the Army Air Forces Storage Depot, Materiel Division, Denver, Colorado, in the matter of pay increases and promotions.

The complaint is signed by Fidel F. Ramirez, Fracundo Romero, J. David Martinez, Joe Sanchez, Joe K. Rubio and G. V. Ramirez. It states that some Spanish-Americans have been employed at that Depot for more than six months but their pay has not been raised to that which colored and white men performing the same type of work are receiving; that three Spanish-Americans are serving as foremen but are receiving the same low pay that other Spanish-American employees at the Depot receive.

Mr. Fidel F. Ramirez states that he passed a test for truck driver, according to Lieutenant Hayes; that he drove a truck for four or five days and then was replaced by a colored man, who had to be given two tests.

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?

Civilian Aide to the Secretary
of War

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35276

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

Date January 6, 1947

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. Fidel E. Ramirez of Canon, Colorado, under date of December 11, 1946, 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. Cremor
Executive Secretary

Enc.

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Denver Colo
12-11-42

Mr. Lawrence W. Cramer

Dear sir. Being the only person to whom we the under signed can complain to the treatment accorded us, Spanish Americans by Government, officials and Army, Commissioned Officers we are employed at, A.A.F. Storage Depot, War Dept, Air Corps, Material Division. 900 South Broadway, Denver Colo. some of us spanish Americans been working at this Depot for better than six months and our wages hasen't been raised, to the level the white man and the colored man gets being that we do the same work. there is 3 of our men as foremen but get the same low wages. we get, but the white man or colored man don't need to be foreman, to comand the limit in high wages. Why, whats the matter? our Spanish Americans Boys been voluntiring for the Different Branches of the armed Forces of the U. S. But thats alright. Why don't they discrimi- nate for that? I my self, was given a test to drive a truck I passed it according to Luitenant, Hayes I drove it 4 or 5 days than they took it from me. and, they put a colored man on it. since this man had to take 2 tests I only took 1 test and passed, I don't think the are treating us fair. I will put my son name at the head of this letter, and Im sending this through the High Office of Senator Dennis Chavez of N. Mex.

I Remain Yours Truly

/s/ Fidel F Ramirez

1910½ W. Holden Pl,
Denver Colo

(Signed)
Fracundo Romero
J. David Martines
Joe Sanchez
Joe R. Rubio 633 Lipan St.
G. V. Ramirez

November 24, 1942

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

Dear Mr. Johnson:

Reference is made to your letter of September 23, 1942, in which you requested a further investigation into the complaint of Mr. William Robertson alleging that racial discrimination had been practiced against him in his effort to secure appointment as a Cutter at the Philadelphia Quartermaster Depot.

A further investigation has been made as requested, and there is attached hereto for your information a copy of the report made to and approved by the Commanding Officer.

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

I take this occasion to renew my suggestion that the Committee consider the inadvisability of insisting upon the investigation of cases which are on their face very weak. In addition to the uneconomical expenditure of time involved, I am convinced that the prestige and effectiveness of the Committee suffer under such circumstances.

Sincerely yours,

Civilian Aide to the Secretary
of War

W. H. ...
11/24/42

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

SPCC-L
201 Robertson, William
(10-5-42)

November 17, 1942

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

1. Reference is made to your memorandum dated October 5, 1942, which requested a further inquiry into the complaint of Mr. William Robertson, alleging that racial discrimination was practiced against him in his effort to secure appointment as a Cutter at the Philadelphia Quartermaster Depot.
2. This request was transmitted to the Quartermaster Corps and a further investigation of this allegation was made as directed.
3. Three copies of the investigation report to the Commanding Officer are attached for your information.

For the Director, Civilian Personnel Division:



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

1 Incl.
Investigation Report
to Commanding Officer
(5-25-42).



NOV 19 42 PM



WAR DEPARTMENT
SERVICES OF THE
CIVILIAN PERSONNEL

October 23, 1942.

REPORT TO THE COMMANDING OFFICER

Subject: Report of investigation into the alleged prejudice of Mr. Samuel J. Fitzpatrick, foreman of the cutting room, Manufacturing Division of this Depot.

1. In compliance with directive dated October 17, 1942, the undersigned conducted an investigation of the alleged prejudice of Mr. Samuel J. Fitzpatrick, foreman of the cutting room, Manufacturing Division, toward colored applicants for positions as cutters.

2. This allegation is based on a statement made in the last paragraph of the communication addressed to the Hon. William H. Hastie, Civilian Aide, War Department, Washington, D. C., from George L. Johnson, Assistant Executive Secretary, Manpower Commission, Washington, D. C., concerning the complaint of Mr. William Robertson, 133 S. 11th St., Philadelphia, Pa., alleging "that he had been discriminated against on account of his race in his efforts to secure employment as a cutter at the Philadelphia Quartermaster Depot."

3. Based on the letter referred to above, Mr. Hastie, Civilian Aide of the Secretary of War, addressed a memorandum to The Director of the Civilian Personnel Division, Services of Supply, stating,

"The committee has requested this office to make further inquiry into this complaint and to consider an adjustment whereby Mr. Robertson may be given another practical test if it should be found that Mr. Samuel J. Fitzpatrick, foreman of the cutting department, Philadelphia Quartermaster Depot, who gave him the test on March 23, 1942, was prejudiced against Negro cutters in general.

"If Mr. Fitzpatrick has exhibited preconceived prejudicial notions concerning the skill of Negro cutters, and the Philadelphia Quartermaster Depot has authority to give Mr. Robertson a second practical test, it is believed that the Committee's request merits consideration."

4. The inquiry began on October 19 by calling:

Mr. William Robertson, the original complainant
Mr. Matthew Greig, Clothing Designer and next superior to
Mr. Fitzpatrick
Mr. Samuel J. Fitzpatrick, foreman of the cutting room,
the individual alleged to be prejudiced
Mr. Raymond Langton, cutter who acts for Mr. Fitzpatrick
in his absence

Miss Bernardine M. Carroll, who is in charge of factory personnel
Mr. Robert A. Devlin, Sr. Administrative Assistant and Chief Clerk of Manufacturing Division, who is official superior to Miss Carroll
Mr. Calvin Cassel, assistant foreman of cutters, now acting as night foreman of cutters
Mr. John J. McDevitt, Sr. Repairman who was alleged to be one of Mr. Robertson's sources of information concerning Mr. Fitzpatrick's alleged prejudiced attitude.

On October 20, Major George Christie, Jr., Officer in Charge of the Manufacturing Division, Philadelphia Quartermaster Depot, who was absent on detached service on the previous day, was called and testified. All of these were sworn, the testimony was transcribed, read, and signed by them as a matter of record.

FINDINGS

1. That Mr. Robertson, said applicant, was given a practical test on March 23, 1942, under the supervision of Mr. Fitzpatrick under conditions which were normal for such tests, and under the same conditions as cutters in the cutting room actually work.
2. That Mr. Robertson fully and readily admitted that the test was fair and impartial, but that the floor was slippery and the cutting knife dull.
3. That Mr. Robertson, while admitting the test was fair and impartial, claimed that the decision was not fair and impartial since he believes he should have been passed but was not passed because, he alleged, Mr. Fitzpatrick was prejudiced against the employment of Negroes as cutters.
4. That when Mr. Robertson was given full and free opportunity to state the sources of his information and the causes for his belief that Mr. Fitzpatrick was partial, he gave only the first names of two former employees who, he stated, were now in the Army, and a third employee now on duty whose name he did not know, but whom he later pointed out. This individual, Mr. John J. McDevitt, Sr. Repairman, was later called as a witness.
5. That the only other individual named by Mr. Robertson to sustain his allegation, Mr. Matthew Greig (called Craig in the previous investigation) was also called.
6. That Mr. Fitzpatrick stated emphatically that the test was impartial and fair, and that he had absolutely no prejudice against Mr. Robertson or the colored cutters as a class, or any other group of applicants because of their race, color, creed, or nationality,

that Mr. Robertson was not qualified for machine operating, and as far as manipulating and laying of patterns was concerned, he rated him only 50% efficient.

7. That the conditions under which the test was given were normal, that the floor is the same as it always is when used by the cutters, and that the cutting knife was one taken from a cutter at the time, and which was equipped with a self-sharpener which Mr. Robertson was instructed how to use.

8. That Mr. McDevitt, the individual who is alleged to have told Mr. Robertson that he "would not get a break" denied knowing Mr. Robertson and emphatically denied any knowledge of such a conversation which Mr. Robertson said was held in January of this year, about two months prior to the date on which the test was taken.

9. That all other witnesses enumerated above, who are charged with supervision of the work of Mr. Fitzpatrick in general or in detail or who are involved in the selection of personnel were called and stated emphatically that they did not believe Mr. Fitzpatrick was prejudiced either in the instant case or any other case, that, on the other hand, his impartiality and insistence on a high standard of work was quite well known, as he had a reputation of being a hard taskmaster regardless of the individual concerned. By hard taskmaster they meant he insisted without compromise on the proper quality of work in performance of duty and performance in tests.

10. That every opportunity was given Mr. Robertson to produce other witnesses or specific information to support his allegation, and that he stated he was unable to do so.

CONCLUSIONS

1. That the previous statement made to the investigator of the Civil Service Commission to the effect that Mr. Fitzpatrick indicated "a strong prejudice against Negro cutters in general" because he stated, "It is very rare that a colored person has had experience which enables him to satisfactorily perform the duties of a cutter such as required at the Quartermaster Depot," and that "In his many years of experience only three colored applicants have been referred to him for practical tests for the position of cutter" and that "Of these three one passed the practical test, but nevertheless subsequently on the job showed he was unable to render satisfactory services in that particular capacity" is not indicative of prejudice but is rather a statement of fact as to his experience.

2. That Mr. Robertson failed to present any further evidence of his charges although given every opportunity to do so with a full and clear understanding that any such action would not be prejudicial to his present status in the Depot, and the only witness whom he could produce to support his contention denied the alleged conversation which was supposed to have taken place approximately nine months ago.

3. That the weight of all testimony was to the effect that Mr. Fitzpatrick is not prejudiced against individuals of any color, race, or creed, but on the other hand, he is extremely fair and impartial and insistent on a high quality of work.

4. That Mr. Robertson's only contention was that he should have passed because of his previous experience in this type of work. That such contention was not borne out by the practical test.

5. That while as stated in the letter of Mr. Johnson to Mr. Hastie dated September 23, 1941. "It does not appear to us that the fact that the Philadelphia Depot has a good record in the matter of employment of Negroes should be used as a reason for the refusal of your office to investigate the specific complaint of discrimination" and "further does not appear to this committee that a paucity of complaints of racial discrimination at that Depot is any evidence that a complaint is so without foundation that it should not be investigated," it is believed that such a record should be taken into consideration as evidence of the general policy, and the whole-hearted compliance therewith is evidence of great weight and should be taken into consideration.

6. That in view of the testimony outlined above and the impartiality of the test given Mr. Robertson, a further test is not only unwarranted, but if given in view of the testimony above, would serve only to undermine the morale developed at this Depot and give unwarranted credence to complaints in the future, unless such complaints were based upon actual facts or strong circumstantial evidence.

RECOMMENDATION

That no additional practical test be given Mr. Robertson based upon the application under consideration, as the allegation of prejudice in this case on the part of Mr. Samuel J. Fitzpatrick has not been sustained.

(signed)

W. R. BUCKLEY,
Colonel, Q.M.C.,
Executive Officer.

APPROVED:

(signed)
ROBT. C. BRADY,
Colonel, Q.M.C.,
Commanding.

October 5, 1942.

MEMORANDUM

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

Attached hereto is the file of correspondence between the President's Committee on Fair Employment Practice and this office pertaining to the complaint of Mr. William Robertson alleging that racial discrimination was practiced against him in his effort to secure appointment as a Cutter at the Philadelphia Quartermaster Depot. There is also attached a copy of the report of an investigation into this complaint, which was made by the Third Civil Service District at the request of the Committee.

The Committee has requested this office to make further inquiry into this complaint and to consider an adjustment whereby Mr. Robertson may be given another practical test if it should be found that Mr. Samuel J. Fitzpatrick, Foreman of the Cutting Department, Philadelphia Quartermaster Depot, who gave him the test on March 23, 1942, was prejudiced against Negro cutters in general.

If Mr. Fitzpatrick has exhibited preconceived prejudicial notions concerning the skill of Negro cutters, and the Philadelphia Quartermaster Depot has authority to give Mr. Robertson a second practical test, it is believed that the Committee's request merits consideration.

Civilian Aide to the Secretary
of War

September 23, 1942

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

Dear Judge Hastie:

Acknowledgment is made of your letter of September 10, 1942, in reply to our letter of September 4, 1942 concerning the complaint of Mr. William Robertson, 133 South Eleventh Street, Philadelphia, Pennsylvania, alleging that he had been discriminated against on account of his race in his efforts to secure employment as a Cutter at the Philadelphia Quartermaster Depot.

In this letter you were requested to make further inquiry into this complaint and to consider an adjustment whereby Mr. Robertson might be given another practical test under some other authority if your investigations developed that Mr. Fitzpatrick, who gave him the original examination, had made to the Civil Service Investigator remarks which indicated a strong prejudice against Negro Cutters in general.

The Committee notes your statement that the record of the Philadelphia Quartermaster Depot in the matter of the employment of Negroes has been good; that independent inspection has revealed that Negroes are employed in various categories and that your office has received very few complaints of racial discrimination in employment at that Depot. It is also noted that you take the position that because Mr. Robertson is reported to have said that he no longer felt he had been discriminated against there appeared to remain no basis upon which to request further investigation of this matter.

It is regretted that this Committee cannot agree with your position in this matter. It does not appear to this Committee that the fact that the Philadelphia Quartermaster Depot has a good record in the matter of the employment of Negroes should be used as a reason for the refusal of your office to investigate a specific complaint of discrimination. It further does not appear to this Committee that a paucity of complaints of racial discrimination at that Depot is any evidence that a complaint is so without foundation that it should not be investigated.

Cont'd

The Honorable
William H. Hastie

-2-

September 23, 1942

In the matter of your position concerning the alleged statement of Mr. Robertson, you are advised that this statement was not made to this Committee by Mr. Robertson, but was allegedly made to an investigator of the Civil Service Commission. In this connection the Committee is in receipt of a letter dated September 8, 1942 from Mr. Robertson in which he states in part as follows:

"I must inform you that some slight errors were made in regards to the conversation to some of the white employees. These employees told me personally that if I took an examination under Mr. Fitzpatrick that I would not pass it on account of my color. The colored employees which you speak of under his jurisdiction are porters and not skilled laborers. In speaking to the investigator, I did state that I was sorry, meaning, with the conventional customs by not employing colored cutters that I had put them to that trouble.....Your letter states that I was given a fair and impartial test. Yes, that is so, but, it was not given by an impartial person, and to bear truth to my words I was speaking to a Mr. Craig, who is one of the officials of the manufacturing division in regards to a change in my present routine. Mr. Craig asked me what type of work I was doing outside. I told him that I was an expert on styling the fronts of women's uniforms, also creations and cutting all types of uniforms, and by a slip of the tongue Mr. Craig informed me that they do not hire any colored in that capacity of skilled labor. So I gather from previous information from other white employees and from Mr. Craig, that discrimination does exist there".

You are again requested to consider the position taken by this Committee in its letter of September 4, 1942, that such a statement as was allegedly made by Mr. Fitzpatrick concerning his opinion of Negro cutters is so strongly indicative of prejudice against Negro cutters that Mr. Robertson could not have received a fair and impartial test under him. You are further requested to consider an adjustment whereby Mr. Robertson may be given another practical test under some other authority if your investigations develop that such statements were in fact made by Mr. Fitzpatrick.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

September 10, 1942.

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

Dear Mr. Johnson:

Receipt is acknowledged of your letter of September 4, 1942, forwarding to this office a copy of the report of the investigation by the Civil Service Commission into the complaint of Mr. William Robertson, 133 South Eleventh Street, Philadelphia, Pennsylvania, alleging that racial discrimination was practiced against him in his effort to secure appointment as a Cutter at the Philadelphia Quartermaster Depot.

In the light of the report and the alleged statement of Mr. Robertson that "he no longer felt that he had been discriminated against on the grounds of color," there appears to be no basis upon which to request a further investigation of this matter.

The record of the Philadelphia Quartermaster Depot in the matter of employment of Negroes has been very good. Independent inspection has revealed that Negroes are employed there in various categories from unskilled laborer to executive. This office has received very few complaints of racial discrimination in employment at that Depot.

When Mr. Robertson is able to show that he has had additional qualifying experience, he may make application for another practical test.

Sincerely yours,

Civilian Aide to the Secretary
of War

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

September 4, 1942

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a complaint from Mr. William Robertson, 133 South 11th Street, Philadelphia, Pennsylvania, in which he alleges that he has been discriminated against on account of his race by the United States Civil Service Commission in his efforts to secure employment as a uniform cutter at the Quartermaster's Depot, Philadelphia, Pennsylvania.

At the request of this Committee, the United States Civil Service Commission made a report of its investigation of this complaint, a copy of which is enclosed herewith.

Your attention is directed to that portion of this report relating to the interview of Mr. Samuel J. Fitzpatrick by the Civil Service representative. According to this representative, Mr. Fitzpatrick stated that "it is very rarely that a colored person has had experience which enables him to satisfactorily perform the duties of a Cutter such as required at the Quartermaster Depot," and that "in his many years of experience only three colored applicants for the position of Cutter had been referred to him for the practical test," and that "of the three one passed the practical test but, nevertheless, subsequently on the job showed that he was unable to render satisfactory service in that particular capacity."

The Committee takes the position that these statements of Mr. Fitzpatrick are so strongly indicative of a prejudice against Negro cutters that Mr. Robertson could not have received a fair and impartial practical test under him.

You are requested to make further inquiry into this complaint and if your investigations develop that such statements were in fact made by Mr. Fitzpatrick, to consider an adjustment whereby Mr. Robertson be given another practical test under some other authority.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

REPORT OF INVESTIGATION
THIRD UNITED STATES CIVIL SERVICE DISTRICT
in re: Mr. William Robertson
133 South 11th Street
Philadelphia, Pennsylvania

May 25, 1942

The records of the Local Rating Board of Examiners, located at the Philadelphia Quartermaster Depot, show that originally Mr. Robertson filed application for Presser on August 2, 1940 and it was canceled on August 7, 1940, for failure to meet the prerequisite experience requirements. On October 24, 1940 Mr. Robertson filed application with the Local Board for the position of Operator's Helper and was assigned an eligible rating of 93%. As the result of this eligibility he was probationally appointed as Operator's Helper at the Philadelphia Quartermaster Depot on January 21, 1942.

On February 26, 1942 Mr. Robertson filed application for the position of Cutter. His application was assigned an eligible rating of 95% on the basis of experience. The examination announcement provided that applicants who attain an eligible rating in experience will be required to give a practical demonstration of their ability to perform the duties of the position before being appointed. It was specifically stated in the examination announcement that failure to qualify in the practical demonstration test will disqualify applicants for further consideration.

Mr. Robertson was requested by the Local Board to report for the practical demonstration test on March 23, 1942. He reported and was given the test by Mr. Samuel J. Fitzpatrick, Foreman of the Cutting Department at the Philadelphia Quartermaster Depot. The report of the practical demonstration test given Mr. Robertson reads as follows:

"This man was tried and found to be a very poor machine operator; shows little experience in laying patterns and applying measurements. Would not recommend his appointment."

Upon the basis of this report the eligibility of Mr. Robertson on the Cutter register was canceled for failure to qualify in the practical test and he was notified accordingly by the Local Board under date of March 27, 1942.

Shortly after Mr. Robertson was notified of his failure to qualify in the practical test he called personally at the office of the Local Board at the Quartermaster Depot and was interviewed by the Local Secretary. Mr. Robertson claimed that he had had qualifying experience and he did not understand why he failed to pass the practical test, since he believed he was qualified to serve as Cutter at the Quartermaster Depot. Mr. Robertson was advised by the Local Secretary that it was not the policy to grant a second practical test to any applicant unless he could show that he had had additional qualifying experience since the first test was taken, indicating that there was reasonable

grounds to believe that he could qualify in a second test. It was explained that it was impracticable to grant a second practical test to all applicants who had been rejected for failure to demonstrate necessary ability by qualifying in the practical test. Because of the material it is necessary to use and the supervisors necessary in connection with the giving of a practical test of this kind, the Quartermaster Depot cannot agree to a second opportunity for all those who fail to qualify in the test initially. Mr. Robertson was advised, however, that an inquiry would be made and he would be further advised.

As the result of inquiry made by the Local Secretary it was ascertained Mr. Robertson is a very poor machine operator; that is, in operating the cutting machine which is used to cut stock sizes, and that he evidently had very little experience in laying patterns and applying measurements. It was definitely considered as the result of the practical test given Mr. Robertson that he did not have the ability in laying patterns and applying measurements to utilize the materials to the best advantage and with the least waste. On April 3, 1942 the Local Secretary advised Mr. Robertson that, as the result of inquiry made, it was not possible to change the action originally taken in canceling his eligibility for failure to qualify in the practical test. Mr. Robertson did not further contact the Local Board in connection with the matter. Up to this point no question was raised by Mr. Robertson relative to alleged discrimination because of his color.

Upon receipt of your letter of May 14 I had our representative who serves the Quartermaster Depot make a further inquiry into this case. As the result of interview with the officer in charge of the Manufacturing Division of the Quartermaster Depot, our representative was advised that anyone, regardless of race and color, who was qualified as demonstrated by past experience and by passing the practical test satisfactorily would be employed as a Cutter. There are no colored Cutters employed at the present time but this is due solely to the fact that no colored applicants have filed application who met the experience requirements and who, in addition, were able to demonstrate ability by passing the practical test. There are, however, many colored employees in the Manufacturing Division in different capacities. This office has previously had occasion to ascertain that the percentage of colored employees at the Philadelphia Quartermaster Depot exceeds by far the percentage of colored population in the Philadelphia area and it has been definitely ascertained in the past that there is no discrimination against colored people at that establishment. In fact, colored employees are now serving in a wide range of positions from unskilled laborer to executives at the Quartermaster Depot.

Our representative interviewed Mr. Samuel J. Fitzpatrick, Foreman of the Cutting Department, which is a part of the Manufacturing Division, who gave the practical test to Mr. Robertson. He advised that the report which he submitted to the Local Board covering the practical test given Mr. Robertson, as previously referred to, speaks for itself and that based on the showing made by Mr. Robertson in the practical test it was evident that he did not have sufficient experience on stock work. He explained that Mr. Robertson was given the same

practical test as is given to all competitors for the position of Cutter who are rated eligible on experience grounds. He believes the test was entirely fair and that altho Mr. Robertson was given every opportunity to demonstrate his ability he failed to qualify in the test. Mr. Fitzpatrick states that he has colored help working under his jurisdiction in other capacities and that he would have no objection to the employment of colored Cutters if any are made available to him who are qualified. Mr. Fitzpatrick stated that it is very rarely that a colored person has had experience which enables him to satisfactorily perform the duties of a Cutter such as required at the Quartermaster Depot. He stated that in his many years of experience only three colored applicants for the position of Cutter had been referred to him for the practical test. Of the three one passed the practical test but, nevertheless, subsequently on the job showed that he was unable to render satisfactory service in that particular capacity. Mr. Fitzpatrick indicated Mr. Robertson was given every possible consideration, that he definitely failed to qualify and that there is no basis for complaint on the grounds of discrimination because of color.

Mr. Robertson was interviewed by our representative relative to his complaint. Mr. Robertson is presently employed as an Operator's Helper in the sponging room at the Quartermaster Depot. He stated that he did not like the work upon which he was engaged but that he gets along all right and had no complaint about discrimination in the particular department in which he worked. Mr. Robertson was questioned as to the practical test given him for Cutter. He stated that he was somewhat nervous and the blade which was used during the practical test was not sharp enough but that he blames no one but himself for not making a better showing. Regardless of the showing he made, he feels that he is qualified to do the work.

Mr. Robertson was questioned as to the identity of various white employees who had told him that he would not pass the test under Mr. Fitzpatrick as colored Cutters are not hired in that department, as referred to in Mr. Johnson's letter of April 11. He stated that he did not know the names of any of them and that he evidently overheard them on various occasions making such remarks. The reason for Mr. Robertson's complaint appears to be his confidence in his own ability; that is, he feels that he can perform satisfactory work because of his past experience, whether or not he passed the practical test given. It was explained to him that because of his past experience he was given an opportunity to demonstrate his ability thru a practical test, which is required of all applicants, and that decision was necessarily reached on the basis of the showing he made in that practical test. He stated that he was sorry to have caused any trouble if he is wrong about the matter and gave the impression that he no longer felt that he had been discriminated against on the grounds of color. He requested that if the circumstances in his case warranted it, he would like to be given another practical test.

The results of the inquiry made do not, in the opinion of this office, indicate discrimination on the grounds of color as complained,

but rather, on the contrary, indicate that he was given a fair and impartial test. It is therefore not believed that there is any basis for deviating from the standard policy of permitting only one test because of the expense involved in connection with the use of material, time of supervisors to conduct the test, etc., except in those cases where the applicant is able to show that he has acquired additional qualifying experience since the initial test.

October 5, 1942.

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

Dear Mr. Craner:

On August 13, 1942, you forwarded to this office the complaint of Mr. Elden J. Rogers, 1032 West Fifth Street, Dayton, Ohio, alleging that racial discrimination was practiced against him in the termination of his services as an Under Clerk, Depot Supply, Fairfield Air Depot, Patterson Field, Fairfield, Ohio.

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

2. The records of this office (Headquarters, Fairfield Air Depot) indicate that Mr. Rogers was extended employment at this Station on August 5, 1941 as Under Storekeeper, CAF-1, \$1260 per annum until January 14, 1942 when he resigned voluntarily to accept employment in a private industry. He was again extended employment under date of March 4, 1942 as Under Clerk, CAF-1, \$1260 per annum until the date of his discharge with prejudice on July 14, 1942. The reason for his discharge was insubordination and unsatisfactory services in general.

3. All statements made in Mr. Rogers' letter have been very carefully investigated and the allegations made by him are found to be untrue. Mr. Bassett, Principal Storekeeper of Storeroom B, Hardware Section, in whose unit Mr. Rogers was assigned as Under Clerk, has stated that Mr. Rogers was very incompetent and his services very unsatisfactory while employed at this depot.

4. With reference to the statement of Mr. Rogers that he was given inspection duties is a gross misrepresentation. He was assigned to the duties

Mr. Lawrence L. Grauer
October 5, 1942
Page 2

specifically in accordance with his classification of Under Clerk. Mr. Rogers seemed to have an "inspection complex" and would assume such apparent duties on his own initiative instead of performing the work assigned. On one occasion he was found weighing small boxes containing rivets, the contents of which were plainly marked on the outside of the boxes. Upon being questioned as to why he was doing this he remarked that he would not take anybody's word for anything. He carried a caliper with him continually and would spend hours checking different screws and consulting Air Corps catalogs to determine type which was plainly marked on all containers. He was continually admonished to follow out instructions of his superiors but refused to do so; he was also found to be very inaccurate when selecting stock, making it necessary to double-check his work in practically all cases.

5. As to his accusations concerning racial discrimination, there are attached several affidavits from employees in the Depot Supply Department to refute such charges. This Station has been charged, on several occasions, with racial discrimination which has been without foundation and it is desired to reiterate that there has been no violation of the directive prohibiting racial discrimination in federal employment at this Station.

6. In view of the foregoing, this Station does not desire to consider Mr. Rogers for re-employment at this Field.

In these circumstances, it is believed that the investigation has failed to substantiate the charge of racial discrimination. The Committee may wish, however, to check with Mr. Rogers and find out whether he was given written notification setting forth the reason for his removal and allowed time to answer the charges, in accordance with Civil Service rules.

Civilian Aide to the Secretary
of War

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

August 22, 1942.

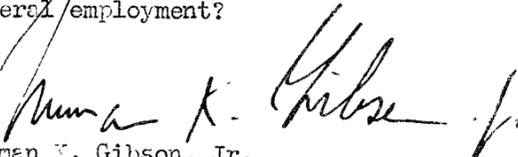
MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Elden J. Rogers, 1032 West Fifth Street, Dayton, Ohio, alleging that racial discrimination was practiced against him in the termination of his services as an Under Clerk, Depot Supply, Patterson Field, Fairfield, Ohio, on the ground that his work was unsatisfactory.

A copy of his complaint is attached hereto.

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?


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

UNITED STATES OF AMERICA
 BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE
 OF
 THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

In the Matter of
and
Complainant
Case No.....

Date.....July 10, 1942

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed) (national origin) by cross out words not applicable

Do of the City, N. Y. C.
 Name of Firm, Agency, School, Union
Watterson Field
 Address in
Windsor, Ohio
 City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro \$1,200 per year
2. Job, position or classification for which application was made Under Clerk GAF-1
3. Qualifications for such job, position or classification:
 - A. Education Completed 2 & 1 quarter years college, liberal arts
 - B. Experience and Work history Several years as office assistant for Physician, one mo. as Laboratory Technician with office experience, three mo. N.Y.A. (Student Aid) with research department of sociology at O.S.U.
- C. Civil Service List Position # 31 Date of Examination 3-4-42 Rating None
4. Date of ~~application~~ certification (in person) (by letter) for position March 4, 1942
competitive
5. Date of refusal to employ or admit March 4, 1942 & Jun
6. Name and official position of person refusing or
Mr. Teach
Name

(Over)

7. Reason given for such refusal Mr. Hoagler said "I don't want you"

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

On June 6, 1942, I was told by Mr. Hoagler that my services have been satisfactory and that I am not to be considered for promotion. I was told that I was not to be considered for promotion, Unit 2, with "all of the work" that I am doing. I am doing work for the Government and I am doing it well.

On June 10, 1942, I was told by Mr. Hoagler that I am not to be considered for promotion, Unit 2, with "all of the work" that I am doing. I am doing work for the Government and I am doing it well. He also stated "I don't want you back to Africa."

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names	Addresses
<u>Mr. Day</u>	<u>Dayton Supply, Unit 2</u>
<u>Mr. Mitchell</u>	<u>Dayton Supply, 1st. Mills of No.</u>
<u>Mr. Hoagler</u>	<u>Dayton Supply, Personnel Office</u>
<u>Mr. London</u>	<u>Dayton Supply, Unit 2</u>

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to
before me this day 6th 1942
of 19
At.....
.....
Notary Public.

Name and Address of Person Claiming
Discrimination.
Elden J. Rogers
Name
1032 West 5th St.
Address
Dayton, Ohio
City and State

THE UNIVERSITY OF CHICAGO
DIVISION OF THE PHYSICAL SCIENCES
DEPARTMENT OF CHEMISTRY

1954

REPORT OF THE
COMMISSION ON THE
ORGANIZATION OF THE
DEPARTMENT OF CHEMISTRY

Submitted to the
Faculty of the University of Chicago

SEP 11 1951

1st Ind.

fh/jh

War Department, Office of the Secretary, C.P.D.
To: Commanding Officer, Patterson Field, Ohio

August 26, 1942

1. For investigation and report to this office in order that full reply may be sent to the President's Committee on Fair Employment Practice.
2. Information is requested concerning the work record of Elden J. Rogers and the attitude of his supervisor toward the employment of Mr. Rogers.

Millard F. Billings
Millard F. Billings, Chief
Employee Relations Section

(Rogers, Elden J.)

2nd Ind.

1:HMCC

Headquarters, Fairfield Air Depot, Patterson Field, Fairfield, Ohio,
September 15, 1942. To: War Department, Office of the Secretary, C.P.D.,
Washington, D. C

1. Complaint contained in basic letter from Mr. Elden J. Rogers and memorandum to Director of Civilian Personnel and Training from Mr. Truman K. Gibson, Jr., has been given very careful consideration and the following report is submitted.
2. The records of this office indicate that Mr. Rogers was extended employment at this Station on August 5, 1941 as Under Storekeeper, CAF-1, \$1260 per annum until January 14, 1942 when he resigned voluntarily to accept employment in a private industry. He was again extended employment under date of March 4, 1942 as Under Clerk, CAF-1, \$1260 per annum until the date of his discharge with prejudice on July 14, 1942. The reason for his discharge was insubordination and unsatisfactory services in general.
3. All statements made in Mr. Rogers' letter have been very carefully investigated and the allegations made by him are found to be untrue. Mr. Bassett, Principal Storekeeper of Storeroom B, Hardware Section, in whose unit Mr. Rogers was assigned as Under Clerk, has stated that Mr. Rogers was very incompetent and his services very unsatisfactory while employed at this depot.
4. With reference to the statement of Mr. Rogers that he was given inspection duties is a gross misrepresentation. He was assigned to the duties specifically in accordance with his classification of Under Clerk. Mr. Rogers seemed to have an "inspection complex" and would assume such apparent duties on his own initiative instead of performing the work assigned. On one occasion he was found weighing small boxes containing

THE

rivits, the contents of which were plainly marked on the outside of the boxes. Upon being questioned as to why he was doing this he remarked that he would not take anybody's work for anything. He carried a caliper with him continually and would spend hours checking different screws and consulting Air Corps catalogs to determine type which was plainly marked on all containers. He was continually admonished to follow out instructions of his superiors but refused to do so; he was also found to be very inaccurate when selecting stock, making it necessary to double-check his work in practically all cases.

5. As to his accusations concerning racial discrimination, there are attached several affidavits from employees in the Depot Supply Department to refute such charges. This Station has been charged, on several occasions, of racial discrimination which has been without foundation and it is desired to reiterate that there has been no violation of the directive prohibiting racial discrimination in federal employment at this Station.

6. In view of the foregoing, this Station does not desire to consider Mr. Rogers for re-employment at this Field.

M. G. Estabrook, Jr.
M. G. ESTABROOK, JR.
Colonel, Air Corps
Commanding

SEP 11 11 5 11

A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Roy E. Bassett, who, being duly sworn according to law, deposes and says that:

I, Roy E. Bassett, am Chief Storekeeper of Storeroom "B", Commercial Hardware Department, and have been acting in that capacity for the past twenty-two years at the Fairfield Air Depot, Fairfield, Ohio.

That Mr. Elden J. Rogers was assigned to my department for the period 3-4-42 to 6-6-42. That Mr. Rogers did not prefer to follow specific instructions or directions, but rather, took it upon himself to work as he pleased, assigning himself to the duties of assistant inspector, which involves the counting and checking of stock within the storeroom, contrary to repeated instructions that he confine his efforts to the duties of Under-Clerk.

To my knowledge, there was no racial discrimination shown toward this man by anyone in this department.

Under no circumstances would I care to re-employ this man.

Further, deponent saith not.

Roy E. Bassett
Roy E. Bassett

Sworn to and subscribed before me, on this fourth day of September, A.D. 1942.

H. L. Morgan
H. L. MORGAN,
Notary Public in and
for Greene County, Ohio

My Commission expires
April 18, 1943.

SEP 11 9 11

A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Paul C. McNulty, who, being duly sworn according to law, deposes and says that:

I, Paul C. McNulty, am stock keeper of the Commercial Hardware Department and have been acting in that capacity for the past eight months at the Fairfield Air Depot, Fairfield, Ohio.

That Mr. Elden J. Rogers was assigned to my department under my immediate supervision for the period 3-4-42 to 6-6-42. That Mr. Rogers was very inefficient in his duties. That he took a lackadaisical attitude in his work. That he was careless in his figures in posting clerical work, and likewise careless in his selection of stock. That he was admonished by me several times for this carelessness, which was not corrected. The reason for his carelessness I am unable to state, because I understand he has had over two years academic training in college.

That I recommended to my supervisor, Mr. Roy E. Bassett, that he be transferred to another stock room or be dismissed from service because of his inefficiency. That I know of no case where any employee in the Commercial Hardware Department made any derogatory statements to Mr. Rogers pertaining to his race.

Further, deponent saith not.

Paul C McNulty
Paul C. McNulty

Sworn to and subscribed before me, on this fourth day of September, A.D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio

My commission expires
April 18, 1943.

SEP 11 9 11

A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Andrew H. Spence, who, being duly sworn according to law, deposes and says that:

I, Andrew H. Spence, am Storekeeper of the Commercial Hardware Department, and have been acting in that capacity for the past thirteen months at the Fairfield Air Depot, Fairfield, Ohio.

I am personally acquainted with Mr. Elden J. Rogers, inasmuch as he was assigned to my supervision during the last few months of his employment in Storeroom "B" and I had opportunity to observe his manner of working, and his method of choosing his own duties throughout his hours on duty. Regardless of my constant attempts to keep him within the duties set out for him, he would waste his time on some small matter out of his line of work, and it became so annoying that I reported the matter innumerable times to the Storeroom Supervisor in hopes that something definite might be done about this man.

Since he had already been transferred to various Storekeepers throughout the Storeroom, and all reported his work unsatisfactory, and Mr. Rogers as an individual, unmanageable, it was deemed wise to dispense with his services.

At no time during Mr. Rogers' employment in the Commercial Hardware Department did I hear any employee remark concerning his race, or be prejudiced toward him on that account.

Further, deponent saith not.

Andrew H. Spence
Andrew H. Spence

Sworn to and subscribed before me, on this fifth day of September, A.D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio

My commission expires
April 18, 1943.

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A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Lee R. Edwards, who, being duly sworn according to law, deposes and says that:

I, Lee R. Edwards, am Chief Inspector of the Commercial Hardware Department, and have been acting in that capacity for a period of nine months at the Fairfield Air Depot, Fairfield, Ohio.

Mr. Elden J. Rogers was employed under my supervision during part of the time of his employment in Storeroom "B", and though it was very definitely understood by Mr. Rogers that his duties were those of Under-Clerk, he chose to disregard all instructions pertaining to such duties, and elect himself a "procurement inspector". It became necessary for me to inflict the strictest instructions upon Mr. Rogers, after it was evident that he preferred to pay no attention whatsoever to any directions given him, and his manner of indifference to his work and to the duties given him convinced the various individuals by whom he had been supervised, that it was a waste of time to attempt to make a good employee of Mr. Rogers.

Mr. Rogers may have construed some of my exasperation as a reflection of his race, but I do not choose to be a party to any accusations he may make in that regard, inasmuch as there are many races employed within the Storeroom, and all work harmoniously with each other, when each does his job. At no time did I make either of the remarks mentioned by Mr. Rogers, and I think it very unfair of him to attempt retaliation by such charges.

Further, deponent saith not.

Lee R. Edwards
Lee R. Edwards

Sworn to and subscribed before me, on this fifth day of September, A.D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio

My commission expires
April 18, 1943

CP M 9 11

A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Chester R. Kitchen, who, being duly sworn according to law, deposes and says that:

I, Chester R. Kitchen, am a Clerk in the office of the Warehouse Superintendent of the Fairfield Air Depot, Fairfield, Ohio.

To the best of my knowledge and belief, no racial discrimination was shown at any time by the employees in the Depot Supply Department toward Mr. Elden J. Rogers. I did not overhear any of the remarks quoted by the aforementioned employee.

Further, deponent saith not.

Chester R. Kitchen
Chester R. Kitchen

Sworn to and subscribed before me, on this fourteenth day of September, A.D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio.

My commission expires
April 18, 1943.

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A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Robert R. Davidson, who being duly sworn according to law, deposes and says that:

I, Robert R. Davidson, am an Assistant Storekeeper in Storeroom "H" of the Depot Supply Department, Fairfield Air Depot, Fairfield, Ohio.

To the best of my knowledge and belief, no racial discrimination was shown at any time by the employees in the Depot Supply Department toward Mr. Elden J. Rogers. I did not overhear any of the remarks quoted by the aforementioned employee.

Further, deponent saith not.

Robert R. Davidson
Robert R. Davidson

Sworn to and subscribed before me, on this fourteenth day of September, A. D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio.

My commission expires
April 18, 1943.

11

A F F I D A V I T

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Carol I. Koogler, who being duly sworn according to law, deposes and says that:

I, Carol I. Koogler, am Chief Civilian Supervisor of the Personnel Section, Fairfield Air Depot, Fairfield, Ohio, Depot Supply Dept.

I have been impartial in all my contacts with personnel of the Depot Supply Department. At no time have I heard any comment which might be construed as showing racial discrimination toward Mr. Elden J. Rogers, or any remarks made by any employee toward Mr. Rogers, to which he might take exception.

Further, deponent saith not.

Carol I. Koogler

Carol I. Koogler

Sworn to and subscribed before me, on this fifteenth day of September, A.D., 1942.

H. L. Morgan

H. L. MORGAN
Notary Public in and
for Greene County, Ohio

My commission expires
April 18, 1943.

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AFFIDAVIT

STATE OF OHIO)
) ss:
GREENE COUNTY)

Before me, H. L. Morgan, a notary public in and for said county, personally came Mrs. Pauline Rapp, who, being duly sworn according to law, deposes and says that:

I, Pauline Rapp, am Girls' Supervisor in the Depot Supply Department, Fairfield Air Depot, Patterson Field, Fairfield, Ohio

Among my duties and contacts, I have had occasion to observe the various employees in the warehouses and at no time have I heard any racial discrimination toward employees. Mr. Elden J. Rogers has no reason to make the charges as evidenced, for it is my belief that he has always been treated fairly and without prejudice among his co-workers.

Further, deponent saith not.

Mrs. Pauline Rapp
Mrs. Pauline Rapp

Sworn to and subscribed before me, on this fifteenth day of September, A.D., 1942.

H. L. Morgan
H. L. MORGAN
Notary Public in and
for Greene County, Ohio

My commission expires
April 18, 1943.

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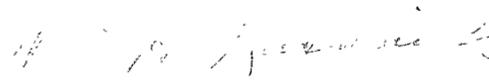
3rd Ind.

fh/jh

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

September 25, 1942

Forwarded.



Wm. L. Kusnick
Director of Civilian Personnel
and Training

August 22, 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 Elden J. Rogers, 1032 West Fifth Street, Dayton, Ohio, alleging that racial discrimination was practiced against him in the termination of his services as an Under Clerk, Depot Supply, Patterson Field, Fairfield, Ohio, on the ground that his work was unsatisfactory.

A copy of his complaint is attached hereto.

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?

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

Handwritten:
C. J. ...

UNITED STATES OF AMERICA
 BEFORE THE COMMITTEE ON FAIR EMPLOYMENT PRACTICE
 OF
 THE PRESIDENT OF THE UNITED STATES

DO NOT WRITE IN THIS SPACE

In the Matter of
and
Complainant
Case No.....

Date... **July 18, 1942**

C H A R G E

Pursuant to Presidential Executive Order No. 8802 the undersigned hereby charges discrimination on account of (race) (creed) (national origin) by cross out words not applicable

Depot Supply, F. A. D.
 Name of Firm, Agency, School, Union

Patterson Field
 Address

Fairfield, Ohio
 City

- Private Defense Industry
- Vocational or Training Program
- Government Agency
- Labor Organization

The following facts are submitted to substantiate this charge:

1. Race, Religion or National Origin of Complainant Negro \$1,260 per year
2. Job, position or classification for which application was made Order Clerk CAF-1
3. Qualifications for such job, position or classification:
 - A. Education Completed 2 & 1 quarter years college. Liberal arts
 - B. Experience and Work history Several years as office assistant for Physician, one mo. as Laboratory Technician with office experience, three mo. N.Y.A. (Student Aid) with Research Department of Sociology at O.S.U.
 - C. Civil Service List Position #11 Date of Examination 3-4-42 Rating None
4. Date of ~~application~~ certification (in person) (~~hand letter~~ competitive) for position March 4, 1942
5. Date of refusal to employ or admit March 4, 1942 & June 6, 1942
6. Name and official position of person refusing or trans

Mr. Teach
 Name

(Over)

TRUE COPY

7. Reason given for such refusal. Miss Koegler said "She did not want me"

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

I was dismissed from warehouse on June 6, 1942 because "Your services have been unsatisfactory and you do not obey the instructions of your foreman" I charge intimidation against Lee Edwards, Depot Supply, Unit B, with "buddies" towards me in trying to induce ^{lessor} my superiors to reduce me in my work and interfering with my work.

During his acts of intimidation Mr. Edwards stated "Why don't I go on back to Georgia where the rest of my relatives were, for I was no good to the State of Ohio." He also stated "Why don't you go back to Africa?"

9. Names and addresses of any witnesses to facts and/or circumstances indicating discrimination:

Names	Addresses
<u>Mrs. Rapp</u>	<u>Depot Supply, Unit B</u>
<u>Mr. Hitchens</u>	<u>Depot Supply, Mr. Hills Office</u>
<u>Miss Koegler</u>	<u>Depot Supply, Personnel Office</u>
<u>Mr. Davidson</u>	<u>Depot Supply, Unit B</u>

The undersigned further charges that the said unfair employment practices are contrary to the public policy of the United States of America as stated in Executive Order No. 8802.

Subscribed and sworn to

before me this day

of 19

At.....

.....

Notary Public.

Name and Address of Person Claiming

Discrimination.

Elden J. Rogers

Name

1032 West 5th St.

Address

Dayton, Ohio

City and State

TRUE
COPY

June 8, 1942
1032 West 5th Street
Dayton, Ohio

Dear Mr. McLean:

I am a former employee of Patterson Field, Fairfield, Ohio. I have been asked to consult you concerning recent action taken against me.

On Saturday morning at 8:00 a.m. I was told by my forman, Mr. Hill, Warehouse Superintendent of the Depot Supply, that I was being let go "do to my work being unsatisfactory". He made no effort to explain in more detail what he meant by what he said.

Mr. McLean, my record showed my work to be so satisfactory that the Chief of my unit (Unit B, Mr. Bassett) kept giving better work which carried with it more responsibility. This proved to me that my working qualities manifested itself.

Therefore, I am convinced that my work was satisfactory, and that I consider my being fired some type of black ball doings, for my superiors never told me of any wrong doings.

But, Mr. MacLean, in connection with my work, I was intimidated from time to time by a few employers in my unit. The ringleader or agitator, Mr. Lee Edwards, whom I have found to be of the administrative tupe and lacked qualities of morale, caused or help cause descension among the employees to ward me and also acts of initimidation.

In citing a few instances I shall mention a few which Mr. Edwards has repeated to me from time to time:

"Why don't you go back to Georgia to the rest of your folks, for you are not worth anything up here?" Having heard that I was not a Georgia Quacker he later said "why don't you go tack to Africa where you belong?"

After having explained to him I was born in Ohio, he told me "Before long you will be going out that gate to stay out".

Mr. McLean, I was hired according to my application, contracted, to work in a government office as an Under-Clerk. If this policy had been carried out I am sure these things would not have happened.

I have always thought well of the personnel in the Supply Depot, and particularly t he personnel under Mr. Bassett's care. But recent action has shown me or rather has caused me to have d oubt of this fact.

-2-

If my being fired has caused me from getting another job in the government, then I am seeking your aid in clarifying my standing. If need be, I shall call in the Federal Bureau of Investigation to intervene.

However, I await the result of your action taken in my behalf. Please, notify me as soon as possible the result or advice you give me in this case.

Sincerely yours,

Elden J. Rogers
Formerly, Under-Clerk
Depot Supply, Patterson Field
Fairfield, Ohio

Home address; 1032 W. 5th St. Dayton Ohio

35276

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

Date August 13, 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 Elden J. Rogers of 1032 West Fifth Street, Dayton, Ohio, under date of 6-8-42 and 7-18-42, 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 Johnson

Enc.

Cofep. R.

S

August 22, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Gerda Schulse, 2663 Menlo Avenue, Los Angeles, California, alleging that racial discrimination was practiced against her in the termination of her employment as Clark-Foreign Language Examiner, Bureau of Information Control, War Department, Los Angeles, California.

The complaint alleges that the services of Miss Schulse were terminated at the close of business on January 25, 1942, "for the reason that you have been rated ineligible by the Civil Service Commission," but that on May 4, 1942, the Manager of the Twelfth United States Civil Service District, San Francisco, California, advised her that the records of his office showed her name "to be still under consideration by the Civil Service Commission"; that subsequently the Civil Service Commission informed the President's Committee that the termination of Miss Schulse's services was an administrative action taken by the War Department apparently on the basis of information contained in the report on her character investigation.

I am informed that Miss Schulse is an American citizen of German origin.

May this office have a report on the facts in this case in order that it may be determined whether there has been any violation of the directives of this Department prohibiting discrimination on account of national origin?

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

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

*See attached
copy of
copy*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Malcolm MacLean-Chairman

MARK F. ETHRIDGE
~~CHAIRMAN~~

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

August 13, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

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 Miss Gerda Schulze, 2663 Menlo Avenue, Los Angeles, California, that she has been discriminated against on account of her national origin by the Bureau of Information Control, War Department, Los Angeles, California, in that she was dismissed from her employment as Clerk-Foreign Language Examiner.

The record indicates that on January 25, 1942 Miss Schulze was notified that her services would no longer be required after the close of business, January 25, 1942; that this separation from the Service was without prejudice; that in this letter of dismissal, dated January 25, 1942, 1st Lieutenant J. W. Johnston, Headquarters Western Defense Command and Fourth Army, Information Control Branch, Los Angeles, California, stated that Miss Schulze was dismissed "for the reason that you have been rated ineligible by the Civil Service Commission"; that under date of May 4 Mr. Harry T. Kranz, District Manager, Twelfth United States Civil Service District, San Francisco, California, advised Miss Schulze "you are informed that the records of this office show your name to be still under consideration by the Civil Service Commission".

In view of the conflicting statements of the Information Control Branch, War Department, and of the Twelfth United States Civil Service District, the United States Civil Service Commission was requested to advise whether Miss Schulze's dismissal was a result of her ineligibility under civil service rules.

The United States Civil Service Commission has

William H. Hastie

-2-

August 13, 1942

replied as follows:

"The records of the Commission indicate that Miss Schulze was appointed to the position of translator in the Bureau of Information Control on December 22, 1941. The appointment was approved by the Commission, subject to satisfactory character investigation, as is customary in such appointments. As was then customary in such cases, the Commission's field representative, who conducted the investigation, furnished the War Department with the information developed at about the same time that his report was forwarded to this office. Apparently on the basis of some information in the report, the War Department separated Miss Schulze without prejudice on January 25, 1942; the separation was, however, an administrative matter by that Department and is not within the jurisdiction of the Commission. As a result of the investigation, the Commission found Miss Schulze to be eligible on suitability (subject to satisfactory fingerprint clearance), and she has presumably received a notice to that effect.

"Since Miss Schulze's separation was an administrative action of the War Department, the reason for such separation is not known to the Commission. However, she is free to seek Civil Service employment in any other agency of the government in any position for which she meets the requirements."

You are requested to make further inquiry into this complaint and to advise the President's Committee on the result of your investigation.

Sincerely yours,



George M. Johnson
Assistant Executive Secretary

April 1, 1942.

MEMORANDUM

TO: The Director of Personnel

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Edith E. Saito, 2624 S. Hicks Street, Philadelphia, Pennsylvania, addressed to Mrs. Eleanor Roosevelt, alleging that she has been suspended from her employment as an assistant clerk-stenographer at the Philadelphia Quartermaster Depot because of her Japanese origin. A copy of her complaint is attached hereto.

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?

Civilian Aide to the Secretary
of War

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S

COPY

2624 S. Hick Street
Philadelphia, Pa.
February 19, 1942

Mrs. Eleanor Roosevelt
The White House
Washington, D. C.

My dear Mrs. Roosevelt:

I am writing to you and I have written to Mr. Roosevelt, to receive advice as I am in a peculiar predicament through no fault of my own.

A War Department Order making necessary the instant dismissal of all persons of Japanese ancestry from Government positions under the War Department has left me jobless.

My father served in the United States Navy and was granted citizenship—he was a patriotic American and this event is a disgrace to his memory. He served in the Navy during the Spanish-American War and the World War. He loved his adopted country.

On February 17, after the end of a full day's work at the Philadelphia Quartermaster Depot, with no advance notice, I was told personally that I was suspended. The form presented to me reads, "You are hereby suspended without pay from your position of Assistant Clerk Stenographer, CAF-3, at \$1620 per annum, at the Philadelphia Quartermaster Depot, until further notice, effective at the close of business, February 17, 1942. This action is taken for administrative reasons." This notice was not sent through the usual channel, I was told, "in order to save you embarrassment", and "no one need know." I am NOT EMBARRASSED and I do not care who knows—for I have done no wrong. I am a loyal American, born and brought up in the United States. I do NOT want publicity—I want to know what recourse I have. Most of all, I want to have a regular position and a chance to pursue a normal, busy life. And here I am dismissed from a Civil Service position without an opportunity to defend myself and without any warning.

I have long been aware that to be a child of mixed-racial parentage had more drawbacks than advantages; that there would always be those who looked askance on any person of mixed blood and who condemned the marriage between those of different races. I have heard many cruel remarks and many ridiculous statements, especially as I present a completely "Nordic" appearance, and persons not knowing my background have spoken frankly and often bitterly about my father's race. The ways of the Orient have usually seemed strange to the Occidental. However, most persons who come to know my family and me gradually reconstruct their ideas and other persons, of course, never did think anything of it anyway. I accepted many small adjustments and learned to be more tolerant and more sensitive to other's feelings through some of the ordeals I have endured. But that my parentage should cost me a position in Civil Service is something I NEVER anticipated. The American Way of Life had me totally unprepared for any such development. I still cannot believe it. I was entirely interested in the work I was doing for the country—and I had just received a promotion.

-2-

I have appealed to you, a woman of many sympathies and a special feeling of humanity for the "under-dog", to consider my case.

I should appreciate a reply and any advice you feel would be of assistance to me in readjusting my life.

Sincerely yours,

/s/ EDITH E. SAITO

9282

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

Date March 26, 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 Edith E. Saito of Philadelphia, Pennsylvania, under date of February 19, 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.

November 3, 1942.

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

Dear Mr. Cramer:

On August 27, 1942, you forwarded to this office the complaint of Mr. Henry W. Seemann, 307 Wilfred Avenue, Dayton, Ohio, alleging that he had been discriminated against, because of his German descent, in the cancellation of his transfer as Principal Property and Supply Clerk from Fairfield Air Depot, Patterson Field, Fairfield, Ohio, to Albrook Field, Panama Canal Zone.

The report of the investigation into his complaint states that at the time Mr. Seemann's group left for the Panama Air Depot, the investigation of him had not been completed and his transfer was deferred pending completion of the investigation.

I am advised that Mr. Seeman will be given consideration for future transfer to Panama, if he so desires.

If Mr. Seemann renews his application for transfer, and this office is advised of the renewal, I shall be pleased to ask that I be informed of the disposition made of it.

Sincerely yours,

Civilian Aide to the Secretary
of War

W. H. Cramer
11/3/42

FROM:		SUBJ. NAME	
Hq Fairfield Air Depot Patterson Fld, Fairfield, Ohio		DR. HALL, HARRY W.	
SUBJECT:		DATE:	NO:
"Cancellation of transfer as Principal Property and Supply Clerk," Basic fr. WD O/AS Washington, D.C. to Director of Civilian Personnel and Training. 9/2/42		10/1/42	78101
1 Incl.		TYPE:	FILE DESIGNATION:
		3rd Ind.	
TO:	TO:	TO:	TO:
10/19/42	10/21/42	10/23	61
DATE:	DATE:	DATE:	DATE:
ACTION:		DIVISIONAL FILE COPY	

BEST AVAILABLE COPY

Seemann, Henry W.

2nd Ind.

Headquarters, Fairfield Air Depot, Patterson Field, Fairfield, Ohio. October 14, 1942.
To: Chief, Civilian Personnel Division, Headquarters of the Army Air Forces, War
Department, Washington, D. C.

1. Reference is made to preceding indorsement.

2. At the time Mr. Seemann's group left for the Panama Air Depot, his investigation was incomplete. His transfer was therefore temporarily deferred pending a completion of the investigation. This employee will be given consideration for future transfer to Panama if he so desires.

M. G. ESTABROOK, JR.,
Colonel, Air Corps,
Commanding.

Incls:
n/c

878361 OCT 18 1942
CENTRAL MAIL SECTION A.A.F.

Seemann, Henry W.

3rd Ind.

AFPCP-3
JEW/mjh

War Department, Headquarters, Army Air Forces, Washington, D. C.
October 21, 1942. TO: Civilian Aide, Office of the Secretary, War
Department, Washington, D. C.

1. In consideration of the request emanating from your office, attention is invited to the Second Indorsement.

For the Commanding General, Army Air Forces:

GORDON E. CLARK,
Colonel, Air Corps,
Chief, Civilian Personnel Division.

Henry E. Jenkins, Jr.
HENRY E. JENKINS, JR.,
Major, Air Corps.

Incls.
n/c

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CIVILIAN PERSONNEL. OCAC

Seemann, Henry W.

3rd Ind.

AFPCP-E
JEW/mjh

War Department, Headquarters, Army Air Forces, Washington, D. C.
October 21, 1942. TO: Civilian Aide, Office of the Secretary, War
Department, Washington, D. C.

1. In consideration of the request emanating from your office,
attention is invited to the Second Indorsement.

For the Commanding General, Army Air Forces:

GORDON E. CLARK,
Colonel, Air Corps,
Chief, Civilian Personnel Division.

HENRY E. JENKINS, JR.,
Major, Air Corps.

Incls.
n/c

Seemann, Henry W.

1st Ind.

AFPCP-E
JEW - LMF

OCT 6 1942

War Department, Headquarters of the Army Air Forces, Washington, D.C.
TO: Commanding Officer, Fairfield Air Depot, Patterson Field, Fairfield,
Ohio.

1. For investigation and report in compliance with the request
emanating from the Office of the Secretary of War.

By Command of Lieutenant General ARNOLD:



GORDON E. CLARK,
Lt. Colonel, Air Corps,
Chief, Civilian Personnel Division.

Henry E. Jenkins, Jr.
HENRY E. JENKINS, JR.,
Major, Air Corps.

1 Attachment -
Letter to President's Committee.

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

September 2, 1944.

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. Henry W. Seeman, 807 Wilfred Avenue, Dayton, Ohio, alleging that he was discriminated against, on account of his national origin, in the cancellation of his transfer as Principal Property and Supply Clerk from Fairfield Air Depot, Patterson Field, Fairfield, Ohio, to Albrook Field, Panama Canal Zone.

Mr. Seeman states that he is of German descent, but was legally admitted into the United States on an immigration passport at the age of 9 years, and became a naturalized citizen on December 10, 1940.

Attached hereto is a copy of his letter to the President's Committee.

May this office have a report on the facts in this case in order that it may advise the Committee?

William A. Hastie
Civilian Aide to the Secretary
of War

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CENTRAL MAIL ROOM

1944
Mr. Seeman's letter to the President's Committee

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CIVILIAN PERSONNEL. OCAC

C O P Y

807 Wildred Avenue
Dayton, Ohio

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

Dear Sirs:

I, Henry W. Seemann, age 28, a civilian employee of the War Department Air Corps Material Division, of the Fairfield Air Depot, Patterson Field, Fairfield, Ohio, wish to appeal for an explanation of why my transfer as Principal Property & Supply Clerk, to Albrook Field, Panama Canal Zone, has been cancelled.

Upon request, I was advised by the Foreign Service Employment Department at this field that my transfer had been approved by the proper Civil Service Administration Officials in Washington, D. C., and also the proper officials at Wright Field, Dayton, Ohio, and at Fairfield Air Depot, Patterson Field, Fairfield, Ohio. Moreover, not any incriminating evidence was found by Federal Bureau Investigation Officials.

The reason given, by the F. B. I. at this field, for the cancellation of my transfer to Albrook Field, Panama Canal Zone, is that I am of foreign birth. It so happens that I was born in St. Magnus, by Bremen, Germany, on August 13, 1914. I was legally admitted into the United States on a legal immigration passport, at the age of 9 years, in October, 1923, and was accompanied by my parents and sister. I became a naturalized citizen December 10, 1940.

Is the above information, that I am of German birth, a disqualifying factor in my appointment as Principal Property and Supply Clerk at Albrook Field, Panama Canal Zone? If so, I request information stating that the cancellation of my transfer is valid.

If the transfer has been cancelled because of discrimination, I wish hereby to appear for reinstatement of my transfer to Albrook Field, Panama Canal Zone, as Principal Property and Supply Clerk.

Any information that may be of help to me will be greatly appreciated. Thank you.

Respectfully,

s/ Henry W. Seemann

September 14, 1944.

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. Henry W. Seeman, 307 Wilfred Avenue, Dayton, Ohio, alleging that he was discriminated against, on account of his national origin, in the cancellation of his transfer as Principal Property and Supply Clerk from Fairfield Air Depot, Patterson Field, Fairfield, Ohio, to Albrook Field, Panama Canal Zone.

Mr. Seeman states that he is of German descent, but was legally admitted into the United States on an immigration passport at the age of 9 years, and became a naturalized citizen on December 10, 1940.

Attached hereto is a copy of his letter to the President's Committee.

May this office have a report on the facts in this case in order that it may advise the Committee?

Civilian Aide to the Secretary
of War

Carroll

35276

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

Date August 27, 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. Henry W. Seemann of 807 Wilfred Avenue, Dayton, Ohio, under date of August 21, 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 by George H. Johnson
Lawrence W. Cramer
Executive Secretary

Enc.

C O P Y

807 Wildred Avenue
Dayton, Ohio

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

Dear Sirs:

I, Henry W. Seemann, age 28, a civilian employee of the War Department Air Corps Material Division, of the Fairfield Air Depot, Patterson Field, Fairfield, Ohio, wish to appeal for an explanation of why my transfer as Principal Property & Supply Clerk, to Albrook Field, Panama Canal Zone, has been cancelled.

Upon request, I was advised by the Foreign Service Employment Department at this field that my transfer had been approved by the proper Civil Service Administration Officials in Washington, D. C., and also the proper officials at Wright Field, Dayton, Ohio, and at Fairfield Air Depot, Patterson Field, Fairfield, Ohio. Moreover, not any incriminating evidence was found by Federal Bureau Investigation Officials.

The reason given, by the F. B. I. at this field, for the cancellation of my transfer to Albrook Field, Panama Canal Zone, is that I am of foreign birth. It so happens that I was born in St. Magnus, by Bremen, Germany, on August 13, 1914. I was legally admitted into the United States on a legal immigration passport, at the age of 9 years, in October, 1923, and was accompanied by my parents and sister. I became a naturalized citizen December 10, 1940.

Is the above information, that I am of German birth, a disqualifying factor in my appointment as Principal Property and Supply Clerk at Albrook Field, Panama Canal Zone? If so, I request information stating that the cancellation of my transfer is valid.

If the transfer has been cancelled because of discrimination, I wish hereby to appear for reinstatement of my transfer to Albrook Field, Panama Canal Zone, as Principal Property and Supply Clerk.

Any information that may be of help to me will be greatly appreciated. Thank you.

Respectfully,

s/
Henry W. Seemann

August 27, 1942

Mr. Henry W. Seemann
807 Wilfred Avenue
Dayton, Ohio

Dear Mr. Seemann:

This is to acknowledge receipt of your letter of August 21 in which you request an explanation concerning the rejection of your transfer to Albrook Field, Panama Canal Zone.

This matter will be investigated by the War Department and you will be informed further concerning it.

Sincerely yours,

George H. Johnson
Assistant Executive Secretary

Henderson/vb
Rfd. Judge Mastie

September 29, 1942.

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

Dear Mr. Johnson:

On August 13, 1942, you forwarded to this office the complaint of Mr. Wiley N. Simmons, 944 Union Avenue, Bronx, New York, alleging that racial discrimination was practiced against him in the selection of employees by the United States Military Grid Unit of the Corps of Engineers.

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

a. The Military Grid Project was part of a WPA Project which was jointly sponsored by the U. S. Coast and Geodetic Survey and the War Department. The total WPA personnel on June 15, 1942, was approximately 315. Over the next two months certain changes in personnel took place as this project was transferred from the WPA to the War Department. Every WPA employee who was interested in obtaining employment in the U. S. Military Grid Unit was given a War Department form "Application and Personal History Statement". It was the intention of the Officer in Charge to employ only those whom it was felt could best perform the work desired. Of the original 315 WPA employees, only 48, or 15 per cent were employed by the War Department.

b. It is reported that Mr. Wiley N. Simmons was not discriminated against because of his race. It was felt that since he had been employed on this project only three months, he did not have the required experience to perform the desired duties as well as others who were selected. Contrary to the allegations made, careful consideration was given to Mr. Simmons' application. This application is still on file and

10/1/42
W. N. S.

Mr. George W. Johnson
September 29, 1942
Page 2

is still subject to consideration. It is the policy of this Unit to employ people on basis of their qualifications, regardless of race or religion.

The Committee may wish to check this report with Mr. Simmons. If so, I shall be pleased to have any additional information, at variance with this report, which you may receive from him.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

SPUC-L 201
Simmons, Wiley N.

September 18, 1942

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

Subject: Report of investigation of complaint of alleged
racial discrimination against Mr. Wiley N. Simmons

1. Reference is made to your memorandum of August 22, 1942, which requested that 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. The U. S. Military Grid Unit of the Corps of Engineers has reported the following information to this office:

a. The Military Grid Project was part of a WPA Project which was jointly sponsored by the U. S. Coast and Geodetic Survey and the War Department. The total WPA personnel on June 15, 1942, was approximately 315. Over the next two months certain changes in personnel took place as this project was transferred from the WPA to the War Department. Every WPA employee who was interested in obtaining employment in the U. S. Military Grid Unit was given a War Department form "Application and Personal History Statement". It was the intention of the Officer in Charge to employ only those whom it was felt could best perform the work desired. Of the original 315 WPA employees, only 48, or 15 per cent were employed by the War Department.

b. It is reported that Mr. Wiley N. Simmons was not discriminated against because of his race. It was felt that since he had been employed on this project only three months, he did not have the required experience to perform the desired duties as well as others who were selected. Contrary to the allegations made, careful consideration was given to Mr. Simmons' application. This application is still on file and is still subject to consideration. It is the policy of this Unit to employ people on basis of their qualifications, regardless of race or religion.

SEP 19 42 AM. 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:



James P. Mitchell
JAMES P. MITCHELL,
Director, Civilian Personnel Division.

August 22, 1942.

MEMORANDUM

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Wiley N. Simmons, 944 Union Avenue, Bronx, New York, alleging that racial discrimination was practiced against him in the refusal to consider his application for appointment as Clerk on the Military Grid project No. 165-2-97-73M-SU-102, which was recently taken over by the War Department from the Work Projects Administration.

The complaint alleges that in filling out the personal history statement form Mr. Simmons wrote in answer to the question regarding race that he is an "American"; that this answer was deemed evasive and for that reason his application was not considered. I am informed that Mr. Simmons is a Negro.

A copy of the letter from 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 racial discrimination in the selection of Federal employees?

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

*checked
C. S. J.*

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Malcolm MacLean-Chair.

MARK F. ETHRIDGE

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

August 13, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY

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 Mr. Wiley N. Simmons, 944 Union Avenue, Bronx, New York, that he has been discriminated against by the War Department in that he has been refused consideration for appointment as Clerk on the Military Grid project No. 165-2-97-73M-SU-102 which WPA project was recently taken over by the War Department.

Mr. Simmons alleges that when this project was absorbed by the War Department all employees were asked to execute personal history records thus giving them the opportunity of becoming civil service employees; that on the blank handed him was a question regarding race; that in answer to this question he wrote "American"; that on the basis that such was a evasive answer his application was not considered; that the interviewers who conducted the inquiry into personnel transfers were Captain Culley and Theodore Schoron.

The Committee requests that an investigation be made of this complaint on the theory that since the question of race on application blanks has been declared unimportant, and since new personal history forms do not request the race of the applicant, an "evasive" answer to this query is not such a dereliction as should eliminate the applicant for consideration for employment.

You are requested to advise the Committee of any results of your investigation of this complaint.

Sincerely yours,

George M. Johnson

George M. Johnson
Assistant Executive Secretary

February 9, 1943

MEMORANDUM

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

Reference is made to your memorandum of December 4, 1942, (SPGC-L 201 Slemmons, Aurelia). Paragraph "2-d" thereof states as follows:

Regarding the identification of Miss Slemmons as colored on the list of eligibles certified by the Ninth U.S. Civil Service District, this appears to be a clear violation of Executive Order 8802 and constitutes a matter which should be referred to the President's Committee on Fair Employment Practice for remedial action, inasmuch as the War Department has no jurisdiction over the Civil Service Commission.

The President's Committee on Fair Employment Practice took up with the Civil Service Commission the question of the identification of Miss Slemmons as colored on the list of applicants certified by the Ninth U.S. Civil Service Regional Office. The Committee has furnished this office a copy of the report from the Commission which states that the notation "colored" was placed opposite Miss Slemmons' name by someone in the Quartermaster's Office at Jefferson Barracks. A copy of the report of the Commission is attached hereto.

Evidently there has been a misrepresentation of fact in connection with Form C-106 and the list of applicants attached thereto, which the Commission's Regional Office furnished the Quartermaster's Office at Jefferson Barracks under date of May 11, 1942. In this circumstance, it is believed that appropriate disciplinary action should be taken against the person responsible therefor.

It also appears that the notation as to Miss Slemmons'

color on the list of applicants indicates the reason for her non-selection. In this circumstance, it is believed that steps should be taken to accomplish her appointment as Junior Typist in the Quartermaster's Office at Jefferson Barracks.

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

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

February 8, 1943

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

Dear Mr. Gibson:

This is in reference to Judge Hastie's letter of December 14, in which he submits a report on an investigation into the complaint of Miss Aurelia Slemmons, St. Louis, Missouri, that she had been discriminated against in her efforts to secure employment as a Junior Typist in the Quartermaster's Office, Jefferson Barracks, Missouri. In that report it was stated that the Quartermaster had received a list of names from the Civil Service Commission on which Miss Slemmons' name appeared, and beside her name there was a designation of her race.

This matter was taken up with the United States Civil Service Commission, and a report has been furnished this office, a copy of which is enclosed. You will note that there is a denial that the race of Miss Slemmons appeared on the certificate.

It is requested that this matter be taken up further with the Quartermaster at Jefferson Barracks and that this office be informed of any developments in connection with it.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

Enclosure



COMMISSIONERS
HARRY B. MITCHELL, PRESIDENT
LUCILLE FOSTER McMILLIN
ARTHUR S. FLEHMING
LAWSON A. MOYER,
EXECUTIVE DIRECTOR AND CHIEF EXAMINER

UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

ADDRESS ONLY
"CIVIL SERVICE COMMISSION"
IN YOUR REPLY REFER TO
FILE: L103:1001
AND DATE OF THIS LETTER
January 28, 1943

Mr. George W. Johnson, Assistant Executive Secretary
President's Committee on Fair Employment Practice
War Manpower Commission
Washington, D. C.

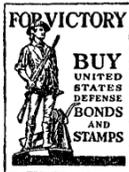
Dear Mr. Johnson:

Further reference is made to your letter of January 5, 1943, acknowledged informally by telephone on January 8, 1943, in which you state that the War Department informed the President's Committee on Fair Employment Practice that a list of eligibles was submitted to the Quartermaster's Office, Jefferson Barracks, Missouri, by the Ninth U. S. Civil Service Region, to which was attached a copy of Form C-106 containing the name of Miss Aurelia Slemons, 2528 North Leffingwell Street, St. Louis, Missouri, and that a notation was placed beside her name to indicate that she was colored.

The Commission has received a report from the Ninth U. S. Civil Service Regional Office regarding the matter, along with copies of the papers to which reference is made. The report shows that under date of May 11, 1942, the Commission's Regional Office received a telephone request from the Quartermaster at Jefferson Barracks, Missouri for a list of eligibles for filling vacancies in the position of Junior Typist. In the absence of a sufficient number of eligibles, Form C-106 was issued, authorizing appointment from a list of persons who were applicants for the typist examination. This list of names was typed as a separate sheet which was attached to Form C-106.

The Regional Director advises, and has submitted a copy of the papers from the files in that Office to substantiate her statement, that no notation indicating the color of any applicant appeared on the list when it was issued from the Commission's Regional Office.

The report from the Regional Director further shows that when the original of the Form C-106 and the original of the list of applicants was returned by the appointing officer to the Regional Office in reporting the selections made, there appeared the notation "colored" in red pencil following the name of Miss Slemons, and a notation "selected" in red pencil, apparently written by the same



individual, following the name of another applicant who was appointed and who entered on duty June 5, 1942. It would appear, therefore, that both notations must have been made by someone in the appointing officer's office since no one in the Commission's Regional Office would have known at the time the list was furnished, which one of the applicants would be selected for appointment.

The Commission's Regional Director has also forwarded to the Commission these original papers to which reference is made, and they will be held in this office for a few days in case any member of the staff of the President's Committee desires to review them. If no such request is made within two weeks they will be returned to the Regional Office at St. Louis.

The President's Committee on Fair Employment Practice may also be interested in the attached Circular Letter No. 1050 which was issued on January 25, 1943 by the Director of the Ninth U. S. Civil Service Region to all appointing officers in various government agencies and to Secretaries of Local Boards of U. S. Civil Service Examiners and Rating Boards in that Region. You will note in the marked paragraph that the Regional Director has emphasized that notations as to the color of applicants should not be made on papers submitted to them by the Civil Service Commission.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclosure 116363

December 14, 1942

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

Dear Mr. Cramer:

On September 8, 1942, you forwarded to this office the complaint of Miss Aurelia Slemmons, St. Louis, Missouri, alleging that racial discrimination had been practiced against her in her effort to secure employment as a Junior Typist at the Quartermaster's Office, Jefferson Barracks, Missouri.

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

a. The names of 11 candidates were furnished to the office in question for consideration, and letters of inquiry were mailed to all parties on the list to determine their availability. Only two responses were received, from Miss Slemmons and Mrs. Lucille L. Schaub. No papers were available to indicate their qualifications and the fitness for the job, so each applicant was requested to report for an interview. Mrs. Schaub reported for the interview and was selected for appointment and appointed on June 5, 1942.

b. In the case of Miss Slemmons, Miss Scott was instructed to telephone her to arrange an interview. Any telephonic decision reached prior to the interview was an apparent misunderstanding. During the time that the applicants were being given the opportunity to indicate their availability, a statement was issued to the effect that the activities of the Missouri CCC would be terminated on June 30, 1942, and Miss June Rapley, who was employed on this project, applied for transfer to the Quartermaster Corps. On the basis of her greater experience, the Civil Service Commission was requested to authorize the transfer of Miss Rapley to fill the existing vacancy. The transfer was approved on June 1, 1942.

*Carroll
Coffey*

Mr. Lawrence W. Cramer

December 14, 1942

Page 2

c. When Miss Slemmons reported on May 22, the position was no longer available, having been filled by the transfer of Miss Kapley. It is believed that Miss Slemmons entertained a misconception of the matter, as applicants are encouraged not to resign their jobs until they have been finally selected. Since no interview had been arranged in her case, it is unlikely that she was given premature assurance of appointment as alleged in her report, and that she misunderstood the mission of the telephone call.

This office requested a clarification of the report. A supplemental report has now been received. It states as follows:

a. Names furnished on Form C-106 WSA are submitted for consideration without reference to their standing on the list. Mrs. Schaub reported for interview on May 21, 1942, was selected, allowed fourteen days to report for duty, and appointed on June 5, 1942. Miss Slemmons reported May 22, 1942, after Mrs. Schaub had been selected and after action had been taken to fill the other vacancies by transfer.

b. Form C-106 WSA, issued by the Ninth Civil Service District May 13, 1942, was furnished for purpose of filling three vacancies. During the time applicants were being allowed opportunity to indicate their availability, the Missouri CCC District, Jefferson Barracks, Missouri, permitted its personnel to apply for transfers elsewhere, since that activity was being disbanded on June 30, 1942. On May 18, 1942, three employees from that agency applied in person for interview and transfer. Since it was considered more advantageous to engage the services of experienced personnel and since these employees possessed the desired experience, they were instructed to negotiate their transfers through the Ninth U. S. Civil Service District. On May 21, 1942, this office, in reply to the District's letter of May 20, 1942, requested the transfer and considered the two Junior Typist positions committed and no longer open for further negotiation.

Copy of correspondence between the Ninth United States Civil Service District and the Quartermaster's Office, Jefferson Barracks, regarding the transfers, was attached to the supplemental report.

Mr. Lawrence W. Cramer
December 14, 1942
Page 3

In view of the conflict between Miss Slemmons's allegations and statements contained in the original and supplemental reports, the Committee may wish to conduct its own independent investigation into her complaint.

Attached to the original report was a copy of Form C-106, together with a list of names certified by the Ninth United States Civil Service District to fill the vacancies in question. Miss Slemmons was identified as colored on this list. Such identification appears to be a clear violation of Executive Order 8802 and Civil Service Rules and Regulations. The Committee may wish to take up this matter with the Civil Service Commission with a view to appropriate remedial action.

Sincerely yours,

Civilian Aide to the Secretary
of War

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

SPGC-L
201 Slemmons, Aurelia
(10-30-42)

December 4, 1942

MEMORANDUM FOR THE SECRETARY OF WAR
(Attention: Mr. Truman K. Gibson, Jr.)

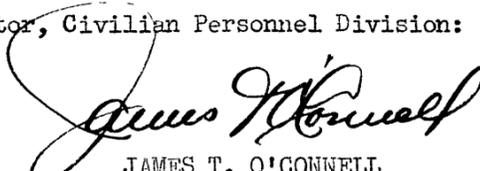
1. Reference is made to your memorandum of October 30, 1942, which requested further investigation in the complaint that the original report was inadequate.
2. This additional investigation has been made, the results of which are as follows:
 - a. Names furnished on Form C-106 WSA are submitted for consideration without reference to their standing on the list. Mrs. Schaub reported for interview on May 21, 1942, was selected, allowed fourteen days to report for duty, and appointed on June 5, 1942. Miss Slemmons reported May 22, 1942, after Mrs. Schaub had been selected and after action had been taken to fill the other vacancies by transfer.
 - b. Form C-106 WSA, issued by the Ninth Civil Service District May 13, 1942, was furnished for purpose of filling three vacancies. During the time applicants were being allowed opportunity to indicate their availability, the Missouri CCC District, Jefferson Barracks, Missouri, permitted its personnel to apply for transfers elsewhere, since that activity was being disbanded on June 30, 1942. On May 18, 1942, three employees from that agency applied in person for interview and transfer. Since it was considered more advantageous to engage the services of experienced personnel and since these employees possessed the desired experience, they were instructed to negotiate their transfers through the Ninth U. S. Civil Service District. On May 21, 1942, this office, in reply to the District's letter of May 20, 1942, requested the transfer and considered the two Junior Typist positions committed and no longer open for further negotiation. Copy of correspondence in this connection is inclosed.
 - c. The attached copy of correspondence clarifies the transfer of personnel to fill the existing vacancies. The positions were committed on May 21, 1942, and were no longer open. Inasmuch as these commitments were made prior to the date Miss Slemmons reported, this office can find no basis for the alleged discrimination.



d. Regarding the identification of Miss Slemmons as colored on the list of eligibles certified by the Ninth U. S. Civil Service District, this appears to be a clear violation of Executive Order 8802 and constitutes a matter which should be referred to the President's Committee on Fair Employment Practice for remedial action, inasmuch as the War Department has no jurisdiction over the Civil Service Commission.

3. Should your office feel that this report is either unsatisfactory or incomplete, we shall be glad to request a further investigation of the matter.

For the Director, Civilian Personnel Division:


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

DEC 5 4 42 PM

OUT
WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

2 Incls.
1-1st Ind. (5-21-42)
fm QMC to 9th Civ. Ser. Dist.
2-Ltr fm. 9th Civ. Ser. Dist. to
QMC (5-20-42)

COPY

1st Ind.

GVL:ds

Office of the Quartermaster, Jefferson Barracks, Missouri. May 21, 1942
TO: District Manager, 9th U. S. Civil Service District, New Federal
Building, St. Louis, Missouri.

1. The transfer of John J. Benner, William L. Wilkinson, and June R. Rapley from Missouri CCC District, Jefferson Barracks, Missouri, to this office is urgently desired. Vacancies now exist, and transfer of these employees is urged at the earliest date possible that they can be released from their present positions.

2. Their transfers are desired to fill the following positions in this office:

John J. Benner: To fill position of Asst. Clerk, CAF-3
\$1620 in Purchasing and Contracting
Section.

William L. Wilkinson: To fill position of Jr. Typist, CAF-1
\$1260 per annum in Purchasing and
Contracting Section.

June R. Rapley: To fill position of Jr. Typist, CAF-1,
\$1260 per annum in Sales Commissary
Section.

F. D. JONES
Lt. Col., QMC
Quartermaster

COPY

NINTH UNITED STATES CIVIL SERVICE DISTRICT
OFFICE OF THE MANAGER, ST. LOUIS, MO.

May 20, 1942

Quartermaster
Jefferson Barracks
Missouri

Dear Sir:

This office is in receipt of requests from John J. Bnner, Assistant Clerk, William L. Wilkinson, Under Clerk-Typist, and June R. Rapler, Junior Clerk-Stenographer, requesting transfer to your office under the provisions of Executive Order 9067, to become effective upon their release from their present positions on or before June 30, 1942. They are now employed in the office of the Headquarters, Missouri District CCC, Jefferson Barracks, Missouri.

Information is requested as to whether you desire to effect the proposed transfers. If such is the case, please advise the name, classification, grade and salary of the positions to which their transfer is proposed.

Very truly yours,

/s/ B. M. SNODDY

B. M. Snoddy
Associate District Manager

October 30, 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 October 22, 1942 (SPGC-L), covering the report of the investigation into the complaint of Miss Aurelia Slemmons alleging that racial discrimination had been practiced against her in her effort to secure employment as a Junior Typist at the Jefferson Barracks Quartermaster's Office.

The report contained therein appears to be inadequate for the following reasons:

1. On the list of eleven names of eligibles certified for three vacancies by the Ninth United States Civil Service District, the name of Miss Slemmons is fifth, while Mrs. Schaub's name is tenth. Yet Mrs. Schaub was selected, while Miss Slemmons was not. In the absence of any reason for the non-selection of Miss Slemmons, it is logical to assume that it was due to the fact that she is a Negro.

2. With reference to paragraph 2b, it appears that even after the transfer of Miss June Rapley to fill one of the vacancies and the appointment of Mrs. Schaub to fill another, there still existed a third vacancy.

3. The report appears to be inconsistent. It is stated that the transfer of Miss Rapley was approved on June 1, 1942, and that Mrs. Schaub was appointed on June 5, 1942, while "When Miss Slemmons reported on May 22, the position was no longer available, having been filled by the transfer of Miss Rapley."

4. There appears to be a double violation of the prohibition against racial discrimination in this case. Identification of Miss Slemmons as colored on the list of eligibles certified by the Ninth United States Civil Service District appears to be a violation of Civil Service Rules by that agency. In the light of the report there also appears to have been a violation by the Jefferson Quartermaster's Office of the directives prohibiting racial discrimination in Civil Service employment.

()

Director of Civilian Personnel Division,
Services of Supply,
October 30, 1942,
Page 2

In these circumstances, it appears that this case is an appropriate one for an independent investigation by your Regional Office, with a view to corrective action if it is found that there has been any violation of the Civil Service Rules and the directives prohibiting racial discrimination in Civil Service employment?

Assistant Civilian Aide to the Secretary
of War

October 30, 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 October 22, 1942 (SPGC-L), covering the report of the investigation into the complaint of Miss Aurelia Slemmons alleging that racial discrimination had been practiced against her in her effort to secure employment as a Junior Typist at the Jefferson Barracks Quartermaster's Office.

The report contained therein appears to be inadequate for the following reasons:

1. On the list of eleven names of eligibles certified for three vacancies by the Ninth United States Civil Service District, the name of Miss Slemmons is fifth, while Mrs. Schaub's name is tenth. Yet Mrs. Schaub was selected, while Miss Slemmons was not. In the absence of any reason for the non-selection of Miss Slemmons, it is logical to assume that it was due to the fact that she is a Negro.

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Director of Civilian Personnel Division,
Services of Supply,
October 30, 1942,
Page 2

In these circumstances, it appears that this case is an appropriate one for an independent investigation by your Regional Office, with a view to corrective action if it is found that there has been any violation of the Civil Service Rules and the directives prohibiting racial discrimination in Civil Service employment?

Assistant Civilian Aide to the Secretary
of War

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

SPGC-L
201 Slemmons, Aurelia
(9-15-42)

October 22, 1942

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

1. Reference is made to your memorandum of September 15, 1942, which alleged that racial discrimination had been practiced against Miss Aurelia Slemmons in her attempt to secure employment at the Jefferson Barracks Quartermaster's Office.

2. This office requested that the Quartermaster Corps undertake investigation of this allegation, the results of which are as follows:

a. The names of 11 candidates were furnished to the office in question for consideration, and letters of inquiry were mailed to all parties on the list to determine their availability. Only two responses were received, from Miss Slemmons and Mrs. Lucille L. Schaub. No papers were available to indicate their qualifications and the fitness for the job, so each applicant was requested to report for an interview. Mrs. Schaub reported for the interview and was selected for appointment and appointed on June 5, 1942.

b. In the case of Miss Slemmons, Miss Scott was instructed to telephone her to arrange an interview. Any telephonic decision reached prior to the interview was an apparent misunderstanding. During the time that the applicants were being given the opportunity to indicate their availability, a statement was issued to the effect that the activities of the Missouri CCC would be terminated on June 30, 1942, and Miss June Rapley, who was employed on this project, applied for transfer to the Quartermaster Corps. On the basis of her greater experience, the Civil Service Commission was requested to authorize the transfer of Miss Rapley to fill the existing vacancy. The transfer was approved on June 1, 1942.

c. When Miss Slemmons reported on May 22, the position was no longer available, having been filled by the transfer of Miss Rapley. It is believed that Miss Slemmons entertained a misconception of the matter, as applicants are encouraged not to resign their jobs until they have been finally selected. Since no interview had been arranged in her case, it is unlikely that she was given premature assurance of appointment as alleged in her report, and that she misunderstood the mission of the telephone call.

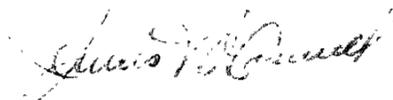


SPGC-L 201 Slemmons, Aurelia, 10-22-42

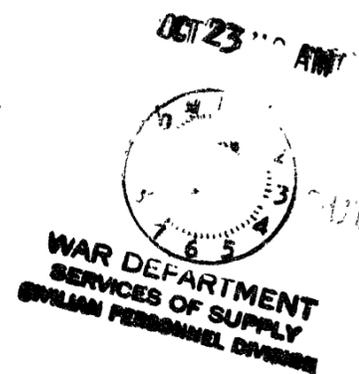
3. A copy of Form C-106, together with a list of names and action taken thereon, is inclosed herewith.

4. 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 Director, Civilian Personnel Division:


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

3 Incls.
1 CSC Form 106
2 List Names Eligibles
3 2 CSC Forms 1992

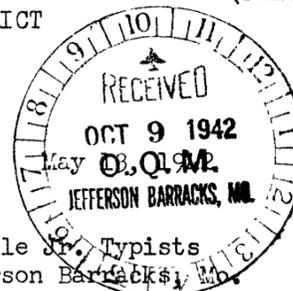


Form C-106 WSR
March, 1942

United States Civil Service Commission

va;sbl
(File)

NINTH UNITED STATES CIVIL SERVICE DISTRICT
Office of the District Manager
New Federal Building
St. Louis, Mo.



C O P Y

Quartermaster
Jefferson Barracks, Mo.

Position: 3 Female Jr. Typists
Place: Jefferson Barracks, Mo.
Salary: \$1260 p.a.
Date of Request: 5/11/42 (Telephone)
Duration of Employment: Duration of war
and six months thereafter

Dear Sir:

This will acknowledge receipt of your recent communication stating that there exists at your establishment a vacancy (or vacancies) in the position indicated above. In the absence of eligibles, authority is granted for war service appointment to the position in question under Executive Order No. 9063, subject to non-competitive examination and to the conditions and submission and approval of the forms indicated below.

If applicants who have filed for an appropriate examination are available, their names will be listed on a separate sheet attached hereto. The person appointed should be informed that his name has been selected from a list of applicants for the examination for which he has filed, and that unless he has already competed in the written examination, it will not be necessary for him to do so unless he so desires. Under no circumstances, however, should he communicate with this office relative thereto, unless it is to report a change of address in the event he desires to compete in the written examination. The appointee should be advised that he will not acquire a classified civil service status as a result of this appointment.

In the event the names of applicants are not furnished herewith, and if there is no representative of the district office stationed in the immediate vicinity of your establishment, you are authorized to utilize any recruiting source available to your agency. The nearest local office of the United States Employment Service will be glad to assist you in recruiting qualified applicants, and the attached Form C-107 may be presented as a job order for this particular position. If you are unable to locate a qualified person immediately through local recruitment sources, please notify this office in order that positive recruitment may be undertaken.

If a representative of the district office is stationed in your immediate vicinity, he should be requested to work out with you a recruitment program for filling the specific vacancy (or vacancies).

The War Service regulations provide that for appointments of more than one year the appointing officer shall obtain Form 2413, Medical Certificate, and Form 124b, Declaration of Appointee, from each person selected, and shall retain them in the department's files, since the employing officer must assume

(over)

responsibility for the appointee's meeting the physical requirements, and the enforcement of Section 9 of the Civil Service Act, which concerns "members of family in service." Form 3464a, Personnel Information Sheet, will also be required, but should be routed in accordance with existing instructions of your department.

Report of appointment must be made on the enclosed copy of this letter, indicating in connection with each appointment: (1) Name of appointee (2) Date of entrance on duty.

Very truly yours,

B. M. Snoddy (S)

B. M. Snoddy
Associate District Manager

This appointment is approved subject to the conditions indicated:

- () Subject to Investigation
- Subject to Submission and Approval of:
 - (✓) Form 3464a, Personnel Information Sheet
 - (✓) Form 2390, Fingerprint Chart
 - () Application Form
 - () Form 2933a
 - (✓) Letter of release if employed by another Government agency with the same or higher priority classification within a period of three months.

Name of Appointee

Date of Entrance on Duty

Mrs. Lucille L. Schaub

June 5, 1942

WILLIAM W. QUINN (S)

Signature of Appointing Officer

WILLIAM W. QUINN
Major, Q⁴ Corps
Acting Quartermaster

C O P Y

Miss Virginia M. Schrader, 4019 Wyoming

Miss Pauline V. Schrader, 5472 Partridge

Miss Sara L. Sievers, 5729 Westminster

Miss Pauline Sihnhold, 6210a Columbia

Miss Aurelia Slemmons, 2529 N. Leffingwell (Colored)

Mrs. Regina Sokolik, 7306 Cornell

Miss Sylvia Sherman, 1158 Blackstone

Mrs. Ferne S. Sanford, 3112a Oak Hill

Miss Orla Sager, 2337 Howard

Mrs. Lucille L. Schaub, 4321 Wyoming

Miss Vera Spiegel, 746 Leland Ave., U. City

Form 1992 (CSC)
April 1942

INQUIRY AS TO AVAILABILITY

..... WAR DEPARTMENT
(Department or Agency)

..... QUARTERMASTER
(Street Address)

JEFFERSON BARRACKS, MISSOURI
(City) (State)

..... May 14, 1942
(Date)

List No. VA:SBL

Position: Jr. Typist

Place: Jefferson Barracks, Mo.

Salary: \$1260.00 per annum

Kind of appointment:
War Service

Mrs. Lucille L. Schaub
4321 Wyoming
St. Louis, Missouri

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 7 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:

PLEASE REPLY ON OR BEFORE THURSDAY, MAY 21, 1942.

A TRUE COPY:

WILLIAM W. QUINN
Major, QM Corps
Quartermaster

Yours truly,
/s/ F. D. JONES
F. D. JONES
Lt. Col., QMC, Quartermaster

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within 14 days after notification. I am now employed by The Railway Tie Association as a Stenographer-bookkeeper.

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

May 16, 1942 /s/ LUCILLE L. SCHAUB
(Date) (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 { } Do you belong to the United States military or naval service? { Yes 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 Are you now on active duty? { Yes No } What is your date of birth: (Month, day, and year)? { } Place of birth: (State or Territory)? { }	Legal and voting residence { } State { } County { } Name: { } <input type="checkbox"/> Mr <input type="checkbox"/> Mrs <input type="checkbox"/> Miss Address: { } (Street, P. O. box, or R. F. D. No.) (City) { } (State) { } (Each) { } (No.) { } Your telephone: { }	Exact title of examination: { } Exact option (if any): { }
For each printed locality where you would accept appointment, write the lowest acceptable annual salary. YES - at the indicated salary.		
WOULD YOU ACCEPT War Service Appointment if offered anywhere in State of present address?		
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.	LOCALITY { } In adjoining State? \$ { } In Washington, D. C.? \$ { } In the United States? \$ { } Outside continental United States? \$ { }	SPECIAL CITIES \$ { } \$ { } \$ { } \$ { } \$ { }
WOULD YOU ACCEPT Temporary Appointment if offered within commuting distance of your present address for 1 month? \$ { } for 2 months? \$ { } for 6 months? \$ { }		

SPGC-L
201 Slemmons, Aurelia
(9-15-42)

October 22, 1942

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

1. Reference is made to your memorandum of September 15, 1942, which alleged that racial discrimination had been practiced against Miss Aurelia Slemmons in her attempt to secure employment at the Jefferson Barracks Quartermaster's Office.

2. This office requested that the Quartermaster Corps undertake investigation of this allegation, the results of which are as follows:

a. The names of 11 candidates were furnished to the office in question for consideration, and letters of inquiry were mailed to all parties on the list to determine their availability. Only two responses were received, from Miss Slemmons and Mrs. Lucille L. Schaub. No papers were available to indicate their qualifications and the fitness for the job, so each applicant was requested to report for an interview. Mrs. Schaub reported for the interview and was selected for appointment and appointed on June 5, 1942.

b. In the case of Miss Slemmons, Miss Scott was instructed to telephone her to arrange an interview. Any telephonic decision reached prior to the interview was an apparent misunderstanding. During the time that the applicants were being given the opportunity to indicate their availability, a statement was issued to the effect that the activities of the Missouri CCC would be terminated on June 30, 1942, and Miss June Rapley, who was employed on this project, applied for transfer to the Quartermaster Corps. On the basis of her greater experience, the Civil Service Commission was requested to authorize the transfer of Miss Rapley to fill the existing vacancy. The transfer was approved on June 1, 1942.

c. When Miss Slemmons reported on May 22, the position was no longer available, having been filled by the transfer of Miss Rapley. It is believed that Miss Slemmons entertained a misconception of the matter, as applicants are encouraged not to resign their jobs until they have been finally selected. Since no interview had been arranged in her case, it is unlikely that she was given premature assurance of appointment as alleged in her report, and that she misunderstood the mission of the telephone call.

S-CC-L 101 Slemmons, Amelia, 10-22-42

3. A copy of Form C-106, together with a list of names and action taken thereon, is inclosed herewith.

4. 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 Director, Civilian Personnel Division:

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

3 Incls.
1 CSC Form 106
2 List Names Eligibles
2 CSC Forms 1992

TO WHOM IT MAY CONCERN:

Please note that my address is
2528 North Leffingwell
not
2529 N. Leffingwell.

INQUIRY AS TO AVAILABILITY

WAR DEPARTMENT
(Department of Agency)

QUARTERMASTER
(Street Address)

JEFFERSON BARRACKS, MISSOURI
(City) (State)

May 14, 1942
(Date)

List No. VA:SBL

Position: Jr. Typist

Place: Jefferson Barracks, Mo.

Salary: \$1260.00 per annum

Kind of appointment:
War Service

Miss Aurelia Slemmons
2529 North Leffingwell
St. Louis, Missouri

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 7 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:

PLEASE REPLY ON OR BEFORE THURSDAY, MAY 21, 1942.

A TRUE COPY:

Yours truly,

WILLIAM W. QUINN
Major, QM Corps
Quartermaster

/s/ F. D. JONES
F. D. JONES
Lt. Col., QMC, Quartermaster

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within 3 days after notification. I am now employed by St. Louis City Social Security Commission as a Clerk

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

5-16-42 /s/ AURELIA SLEMMONS
(Date) (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.

September 15, 1944.

MEMORANDUM

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

Under date of September 8, 1944, the President's Committee on Fair Employment Practice forwarded to this office the complaint of Miss Aurelia Slemmons, 2528 North Leffingwell Street, St. Louis, Missouri, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist at the Quartermaster's Office, Jefferson Barracks, Missouri.

Miss Slemmons states that after she had indicated her availability, she received a telephone call from Miss Dorothy Scott, Quartermaster's Office, Jefferson Barracks, asking her exactly when she could report for work; that after a decision was reached on the date on which she was to report for work, Miss Scott told her it would be perfectly safe for her to resign the job she had; that upon her arrival at Jefferson Barracks on May 22, 1944, she was informed that the vacancy had been filled.

A reasonable presumption is that the offer of employment was withdrawn when Miss Slemmons reported in person and her racial identity became known.

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? A copy of the Civil Service certificate, upon which the name of Miss Slemmons appeared and from which the vacancy was filled, showing the notations and endorsements with which it was returned to the Commission, is requested.

Civilian Aide to the Secretary
of War

W. H. [unclear]

35276

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

Date Dec 10 1942

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

Dear Judge Hastie:

I transmit herewith two copies of an alle-
gation made by James Earl Ray
of 1015 14th St. N.W., Wash., D.C., under date
of July 22, 1942, charging discrimi-
nation against the War Department.

It is requested that this matter be investi-
gated and that the Committee on Fair Employment Prac-
tice be furnished a report on it.

Sincerely yours,

Lawrence W. Greener
Lawrence W. Greener
Executive Secretary *by George H. Johnson*

Enc.

C C Y

July 23, 1942

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

Dear Sir:

I would like very much to have an investigation made concerning the placement of Negroes on Civil Service jobs.

I took an examination in March of this year for junior typist, passed the examination and have received my grade. Four (4) "Letters of Availability" have been sent me and in the first instance after having returned the letter I was telephoned by a Miss Dorothy Scott, Quartermaster's Office, Jefferson Barracks and asked exactly when I could report to work. Upon reaching a decision as to the time I was to report she told me that it would be perfectly safe for me to resign my present job. When I arrived at Jefferson Barracks was informed that the vacancy had been filled. All of this was after I had been assured that it would be safe to resign my job.

Practically the same thing has happened on two other occasions. One time upon receipt of one of these letters I telephoned for an appointment and advised the person I called that I was a Negro. I was immediately told that I would be called later and until today I have heard nothing. I am not the only Negro that has been the victim of the same such circumstances in the past several months. It is very obvious that this is why we are not being placed on these jobs and we as a race are conscious that this is what is being done.

Why is such discrimination made if we as Negroes are eligible for the job? Why, if we are not to be placed are we allowed to take these examinations? I would appreciate an reply to this request for an investigation at the earliest possible time.

Respectfully,

/S/ Aurelia Slemmons
Miss Aurelia Slemmons,
2528 North Leffingwell,
St. Louis, Missouri

P. S. Miss Slemmons has advised this office that the date on which she was refused employment at the Jefferson Barracks was May 22, 1942.

August 25, 1942.

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

Dear Mr. Cramer:

On April 20, 1942, you forwarded to this office the complaint of Mr. Earl E. Smith, 4469 Enright Avenue, St. Louis, Missouri, alleging that racial discrimination had been practiced against him in his efforts to secure employment as Associate Inspector of Ordnance Materials at the Weldon Spring Ordnance Works, Weldon Spring, Missouri, and as Chemist or Inspector at the Alabama Ordnance Works, Sylacauga, Alabama.

The report of the investigation into his complaint concerning the Weldon Spring Ordnance Works has been received. It states as follows:

Mr. Earl E. Smith was certified to the Weldon Spring Ordnance Works, Weldon Spring, Missouri, as Associate Ammunition Inspector on Civil Service Form 1844B on January 29, 1942. He reported for interview but was not selected for appointment, inasmuch as the vacancy was filled by promotion, in accordance with Civil Service Rules and Regulations. Mr. Smith, however, was again interviewed at this establishment on July 25, 1942, and accepted employment there as a chemist.

Mr. Smith is the only Negro employee of the Ordnance Department at the Weldon Spring Ordnance Works, Weldon Spring, Missouri.

In view of the above facts, it is the opinion of this office that no racial discrimination is in evidence in the case of Mr. Smith.

Sincerely yours,

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

*See report of C.F.S.
12/1/42
C.F.S.*

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

May 18, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Earl E. Smith, 4469 Enright Avenue, St. Louis, Missouri, alleging racial discrimination against him in his effort to secure employment as Associate Inspector of Ordnance Materials at the Weldon Spring Ordnance Works, Weldon Spring, Missouri.

In his complaint he states that he is a chemist by profession, a graduate of the University of Iowa and Howard University, and the holder of the degree of master of science and a certificate from the United States Office of Education certifying that he has completed successfully its course in the Inspection of Powder and Explosives, and that he has a rating by the Civil Service Commission as Chemist and Inspector.

He further states that he received a letter from the Weldon Spring Ordnance Works on January 30, 1942, requesting him to report for an interview; that he did so on February 5; that he was supposed to be interviewed by Mr. Klice, but Mr. Klice was unable to see him and he was interviewed by Lieutenant P. M. Muller; that the interview really was not an interview because Lieutenant Muller only looked at his Civil Service papers, asked him if he knew anything about the method the Civil Service Commission used in connection with the employment of Federal workers, and then told him he would be notified in two weeks of the decision of the plant in his case. Mr. Smith believes that the fact that he is a Negro was responsible for his non-selection.

This office has also received a complaint from Mr. Robert L. Taylor, an instructor in chemistry at Lincoln University, Jefferson City, Missouri, alleging racial discrimination against him in his effort to secure employment as a Junior Chemist at the Weldon Spring Ordnance Works.

Mr. Taylor states that he has Civil Service ratings on the Junior Professional Assistant (Junior Chemist) and Assistant Scientific Aid lists. He also states as follows:

On February 26, 1942, I received an inquiry of availability from the Weldon Spring Ordnance Works,

TELETYPE UNIT
MAY 21 9 01 PM

AC 11
4501

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

Weldon Spring, Missouri. I was requested to report for an interview (at which my racial identity could not be mistaken). I offered my services and was refused. On March 4, 1942, I received a letter from the Civil Service Commission informing me that my name had been removed from the eligible list of the Junior Chemist examination for not replying to an offer made me. I do not know whether this was in connection with the Weldon Spring offer or some other offer I did not receive. Incidentally, two other Negro chemists were refused appointment. They are Earl Smith and George Polk, both of St. Louis.

In view of the urgent need for ordnance inspectors and chemists, may the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection, copies of the Civil Service certificates, on which the names of Mr. Smith and Mr. Taylor appeared and from which the vacancies in question were filled, would be informative. May this office also be advised how many Negroes are employed at the Weldon Spring Ordnance Works and in what classifications?

A request is also being made for an investigation into another complaint made by Mr. Smith alleging racial discrimination by the Alabama Ordnance Works, Sylacauga, Alabama.

William H. Hastie
Civilian Aide to the Secretary
of War

RECEIVED
MAY 19 1961

MAY 19 PM 9:01

23074
4559

1st Ind.

mfb/jh

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

May 27, 1942

1. For information concerning the charges of discrimination against Mr. Robert L. Taylor, report to this Office is requested at earliest possible date.

By order of the Secretary of War:

Wm. H. Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training

23074

1951
MAY 15
1951

O.O. 230.74/4559

Attn: SPOGC - Exec. Sec.

2nd Ind. **180**

Meier/mef

War Department, Ordnance Office, Washington, August 11, 1942
To: Office, Secretary of War

1. Mr. Earl E. Smith was certified to the Weldon Spring Ordnance Works, Weldon Spring, Missouri, as Associate Ammunition Inspector on Civil Service Form 1844B on January 29, 1942. He reported for interview but was not selected for appointment, inasmuch as the vacancy was filled by promotion, in accordance with Civil Service Rules and Regulations. Mr. Smith, however, was again interviewed at this establishment on July 25, 1942, and accepted employment there as a chemist.

2. On February 20, 1942, the names of Mr. Robert L. Taylor and three others were certified by the Civil Service Commission to the Weldon Spring Ordnance Works as Junior Chemists on Form 3827A. Mr. Taylor was interviewed along with three others, and all of them were told that they would be notified at a later date in the event they were selected. Mr. Taylor was not refused for appointment at any time nor was he informed that he did not qualify. Before any decision was made as to the selection of other eligibles, it was found unnecessary to employ additional chemists at that time. Mr. Taylor was tendered an offer of interview on July 20, 1942; however, the offer was refused by him inasmuch as he had obtained employment elsewhere.

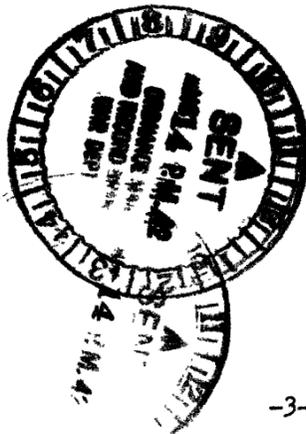
3. It is regretted this office is unable to furnish you with a copy of the certificate on which Mr. Taylor's and Mr. Smith's names appeared. There is attached, however, copy of information which appeared on these certificates.

4. Mr. Smith is the only Negro employee of the Ordnance Department at the Weldon Spring Ordnance Works, Weldon Spring, Missouri.

5. In view of the above facts, it is the opinion of this office that no racial discrimination is in evidence in the cases of Mr. Smith and Mr. Taylor.

For the Chief of Ordnance:

180
1 Encl.



G. W. DeCamp
G. W. DeCamp,
Major, Ord. Dept.,
Assistant.

COPY

COPY

a. Form 1844B U 9-214 (6/13/41)

Name	Rating	Address
Walter Fred Mueller	80.50	3660 Utah Place, St. Louis, Missouri.
Earl Evans Smith	74.00	2931 Locust Street, St. Louis, Missouri.
Robert Johnson Smith	74.00	1406 Bessie, Cape Girardeau, Missouri.
Donald H. Sarter	73.00	837 Grand Street, Fulton, Missouri.
Richard Malco Schwarz	71.00	3104 Benton, Kansas City, Missouri.
William H. Wyatt	71.50	323 Brush Creek, Kansas City, Missouri.
Virgil Lee Tweedie	70.00	R.F.D. #2 Norborne, Missouri.

b. Form 3827A M-47390 (2/20/42)

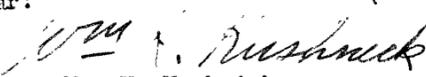
Name	Rating	Address
Robert Paul Blaine	Not shown	Washington University, St. Louis, Missouri.
William D. Cline	" "	Whitesville, Missouri
Charles M. Chrisman	" "	624 Fairground Avenue, Mexico, Missouri.
Robert L. Taylor	" "	4202 W. Cook Avenue, St. Louis, Missouri.

3rd Ind.
War Department, Office of the Secretary
To: Civilian Aide to the Secretary of War

mfb/vh
August 18, 1942

Forwarded.

By authority of the Secretary of War:


Wm. H. Kushnick
Director of Civilian Personnel
and Training

May 10, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Earl N. Smith, 4407 Bn-right Avenue, St. Louis, Missouri, alleging racial discrimination against him in his effort to secure employment as Associate Inspector of Ordnance Materials at the Weldon Spring Ordnance Works, Weldon Spring, Missouri.

In his complaint he states that he is a chemist by profession, a graduate of the University of Iowa and Howard University, and the holder of the degree of master of science and a certificate from the United States Office of Education certifying that he has completed successfully its course in the Inspection of Powder and Explosives, and that he has a rating by the Civil Service Commission as Chemist and Inspector.

He further states that he received a letter from the Weldon Spring Ordnance Works on January 30, 1942, requesting him to report for an interview; that he did so on February 5; that he was supposed to be interviewed by Mr. Klice, but Mr. Klice was unable to see him and he was interviewed by Lieutenant P. M. Muller; that the interview really was not an interview because Lieutenant Muller only looked at his Civil Service papers, asked him if he knew anything about the method the Civil Service Commission used in connection with the employment of Federal workers, and then told him he would be notified in two weeks of the decision of the plant in his case. Mr. Smith believes that the fact that he is a Negro was responsible for his non-selection.

This office has also received a complaint from Mr. Robert L. Taylor, an instructor in chemistry at Lincoln University, Jefferson City, Missouri, alleging racial discrimination against him in his effort to secure employment as a Junior Chemist at the Weldon Spring Ordnance Works.

Mr. Taylor states that he has Civil Service ratings on the Junior Professional Assistant (Junior Chemist) and Assistant Scientific Aid lists. He also states as follows:

On February 26, 1942, I received an inquiry of availability from the Weldon Spring Ordnance Works,

15

Director of Civilian Personnel and Training
May 11, 1942
Page 2

Weldon Spring, Missouri. I was requested to report for an interview (at which my racial identity could not be mistaken). I offered my services and was refused. On March 4, 1942, I received a letter from the Civil Service Commission informing me that my name had been removed from the eligible list of the Junior Chemist examination for not replying to an offer made me. I do not know whether this was in connection with the Weldon Spring offer or some other offer I did not receive. Incidentally, two other Negro chemists were refused appointment. They are Earl Smith and George Folk, both of St. Louis.

In view of the urgent need for ordnance inspectors and chemists, may the facts in these cases be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Civil Service employees? In this connection, copies of the Civil Service certificates, on which the names of Mr. Smith and Mr. Taylor appeared and from which the vacancies in question were filled, would be informative. May this office also be advised how many Negroes are employed at the Weldon Spring Ordnance Works and in what classifications?

A request is also being made for an investigation into another complaint made by Mr. Smith alleging racial discrimination by the Alabama Ordnance Works, Sylacauga, Alabama.

Civilian Aide to the Secretary
of War

4469 Enright Ave.,
St. Louis, Mo.
May 5, 1942.

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

Dear Sir:

Your letter of May 2nd has been received, and in answer to which I am sending you the following information.

Concerning the Sylacauga, Alabama affair. A telegram was received at my home January 14, 1942 asking if I would be interested in an appointment as Junior Chemist at 2000 per annum. Accordingly, I wired my acceptance the same day. A week later on January 21, 1942, I received a blank form which was a form of personal history and educational form, which included blanks for your personal history, race, etc. education, employment history and references. As stated before, there was one question which requested one's race. This therefore was filled out accordingly and returned to the Alabama Ordnance Works that same day. After which, nothing further was heard.

Concerning the Weldon Spring Ordnance Works. A letter was received from them on January 30, 1942, requesting me to come for an interview which was done on February 5, 1942. I was supposed to be interviewed by a Mr. Klice, but upon reaching the administration building of the ordnance works, Mr. Klice was taken so suddenly busy that he was unable to see me, and I was interviewed by a Lieut. P. M. Muller. This interview really wasn't an interview, because the Lieut. only looked my civil service papers over, without saying anything to me. Finally he asked me if I knew anything about the method the civil service commission did its hiring, and then told me that I would be notified in two weeks of their decision, and was dismissed summarily. Three months later, no word has been received.

The position for which I was interviewed at the Weldon Spring Ordnance Works was that of Associate Inspector of Ordnance materials at 2000 per annum.

Thanking you for your consideration, hoping that the above information is what you desire, and hoping you will be able to get something done in my situation, I remain,

Very respectfully yours,


Earl E. Smith.

May 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. Earl E. Smith, 4469 Enright Avenue, St. Louis, Missouri, alleging racial discrimination against him in his effort to secure employment as a Junior Chemist at the Alabama Ordnance Works, Sylacauga, Alabama.

In his complaint he states that he is a chemist by profession, a graduate of the University of Iowa and Howard University, and the holder of the degree of master of science and a certificate from the United States Office of Education certifying that he has completed successfully its course in the Inspection of Powder and Explosives, and that he has a rating by the Civil Service Commission as Chemist and Inspector.

He further states that on January 14, 1942, he received a telegram from the Alabama Ordnance Works inquiring if he were interested in an appointment as Chemist at a salary of \$2,000 a year; that he replied in the affirmative on the same day; that on January 21, 1942, he received an application blank and personal history statement to be filled out; that he filled out the blank, which required him to indicate his racial identity, and returned it to the Alabama Ordnance Works on that day, and that he has heard nothing further from that plant.

In view of the urgent need for junior chemists, 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. In this connection, a copy of the Civil Service certificate, on which the name of Mr. Smith appeared and from which the vacancy was filled, showing the notations with which it was returned to the Commission would be informative. May this office also be advised how many Negroes are employed at the Alabama Ordnance Works and in what classifications?

A request is also being made for an investigation into another complaint made by Mr. Smith alleging racial discrimination by Weldon Spring Ordnance Works, Weldon Spring, Missouri.

Civilian Aide to the Secretary
of War

61-100-12
105

May 2, 1942.

Mr. Earl E. Smith,
4469 Ehrig Avenue,
St. Louis, Missouri.

Dear Mr. Smith:

The President's Committee on Fair Employment Practice has referred to this office your complaints alleging racial discrimination against you in your efforts to secure employment as a chemist or an inspector of powder and explosives at the Alabama Ordnance Works, Sylacauga, Alabama, and the Weldon Spring Ordnance Works, Weldon Spring, Missouri.

It is noted that you state in your complaint that an inquiry by the Alabama Ordnance Works brought out the fact that you are a Negro and, as a consequence, nothing further was heard from that installation. Will you please explain the nature of the inquiry? Was it in a personal history statement that you were required to fill out or in some other blank form?

With reference to your interview at the Weldon Spring Ordnance Works, will you please inform me in detail as to what took place during the interview which led you to believe that you have not been appointed because you are a Negro? What was the position for which you were interviewed at the Weldon Spring Ordnance Works?

Sincerely yours,

WILLIAM E. HASTIE

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 20, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

This office has received a complaint from Mr. Earl E. Smith, 4469 Enright Avenue, Saint Louis, Missouri, that he has been unable to secure employment at the Alabama Ordnance Works, Sylacauga, Alabama, and the Weldon Spring Ordnance Works, Weldon Spring, Missouri, because of his race.

Mr. Smith does not give prima facie evidence that he has been discriminated against but there apparently is no doubt in his mind that he has been. Excerpts from Mr. Smith's statement follow:

"I am a Chemist by profession, a graduate of the University of Iowa, Iowa City, Iowa, and Howard University, Washington, D. C., but through a quirk of fate, was born a Negro. After having been successful in completing my college education, with an M. S. and a certificate from the U. S. Office of Education to the effect that I had successfully completed its course in the Inspection of Powder and Explosives, I was rated by the U. S. Civil Service Commission as Chemist and Inspector. On Wednesday the 14th of January, 1942, I received a wire from the Alabama Ordnance Works, Sylacauga, Alabama, inquiring if I would be interested in an appointment as Chemist there at \$2000 per annum. Although my mind was filled with misgivings at the location, I nevertheless wired my willingness to take the position, However, when their inquiry disclosed the fact that

(over)



I am a Negro, nothing further was heard from them. How do you explain that? And then, on Friday January 30, 1942, I received another inquiry by mail, from the Weldon Spring Ordnance Works, Weldon Spring, Mo., engaged in the production of Tri Nitro Tolune and Di Nitro Tolune for those mighty shells which will snuff out the lives of those who are so unalterably opposed to this Democracy of ours. Although successful in obtaining an interview, their discovery of the fact that I am a Negro was the signal for a most beautiful case of bluffing. I was informed that in the event I were chosen for the position I would be so notified within two weeks. Three weeks have passed, and what do you think? No notification has been forthcoming. What seemed most amazing to me was that on the morning of the interview, the person who was to be seen, was suddenly burdened with so much work that he was unable to see me, so that Lieut. P. M. Muller took the place of the Mr. Klice who was to have interviewed me. All of which confirms my feeling at the time of the interview; they were stalling until they could find a white person, even below me to register, to fill the position. This I feel to be a rank injustice, a violation of the constitution of the United States and the recent Executive Order which was issued from your office. Paradoxically enough, in every conspicuous place in the Administration Building at Weldon Spring, was a beautifully engraved copy of this Order, which they have never had, have not, and have no intention of complying with."

Will you kindly furnish this office with information as to the number of Negroes employed, their various classifications and the proportion of the total number of employees at the Alabama Ordnance Works, Sylacauga, Alabama, and the Weldon Spring Ordnance Works, Weldon Spring, Missouri?

Sincerely yours,


Lawrence W. Cramer
Executive Secretary

December 22, 1942

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

Dear Mr. Johnson:

In an undated communication you forwarded to this office the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

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

Miss Smith was certified by the Second U. S. Civil Service Region, New York City, on War Service list No. 3638 on which there were seventy-four names certified for Junior Clerk-Typist positions. A letter of availability was sent to each certified person regarding his availability for employment. Miss Smith was interviewed and told she would be notified when to report if she were selected. Her selection was not made because other applicants of better qualifications were appointed.

This report was deemed inadequate and this office asked to be advised in what respects were the qualifications of the eligibles appointed better than those of Miss Smith. A supplemental report stated as follows:

It is difficult to cite the details of the case as to why Miss Smith was not appointed because this action occurred the first part of July and since that time all the supporting papers with the list were returned to the Regional Director of the 2nd U. S. Civil Service District, New York City. It is our

Handwritten signature and initials

Mr. George W. Johnson
December 22, 1942
Page 2

understanding, however, that the past experience of other applicants was considered better than the qualifying experience of Miss Smith.

A copy of War Service List No. 3638, on which seventy-four eligibles, including Miss Smith, were certified for Junior Clerk-Typist positions, shows that twenty persons were appointed, twenty declined, seven failed to reply, and twenty-seven, including Miss Smith, were not selected.

There are 164 colored employees at the Army Air Forces Replacement Training Center at Atlantic City. A breakdown, showing the categories in which they are employed, is enclosed herewith.

The Committee may wish to check this report with Miss Smith. 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

John

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

December 9, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. This is in reference to your memorandum of October 27, 1942, requesting additional information in regard to the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, who alleges that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

2. In this connection there is submitted a true copy of War Service List No. 3638 showing the list of all persons certified and the action taken. It is difficult to cite the details of the case as to why Miss Smith was not appointed because this action occurred the first part of July and since that time all the supporting papers with the list were returned to the Regional Director of the 2nd U. S. Civil Service District, New York City. It is our understanding, however, that the past experience of other applicants was considered better than the qualifying experience of Miss Smith.

3. With reference to your request for information indicating the categories in which the 106 colored employees at the Army Air Forces Technical Training Corps are engaged, there is submitted a list showing the breakdown of these employees in the various units of the activity. At the time the memorandum dated October 13, 1942, was written the number of colored employees was 106, whereas it is now 164. There is also inclosed a breakdown of the total of 164 employees.

4. We trust that this information will answer satisfactorily the question raised in your memorandum. If further information should be desired this office will make every effort to secure it.

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



3 Inclosures

- 1 - WS List No. 3638
- 2.- Breakdown of 106 colored people
- 3 - Breakdown of 164 colored people

ms/kva

December 9, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. This is in reference to your memorandum of October 27, 1942, requesting additional information in regard to the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, who alleges that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

2. In this connection there is submitted a true copy of War Service List No. 3638 showing the list of all persons certified and the action taken. It is difficult to cite the details of the case as to why Miss Smith was not appointed because this action occurred the first part of July and since that time all the supporting papers with the list were returned to the Regional Director of the 2nd U. S. Civil Service District, New York City. It is our understanding, however, that the past experience of other applicants was considered better than the qualifying experience of Miss Smith.

3. With reference to your request for information indicating the categories in which the 106 colored employees at the Army Air Forces Technical Training Corps are engaged, there is submitted a list showing the breakdown of these employees in the various units of the activity. At the time the memorandum dated October 13, 1942, was written the number of colored employees was 106, whereas it is now 164. There is also inclosed a breakdown of the total of 164 employees.

4. We trust that this information will answer satisfactorily the question raised in your memorandum. If further information should be desired this office will make every effort to secure it.

J. H. Mason, Chief
Employee Relations Branch

3 Inclosures

- 1 - WS List No. 3638
- 2.- Breakdown of 106 colored people
- 3 - Breakdown of 164 colored people

VL:ASB:DR

(REPORT TO THE DISTRICT MANAGER ON CLASSIFICATION)

Form 1844 b
June 1939

United States Civil Service Commission
SECOND U. S. CIVIL SERVICE DISTRICT
Office of the District Manager

List No. 3638

Civilian Employment Officer
AAF Replacement Training Center
Convention Hall
Atlantic City, N. J.

New York, New York July 6, 1942

SEE CIRCULAR LETTER #730

Sir:

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

Thirty Junior Clerk Typist, \$1440 pa	Sr.&Jr. Typist	A2-203 4/10/41	A2-186 8/5/40
(Vacancies)	(Title of position and salary)	A2-186 8/5/40	A80 Open
July 6, 1942		A97 8/15/40	A2-391 7/30/41
(Date of request)		A95 10/3/38	A2-431 Open
			(Register from which drawn)
			War Service Indefinite
			(Nature of appointment)
			(Temporary or probational)

*ACTION	Salary Offered	NAME	Place of Registration	RATING	POST OFFICE ADDRESS
		<u>SENIOR TYPIST</u>			207 Metropolitan Ave. Atlantic City, N. J.
F.R.		Eleanor M. Melinari			11 North Aberdeen Pl. Atlantic City, N. J.
A.		Regina E. Kane			14 S. Argyle Ave. Margate City, N. J.
D.		Edwina E. Wilson			534 Wood Street Vineland, N.J.
D		Marjorie Frances Duren			232 S. Connecticut Ave. Atlantic City, N.J.
A		Mrs. Rebecca M. Bernstein			1500 New York Road Absecon, N. J.
D		Charlette M. Juniewicz			120 Oriental Avenue Atlantic City, N.J.
A		Selma C. Glassman			512 Merrlyn Terrace Ocean City, N.J.
D		Dorothy R. Shea			64 S. South Carolina A Atlantic City, N. J.
A		Frances Frankenthal			R.F.D.#1 Egg Harbor, N.J.
		<u>JUNIOR TYPIST</u>			
D		Violet E. Sahl			

NOTE.- The officer to whom this list 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 top of this list. One copy of this form is to be retained by the officer to whom issued, as a combined carbon copy of list and report thereon to the District Manager. Blank spaces may be used for any necessary remarks or explanations. For further instructions see other copy.

THE DISTRICT MANAGER,

July 24, 1942

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
NS-Not selected

SIGNATURE Gus M. Psaltis, 1st Lt., AG
Civ. Empl. Officer
Official title

Incl 1

Form 1844d
2d sheet of
1844 a,b,c
July 1939

V1:ASB:DR

SECOND CIVIL SERVICE DISTRICT

LIST NO. 3638

Issued to the

Page 2

from the

register

Date July 6, 1942

*ACTION	Salary Offered	NAME	Place of Registration RATING	POST OFFICE ADDRESS
N.S.		Virginia Freed		2 N. Montpelier Ave. Atlantic City, N.J.
D		Harriet W. Coll		223 E. Spicer Avenue Wildwood, N. J.
A		Mildred Grace Matthews		333 Ocean Avenue Ocean City, N. J.
D		Mrs. Catherine N. Dougherty		513 Washington Street Cape May, N. J.
D		Hattie Blum		4007 New Jersey Ave. Wildwood, N. J.
A		Ruth Ann Baker		21 N. New Road Pleasantville, N. J.
N.S.		Mary Frances Hollingsead		20 Lake Place Pleasantville, N. J.
D		Mary Mesiano		R.F.D. #3, Box 343 Pleasantville, N. J.
A		Rose Betty Wolf		5003 Atlantic Ave. Ventnor, N. J.
F.R.		Doris J. McBride		108 N. Jasper Ave. Atlantic City, N. J.
N.S.		Lillian Sirgany		537 Boradwalk Atlantic City, N.J.
N.S.		Rena R. Cunningham		203 Cordova Avenue West Atlantic City, NJ
A		Mollie Selesnick		103 Victoria Terrace Atlantic City, N.J.
N.S.		Jennie M. Claffey		29 S. Metropolitan Ave Atlantic City, N.J.
D		Mrs. E. Virginia M. Wert		24 Iowa Avenue Absecon, N. J.
N.S.		Rosary S. Germanotta		200 N. Florida Ave. Atlantic City, N. J.
N.S.		Esther Segal		427 N. New Hampshire Atlantic City, NJ
A		Mrs. Lulu S. Cruickshank		225 N. Kentucky Avenue Atlantic City, N.J.
F.R.		Dorothy H. Mallin		252 S. Massachusetts Atlantic City, N. J.
N.S.		Alice A. Leepa		Box 70 New Gretna, N. J.
N.S.		Angela I. Gheen		Loumar Apts. (B-5) Atlantic City, N.J.
A		Willetta A. Davis		4805 Ventner Ave. Apt. 34, Ventnor City, NJ
A		Edyth Widlansky		47 N. Tallahassee Ave Atlantic City, N. J.

For instructions concerning use of certificate see first page.

V1:ASB:DR

Form 1844a
2d sheet of
1844 a, b, c
July 1939

SECOND CIVIL SERVICE DISTRICT

LIST NO. 3638

Issued to the

Page 3

from the

register

Date July 6, 1942

*ACTION	Salary Offered	NAME	Place of Registration	RATING	POST OFFICE ADDRESS
D		Genevieve McCarron			200 N. Sacramento Ave. Ventnor City, N. J.
A		Marianna Schweida			509 Buffalo Avenue Egg Harbor City, N. J.
D	Y	Hildred Therese Curran			408 N. Mine Avenue Atlantic City, N. J.
A		Margaret I. Brna			617 Main Street South Egg Harbor, N. J.
D		Kathryn H. Sapp			216 E. Leeds Avenue Pleasantville, N. J.
A		Vearyl A. Price			Bay Avenue Parkertown, N. J.
A		Concetta DeBenedetto			48 S. LaCleds Place Atlantic City, N. J.
N.S.		Audrey M. Mingen			104 N. Wissahickon Ave. Ventnor City, N. J.
F.R.		Rebecca Stokes			147 N. New York Avenue Atlantic City, N. J.
N.S.		Emily C. Smith			408 No. Indiana Avenue Atlantic City, N. J.
N.S.		Dorothy C. Marshall			504 N. Mass. Ave. Atlantic City, N. J.
N.S.		Blanche Carroll			20 S. Pennsylvania Ave. Atlantic City, N. J.
N.S.		Ethel A. Solomon			3538 Pacific Ave. Atlantic City, N. J.
F.R.		Mrs. Virginia Humphrey			1320 Mediterranean Ave. Atlantic City, N. J.
N.S.		Mrs. Edith V. Willits			11 N. Massachusetts Ave Atlantic City, N. J.
D		Mrs. Anita Woodroff Michael			161 States Avenue Atlantic City, N. J.
A		Christine P. Coxe			32 S. Michigan Ave. Atlantic City, N. J.
N.S.		Elizabeth Arnold			14 Reed Avenue Atlantic City, N. J.
N.S.		Jeanne M. Fogue			Beacon Apts. C-6, Vern. & Atlantic City, NJ Pac.
A		Lella Emma Odenath			President Hotel, Apt 316 Albany & Bdwk., Atlantic City, NJ
N.S.		Virginia Braun			409 St. Louis Ave. Egg Harbor City, N. J.
D		Isabell Hennessy			1106 Atlantic Avenue Atlantic City, N. J.
D		Ruth E. Kuemmerle			Fairview Avenue Cologne, N. J.

*For instructions concerning use of this certificate see first page

Form 1844d
2d sheet of
1844 a, b, c.
(July 1939)

V1:ASB:AG

SECOND CIVIL SERVICE DISTRICT

LIST NO. 3638

Issued to the

Page 4

from the register Date 7-6-42

*ACTION	Salary Offered	NAME	Place of Registration	RATING	POST OFFICE ADDRESS
N.S.		Mrs. Eleanor M. Dougherty			R1, Erma, Cape May, N.J.
D		Marie D. Fitzgerald			1617 Adriatic Ave. Atlantic City, N.J.
N.S.		Mrs. Helen S. Bradley			5 S. Essex Ave. Margate City, N.J.
F.R.		Mrs. Mary L. Talley			5 Michigan Gardens Atlantic City, N.J.
A		Kathryn Macrie			847 - 12th St. Hammonton, N.J.
D		Beatrice Taub			101 N. Chelsea Ave. Atlantic City, N.J.
N.S.		Dorothy M. Leek			3118 Fairmount Ave. Atlantic City, N.J.
N.S.		Minnie M. Mathis			6311 Park Boulevard Wildwood Crest, N.J.
N.S.		Virginia J. Locke			403 N. Oxford Ave. Ventnor, N. J.
A		Mrs. Elizabeth G. Lentine			927 Atlantic Ave. Apt. 2, Atlantic City
D		Mrs. Jean R. De Laurentis			513 Walnut St. NJ Hammonton, N. J.
N.S.		Anne Louise Devlin			7909 Atlantic Ave. Margate, N. J.
D		Elizabeth M. J Devlin			34 North Hartford Ave. Atlantic City, N.J.
N.S.		Kathryn L. Haney			Cape May Court House, N J.
N.S.		Ray Freedman			2703 Arctic Ave. Atlantic City, NJ
N.S.		Mrs. Helen H. Dobson			612 N. Indiana Ave. Atlantic City, N.J.
F.R.		Ruby M Carman			1819 Baltic Ave. Apt. 123, Atlantic City, N.J.
A		Alma Lieberman			4807 Atlantic Ave. Ventnor City, N J.
Report on the list as soon as practicable, but within the next eight days, as these persons are needed for consideration for employment elsewhere.					
On the basis of merit and fitness contact immediately all persons to whom you will give favorable consideration.					
(over)					

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

Form 1844d
2d sheet of
1844 a,b,c

V1:ASB:AG

LIST NO. 3638

SECOND CIVIL SERVICE DISTRICT

Page 8

Issued to the

from the register Date 7-6-42

*ACTION	Salary Offered	NAME	Place of Registration	RATING	POST OFFICE ADDRESS
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This list may contain the names of persons permanently employed in the Federal Service. Any person so employed may not under Executive Order 9063 be offered appointment without the written consent of the activity wherein employed unless the activity in which he was formerly employed is in a lower priorities classification or if he was serving under appointment limited to appointment of six months or less.

Please use the enclosed form 2877A in directing persons to report for the physical examination, in order that you may determine that the person appointed is physically qualified.

Papers not accompanying.

A TRUE COPY:

Albert S. Straff
ALBERT S. STRAFF
2nd Lt., A.C.

COLORED CIVILIAN EMPLOYEES, BTC#7, AAFTTC
Atlantic City, New Jersey

As of September 25, 1942

- - -

AIR CORPS:

<u>No.</u>	<u>Position</u>	<u>Salary (Per Annum)</u>
3	Under Clerk	\$1260
1	Under Clerk-Typist	"
7	Jr. Janitor	1200
<u>1</u>	Jr. Clerk (Prop.&Supply)	1440
12		

MEDICAL CORPS:

4	Jr. Cook	\$1320
19	Mess Attendant	1080
25	Janitor	1080
<u>48</u>		

QUARTERMASTER CORPS:

10	Unskilled Laborer	1200
8	(Temp) Unskilled Laborer	1200
6	Jr. Storekeeper	1440
3	Auto. Mechanic's Helper	1500
1	Auto Mechanic	1860
13	Laundry Operative	720
<u>41</u>		

CORPS OF ENGINEERS:

4	Jr. Stationary Fireman	1320
<u>1</u>	Jr. Storekeeper	1440

SIGNAL CORPS:

NONE

TOTAL: 106

COLORED CIVILIAN EMPLOYEES, BTC#7, AAFTTC
Atlantic City, New Jersey

As of November 25, 1942

- - -

AIR CORPS:

<u>No.</u>	<u>Position</u>	<u>Salary (Per Annum)</u>
4	Under Clerk	\$1260
18	Jr. Janitor	1200
1	Under Clerk-Typist	1260
<u>1</u>	Jr. Clerk (Prop. & Supply)	1440
Total: 24		

MEDICAL CORPS:

6	Jr. Cooks	\$1320
26	Mess Attendants	1080
<u>39</u>	Janitors	1080
Total: 71		

QUARTERMASTER CORPS:

12	Unskilled Laborer	\$1200
6	Jr. Storekeeper	1440
1	Auto Mechanic	1860
4	Auto Mechanic Helper	1500
2	Laundry Janitor	600
16	Laundry Operative	720
<u>1</u>	Laundry Extractorman	1020
Tot: 42		

CORPS OF ENGINEERS:

26	Jr. Stationary Fireman	1320
<u>1</u>	Jr. Storekeeper	1440
Total: 27		

SIGNAL CORPS:

NONE

TOTAL: 164

encl 3'

October 27, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Reference is made to your memorandum of October 13, 1942, regarding the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City.

The information contained in the second paragraph is not sufficiently specific for a determination of the question raised in the basic communication. May this office be informed in what respects were the qualifications of the applicants appointed better than those of Miss Smith? May it also be furnished a copy of War Service list No. 3638, on which her name appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission?

With reference to the third paragraph of your memorandum, may this office be informed of the categories in which the 106 colored employees in the office concerned are employed?

Civilian Aide to the Secretary
of War

*Wanted
COFF*

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

October 13, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of September 8, 1942, regarding the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

2. Miss Smith was certified by the Second U. S. Civil Service Region, New York City, on War Service list No. 3633 on which there were seventy-four names certified for Junior Clerk-Typist positions. A letter of availability was sent to each certified person regarding his availability for employment. Miss Smith was interviewed and told she would be notified when to report if she were selected. Her selection was not made because other applicants of better qualifications were appointed.

3. A report just received indicates that, of a total of 477 civilian employees in this particular office, 106 are colored. It appears that no discrimination is being practiced in the appointment of employees at this post.

4. If this office can be of further assistance in this case, please advise us.

Wm H Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training



joa/h

October 13, 1942

MEMORANDUM TO: Civilian Aide to the Secretary of War

1. Reference is made to your memorandum of September 8, 1942, regarding the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

2. Miss Smith was certified by the Second U. S. Civil Service Region, New York City, on War Service list No. 3638 on which there were seventy-four names certified for Junior Clerk-Typist positions. A letter of availability was sent to each certified person regarding his availability for employment. Miss Smith was interviewed and told she would be notified when to report if she were selected. Her selection was not made because other applicants of better qualifications were appointed.

3. A report just received indicates that, of a total of 477 civilian employees in this particular office, 106 are colored. It appears that no discrimination is being practiced in the appointment of employees at this post.

4. If this office can be of further assistance in this case, please advise us.

WM H. KUSHNICK

Wm. H. Kushnick
Director of Civilian Personnel
and Training

September 8, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice the complaint of Miss Emily C. Smith, 508 North Indiana Avenue, Atlantic City, New Jersey, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist with the Army Air Forces Replacement Training Center at Atlantic City, New Jersey.

Miss Smith states that she received a letter from that Replacement Training Center, dated July 7, 1942, inquiring as to her availability for appointment; that she reported to the office on July 8 and was interviewed by Lieutenant Salus, who told her he would inform her in the next few days when to report.

Miss Smith further states that she telephoned Lieutenant Salus three days later and he told her (a) that all equipment was not ready and there was a shortage of typewriters; (b) that only persons with Civil Service ratings were being selected; and (c) that when she questioned him about appointing applicants immediately after interview, he said perhaps they were better qualified or had more experience than she.

She also states that on the day she was interviewed, there were white girls waiting to be interviewed, with white slips, and later she learned that they were employed as interviewed.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Civilian Aide to the Secretary
of War

Carroll

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE
OFFICE FOR EMERGENCY MANAGEMENT

WAR MANPOWER COMMISSION

WASHINGTON, D. C.

Chairman
PAUL V. McNUTT
FEDERAL SECURITY ADMINISTRATOR

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

Dear Judge Hastie:

This office has received a complaint from Miss Emily C. Smith, 508 N. Indiana Avenue, Atlantic City, New Jersey, who feels that she has been discriminated against because of her race in her efforts to secure employment as a Junior Typist with the War Department Headquarters, AAFRTC Convention Hall, Atlantic City, New Jersey.

She alleges that she received a letter from the War Department Headquarters, AAFRTC, Atlantic City, dated July 7 inquiring if she was available if offered an appointment. She reported to the office on July 8 and was interviewed by Lt. Salus, who told her that he would call her informing her when to report in the next few days. Miss Smith called Lt. Salus three days later and he stated "(a) They did not have all equipment ready and there was a shortage of typewriters; (b) Only taking those with Civil Service status; (c) When I questioned him about putting on girls immediately after an interview, he said maybe they were more qualified and had more experience; (d) Don't call or come to him anymore, when he needed more help he would notify proper persons".

She alleges further that on the day she went for an interview there were white girls waiting to be interviewed with white slips and later she learned that the white girls were being employed as interviewed. Miss Smith further states "on the afternoon of July 8th, I called Lt. Salus for Miss Bertha Burke, 512 N. Indiana Avenue, as she was told at the Convention Hall to go home and call Lt. Salus' office for an appointment. Lt. Salus told me that they were taking only typists with Civil Service status and they would have to be interviewed by Mr. Stewart at 8 A. M. next morning. Those not having Civil Service status call next week.

"Saturday morning I went with Miss Burke to the U. S. Employment Office. She had been told to get a "yellow slip" from the office. A man at the Information desk made several excuses and when I pressed him about

(cont'd)



The Honorable
William H. Hastie

-2-

September 5, 1942

those with Civil Service status he gave her a yellow blank Form 2374, and told her that after all it was up to Col. Glassburn who he would accept".

Will you kindly have this matter investigated and a report furnished this office upon completion of the investigation.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary

CONFIDENTIAL - SECURITY INFORMATION

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

Dear Judge Hastie:

This office has received a complaint from Miss Emily C. Smith, 503 N. Indiana Avenue, Atlantic City, New Jersey, who feels that she has been discriminated against because of her race in her efforts to secure employment as a Junior Typist with the War Department Headquarters, AAFRTC Convention Hall, Atlantic City, New Jersey.

She alleges that she received a letter from the War Department Headquarters, AAFRTC, Atlantic City, dated July 7 inquiring if she was available if offered an appointment. She reported to the office on July 8 and was interviewed by Lt. Salus, who told her that he would call her informing her when to report in the next few days. Miss Smith called Lt. Salus three days later and he stated "(a) they did not have all equipment ready and there was a shortage of typewriters; (b) only taking those with Civil Service status; (c) when I questioned him about putting on girls immediately after an interview, he said maybe they were more qualified and had more experience; (d) Don't call or come to him anymore, when he needed more help he would notify proper persons".

She alleges further that on the day she went for an interview there were white girls waiting to be interviewed with white slips and later she learned that the white girls were being employed as interviewed. Miss Smith further states "on the afternoon of July 8th, I called Lt. Salus for Miss Bertha Burke, 512 N. Indiana Avenue, as she was told at the Convention Hall to go home and call Lt. Salus' office for an appointment. Lt. Salus told me that they were taking only typists with Civil Service status and they would have to be interviewed by Mr. Stewart at 8 A. M. next morning. Those not having Civil Service status call next week.

"Saturday morning I went with Miss Burke to the U. S. Employment Office. She had been told to get a "yellow slip" from the office. A man at the information desk made several excuses and when I pressed him about

(cont'd)

The Honorable
William H. H. Stie

-2-

September 3, 1942

those with Civil Service status he gave her a yellow blank Form 237h,
and told her that after all it was up to Col. Glassburn who he would
accept".

Will you kindly have this matter investigated and a report
furnished this office upon completion of the investigation.

Sincerely yours,

George H. Johnson
Assistant Executive Secretary

Randerson/vb

UNITED STATES DEPARTMENT OF LABOR

September 5, 1942

Miss Emily C. Smith
508 N. Indiana Avenue
Atlantic City
New Jersey

Dear Miss Smith:

This is to acknowledge receipt of your letter of August 7 in which you present detailed information of your efforts to secure employment with the War Department in Atlantic City, New Jersey.

Your complaint will be investigated and a report furnished you upon completion of the investigation.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Henderson/vb
Rfd. Bastie

September 16, 1942.

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

Dear Mr. Cramer:

Reference is made to Mr. Barron's letter of July 21, 1942, forwarding to this office the complaint of Mrs. Nellie I. Snyder, Loma Linda, California, and to your letter of August 10, 1942, forwarding the complaint of Mr. Frank M. Corbit, Sacramento Air Depot, Sacramento, California, concerning religious discrimination by reason of work schedules which did not permit religious observances by employees of various faiths.

The formulation of a general policy for the War Department has delayed replies to your letters. That policy has now been worked out. Attached hereto is a copy of Administrative Memorandum No. 55, dated and effective September 10, 1942, which states the policy of the War Department on religious holidays. It is believed that this memorandum effects a satisfactory adjustment of this matter.

Sincerely yours,

Civilian Aide to the Secretary
of War

*caution
file
SVC.*

WJ/jt

September 14, 1942

MEMORANDUM FOR: William H. Rustie, Civilian Aide
to the Secretary of War

SUBJECT: Policy on Religious Holidays

1. Reference is made to your memorandum to the Director of Civilian Personnel and Training on August 19, 1942, inquiring about the policy of the War Department with respect to work arrangements to permit religious observances by employees of various faiths.

2. Attached for your information is the policy on religious holidays issued in Administrative Memorandum No. 55, dated and effective September 10, 1942. It is believed that this memorandum supplies the information which you desire.

WM. H. KUSHNICK

Wm. H. Kushnick
Director of Civilian Personnel
and Training

July 27, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a complaint from the Religious Liberty Association alleging that religious discrimination was practiced against Mrs. Nellie I. Snyder, 402 Central Avenue, Loma Linda, California, in her effort to secure employment with the Army Air Depot, San Bernardino, California.

The complaint states that Mrs. Snyder was refused appointment to a clerical position at that post because she is a Seventh Day Adventist and would not work on Saturday. A copy of the letter from the President's Committee is attached hereto.

In view of the fact that it is the general policy of the Department to give consideration to and make arrangements for the religious observances of various faiths, may this office have a report on the facts in this case in order that it may be determined whether there has been any violation of the directives prohibiting discrimination in Federal employment on account of religion?

Civilian Aide to the Secretary
of War

COFFER
351

July 27, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

This office has received from the President's Committee on Fair Employment Practice a complaint from the Religious Liberty Association alleging that religious discrimination was practiced against Mrs. Nellie I. Snyder, 402 Central Avenue, Loma Linda, California, in her effort to secure employment with the Army Air Depot, San Bernardino, California.

The complaint states that Mrs. Snyder was refused appointment to a clerical position at that post because she is a Seventh Day Adventist and would not work on Saturday. A copy of the letter from the President's Committee is attached hereto.

In view of the fact that it is the general policy of the Department to give consideration to and make arrangements for the religious observances of various faiths, may this office have a report on the facts in this case in order that it may be determined whether there has been any violation of the directives prohibiting discrimination in Federal employment on account of religion?

Civilian Aide to the Secretary
of War

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

July 21, 1942

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

Dear Judge Hastie:

We are in receipt of a complaint from the Religious Liberty Association concerning Mrs. Nellie I. Snyder, 402 Central Avenue, Loma Linda, California, in which she alleges that she was discriminated against in her efforts to secure employment with the Army Air Depot, San Bernardino, because of her religious faith.

Mrs. Snyder asserts that on June 8, 1942 she applied at the employment office of the San Bernardino Army Air Depot for a clerical position and was interviewed by a Mr. Arch Noble, who allegedly informed her that her qualifications and background were satisfactory and that he could use her, but because she is a Seventh Day Adventist and would not work on Saturday, his Commanding Officer, Colonel Beau, would not permit him to employ Mrs. Snyder. Mrs. Snyder states she volunteered to work longer hours or make any other shift arrangements but was unable to prevail upon Mr. Noble to accept her.

Inasmuch as other divisions of the War and Navy Departments make accomodating arrangements for the few Seventh Day Advensists employed by them, it is req ested that an investigation be made into this complaint to determine the basis for Mr. Noble's action, with a view toward effecting a satisfactory adjustment of this matter.

Sincerely,


Harry I. Barron
Administrative Assistant



PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

OFFICE MEMORANDUM

To: Judge William H. Hastie

Date: July 14, 1942

From: George M. Johnson *G.M.J.*

The President's Committee on Fair Employment Practice is in receipt of an affidavit of Mr. Chauncey E. Spencer, alleging that Negro employees at the Sub Depot Air Base at Tuskegee, Alabama are being discriminated against solely because of their race.

A copy of Mr. Spencer's affidavit is attached and it is requested that you investigate this complaint and furnish the Committee with a report.

Attachment

P
Y

A F F I D A V I T

STATE OF OHIO,
MONTGOMERY COUNTY, ss:

On this 16th day of June, A. D. 1942, before me the undersigned Notary Public in and for the above County and State, personally appeared Chauncey E. Spencer, who after being first duly cautioned and sworn according to law, makes the following statements, to-wit:

That on the 7th of May, 1942, while employed at Patterson Field, Dayton, Ohio, as Aircraft Instrument Mechanic, he was transferred to Tuskegee, Alabama, Sub Depot Air Base, Engineering department, under the same designation.

Two days after being employed at Tuskegee, Alabama Air Base, a meeting was called by Capt. William G. Williams, who, at that time was Lieutenant, in command of the Sub Depot supply. The meeting was called of the entire Sub Depot personnel to familiarize said group of the policy of this Depot. One of the first things that Capt. Williams told the men and women assembled there, being approximately two hundred in number, was this: "A lot of you people have come from northern, eastern and western states; you're now down South, and I want you all to get it through your heads to respect the southern white man, and if you don't know how, you can see some of these colored people who were born and raised here and if you're not satisfied with what they tell you, you might just as well get out now or else we'll fire every last one of you." This statement made by the commanding officer in words and manner, was not at all accepted by the civilian employees there assembled, especially when it came from Capt. Williams who was a native of New Hampshire, and the conduct of the majority of the white officers in charge of civilian employees, was everything but pleasant; and that, coupled with the flagrant discriminations

ordered and practised throughout the entire unit was extremely unpleasant. As for example--- all Negro civilian employees were ordered to use the restaurant for colored only, and to use rest rooms separate and apart from the whites.

"Shorty" Barnes, foreman over Aero-Repair in the Engineering department told his men, "when I came down here I was instructed to take a command in one hand and a whip in the other, and give it to you people." The shop superintendent, whose name is Hennecks, told one of the Negro employee who was aspiring for the position as Aero-Inspector, that if he (the shop superintendent) could not be Inspector himself he would sent to Patterson Field, Dayton, Ohio, or somewhere and get a white man for the position. This shop superintendent, by no means does he choose his words when he addresses the Negro civilian employees. He's very dogmatic; his approach is always accompanied by oaths and profanity, and he, the commanding officer, and several of the foreman, are constantly threatneing to discharge the civilian employees for no just cause whatsoever. These threats make working conditions intolerable, but have been tolerated by the majority of civilian employees because of their desire to protect their Civil Service status.

The commanding officer and other men in authority are constantly pointing out to the civilian employees the values, rights, and privileges of our democratic form of government, and the sacrifices that are being made on the fields of battle by the enlisted men, but fail and refuse to recognize the Negro as part and parcel of this democracy.

Several officers have frequently expressed themselves as being quite displeased with having to work with "nigger" officers, in the presence of both civilian and military employees.

One of my saddest experiences was in connection with the fatal accident

of Cadet Dawson of Texas, and the serious accident of Cadet Lawson, who suffered injuries in the crash and was removed to a civilian hospital for treatment. When a Negro medical officer from Tuskegee post visited the injured Cadet, the officer was not permitted to enter the hospital by way of the front entrance, but was ordered to enter and leave through the rear entrance, even though he was in officer's uniform of the United States army.

Another case was of a civilian employee whose status is Aircraft Instrument mechanic, who was ordered by the foreman of another department to go out of his line of duty to perform unskilled labor, to-wit: Go out in front of the hangar and sweep off the "ramp." At the said time this man had been making tests on instruments, and giving instruction to a group of enlisted men, who are also engaged in the same line of duty. When ordered to do this work the man noticed that there were eight men available, whose designations were, unskilled laborers. He, therefore, refused to do this work and was suspended for a 7-day period, and had deducted from his pay approximately Sixty Dollars (\$60.00). He contested this suspension, in writing, to the commanding officer, and as a result no action whatsoever was taken.

These and similar actions on the part of the commanding officers in charge and the whites in authority, are what I mean by saying that conditions for Negro employees at the Tuskegee, Alabama, Sub Depot Air Base, are intolerable.

Further affiant sayeth not.

/s/ Chauncey E. Spencer

Subscribed and sworn to before me by the above named Chauncey E. Spencer, this 16th day of June, A. D. 1942.

/s/ Gilbur Waitus
NOTARY PUBLIC IN AND FOR
MONTGOMERY, COUNTY, OHIO

October 20, 1942.

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

Dear Mr. Johnson:

On October 1, 1942, you forwarded to this office the complaint of Mr. Anthony Stellon, 635 K Street, Northeast, Washington, D. C., alleging that he was discriminated against, on account of his national origin, in his effort to obtain employment with the Charles H. Tompkins Company on a construction job in Bellevue, District of Columbia.

I am informed that the work at Bellevue is being prosecuted by the Navy Department.

Incidentally, I am advised by the Labor Relations Branch, Corps of Engineers, that field offices of that Corps and contractors working under their jurisdiction have been directed to comply in full with Executive Order No. 8802 by letter of the Labor Relations Branch, dated August 17, 1942, subject "Compliance with Executive Order No. 8802," which inclosed a directive from the Director, Civilian Personnel Division, Services of Supply, dated August 3, 1942, on the same subject.

Sincerely yours,

Civilian Aide to the Secretary
of War

ADDRESS REPLY TO
CHIEF OF ENGINEERS, U. S. ARMY
WASHINGTON, D. C.

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ENGINEERS
WASHINGTON

REFER TO FILE No. CE 600.1 (Bellevue, D.C.)
(Labor) SPEKL

October 17, 1942.

MEMORANDUM FOR THE OFFICE OF THE ASSISTANT SECRETARY OF WAR
(Attention: Judge William H. Hastie,
Civilian Aide to the Secretary of War).

SUBJECT: Alleged Racial Discrimination at Bellevue, D. C.

1. Reference is made to your memorandum to Lieutenant Colonel C. D. Barker, dated October 7, 1942, concerning a complaint from Mr. Anthony Stellon, 635 K Street, Northeast, Washington, D. C., alleging that he was discriminated against because of his national origin in seeking employment with the Charles H. Tompkins Company on a job at Bellevue, D. C.
2. The work is being prosecuted by the Navy Department so the file is returned for referral to the proper agency.
3. Field Offices of the Corps of Engineers and the contractors working under their jurisdiction have been required to comply in full with Executive Order No. 8802 by letter of this Office, dated August 17, 1942, subject "Compliance with Executive Order No. 8802," which inclosed a directive from the Director, Civilian Personnel Division, Services of Supply, dated August 3, 1942, on the same subject.

For the Chief of Engineers:



C. D. BARKER,
Lt. Col., Corps of Engineers,
Chief, Labor Relations Branch,
Construction Division.

1 Incl.
Ltr to Lt.Col.Barker,
fm. Judge Hastie,10/7/42



24. 10. 26 21 1942
DISPATCHED
O. C. E.

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

October 7, 1941.

MEMORANDUM

TO: The Chief of Engineers
(Attention: Lieutenant Colonel C. D. Barker,
Labor Relations Branch, Construction Division)

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Anthony Stellon, 635 K Street, Northeast, Washington, D. C., alleging that he was discriminated against, on account of his national origin, in his effort to obtain employment with the Charles H. Tomkins Company which is constructing facilities for the War Department in Bellevue, District of Columbia.

Mr. Stellon states that he was referred to Lieutenant Dookey, a War Department representative on the site, who refused him employment because of his Italian descent. He alleges that Lieutenant Dookey remarked: "I have no doubt of you as a good citizen, but you have been too long with Mussolini."

Mr. Stellon was seeking a job as cement finisher. The Committee states that he is an American citizen.

William H. Hastie
Civilian Aide to the Secretary
of War

October 7, 1942.

MEMORANDUM

TO: The Chief of Engineers
(Attention: Lieutenant Colonel C. D. Barker,
Labor Relations Branch, Construction Division)

This office has received from the President's Committee on Fair Employment Practice the complaint of Mr. Anthony Stellon, 335 K Street, Northeast, Washington, D. C., alleging that he was discriminated against, on account of his national origin, in his effort to obtain employment with the Charles H. Tomkins Company which is constructing facilities for the War Department in Bellevue, District of Columbia.

Mr. Stellon states that he was referred to Lieutenant Dookey, a War Department representative on the site, who refused him employment because of his Italian descent. He alleges that Lieutenant Dookey remarked: "I have no doubt of you as a good citizen, but you have been too long with Mussolini."

Mr. Stellon was seeking a job as cement finisher. The Committee states that he is an American citizen.

Civilian Aide to the Secretary
of War

10/10/42

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

October 1, 1942

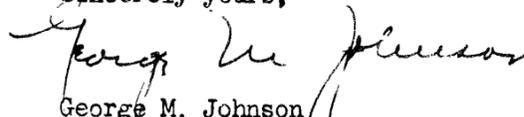
The Honorable
William H. Hastie
Civilian Aide
War Department
Washington, D. C.

Dear Judge Hastie:

This office has received a complaint from Mr. Anthony Stellon, 635 K Street, Northeast, Washington, D. C., that was referred to this office by Representative Vito Marcantonio. He states that on September 25 he sought employment with the Charles H. Tompkins Company, which is constructing facilities for the War Department in Bellevue, D. C. Mr. Stellon was referred to Lieutenant Dookey, a War Department representative on the site, who refused him employment because he was of Italian descent. Lieutenant Dookey remarked it was alleged, "I have no doubt of you as a good citizen; but you have been too long with Mussolini." Mr. Stellon is an American citizen and has applied for a position as cement finisher.

Will you kindly investigate this matter and furnish this office with a report upon completion of the investigation.

Sincerely yours,



George M. Johnson
Assistant Executive Secretary



July 23, 1944.

Mr. Lawrence T. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1495 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

Receipt is acknowledged of two communications from you, both dated July 20, 1944, transmitting the complaint of Mr. Charles A. Gordon, dated May 19, 1944, and the complaint of Mr. Herbert C. Stewart, dated June 2, 1944, both addressed to Mr. Milton A. Webster of Chicago.

On May 27 Mr. Gordon sent the identical complaint directly to this office. On June 9 I wrote him that he should take up the matter of his promotion first with his immediate superiors and that if no Negroes are being upgraded at the New Orleans Port of Embarkation, I would be pleased to have detailed information concerning the men whom he said had been passed over because of their race. I have not heard from him since.

On April 25 the Civil Service Commission referred to the Secretary of War the complaint of Mr. Stewart, addressed to Mrs. Roosevelt, in which he alleged that he had been discriminated against because of race and had not received a promotion from his position as Packer at the New Orleans Port of Embarkation. An investigation of this complaint was made and Mr. Stewart was furnished the contents of the report, and it was suggested that he take up the matter of his promotion with his superiors.

Enclosed herewith are copies of my letters to Mr. Gordon and Mr. Stewart.

Sincerely yours,

Civilian Aide to the Secretary
of War

35276

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

Date 7/20/42

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. Herbert C. Stewart of 583 N. Prieur St., New Orleans, La., under date of 6/2/42, charging discrimination against the War Department.

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

Sincerely yours,

Lawrence W. Crumer

Lawrence W. Crumer
Executive Secretary

by George Johnson

Enc.

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Mr. M.P. Webster
4231 Michigan Ave.
Chicago, Ill.
6/2/42

Mr. M. P. Webster.

Dear Sir:

I am writing about the conditions of the Negroes at the New Orleans Port of Embarkation, this being my third letter about these conditions; I am hoping you will give me more consideration than I have previously received. Sorry I did not have your address before. The conditions are so deplorable that I am trying to get a transfer to some other department with the Government. My first trouble was in June-1941 when I was told by the Chief Inspector of the clothing department, Mr. Thackrah, that he did not see why the Civil Service sent Negroes on the job when there were other people on the list that they could send.

I then wrote to the Quartermaster General for a transfer, and was informed that they could not assist me in locating a vacancy to which I could be transferred; but suggested that I ascertain what Government departments maintain field offices in my City, and submit an application for a transfer direct to that office, which I have done. I also wrote to Mrs. Roosevelt submitting my problems to her; but received just about the same reply. I am stating some of the conditions the Negro has on the reservation of the N.O.P.E.

I was appointed Dec 16 1940, as packer in the inspection department until April 1941, when this department was removed to Memphis, Tenn.

My average percentage was 94.00, my relative standing on the register was #1. All white packers since then have been promoted to checkers with more pay, and one temporary laborer that came on the job about nine months later than I did, has been made foreman over the packers, without passing the Government civil service test; and this foreman (Dominick La Nary) tells me, a man that has had 30 years experience in packing "that if I am told by one of the checkers to put a ton in a piece of tissue paper to do so," and 75% of these checkers cannot measure the cubic feet of a box; and I must because my skin is dark do what these people tell me to do. Now if these things are not throwing a wrench in the wheels of defense, nothing is. This is the first position which I have held under the Government, but I know what my work is and how to do same, and then to have to take orders from some one that has never seen a box of merchandise until he was hired here, is pretty hard; and before I do my work the wrong way, I would rather be transferred to some other defense work; through politics there some men (white), that are promoted to higher positions by Mr. Emerson, Superintendent of labor, that cannot make out their civil service papers, because they cannot spell or write. Negroes are even barred from certain rest rooms, while the whites have the privilege to use any one that he sees fit to use, he can use the Negro rest room, but when you go into theirs you are insulted, and told to go to the back. I am sure the Negro Soldiers are not segregated on the battle field for Democracy.

Hoping I have not taken up too much valuable time.

I beg to remain,

Respectfully yours,
Herbert C. Stewart
683 N. Prieur St., New Orleans, La.

July 23, 1942.

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

Dear Mr. Cramer:

Receipt is acknowledged of two communications from you, both dated July 20, 1942, transmitting the complaint of Mr. Charles A. Gordon, dated May 19, 1942, and the complaint of Mr. Herbert C. Stewart, dated June 2, 1942, both addressed to Mr. Milton A. Webster of Chicago.

On May 27 Mr. Gordon sent the identical complaint directly to this office. On June 9 I wrote him that he should take up the matter of his promotion first with his immediate superiors and that if no Negroes are being upgraded at the New Orleans Port of Embarkation, I would be pleased to have detailed information concerning the men whom he said had been passed over because of their race. I have not heard from him since.

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Enclosed herewith are copies of my letters to Mr. Gordon and Mr. Stewart.

Sincerely yours,

Civilian Aide to the Secretary
of War

35276

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

Date 7/20/42

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. Charles A. Gordon of 2322 New Orleans St., New Orleans, La., under date of 5/19/42, charging discrimination against the War Department.

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

Sincerely yours,

Lawrence W. Greener
Lawrence W. Greener
Executive Secretary *by George H. Flewson*

Enc.

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New Orleans, La.
May 19, 1942

Mr. M. P. Webster
Member of F.E.P.C
4231 Michigan Avenue
Chicago, Ill.

Dear Mr. Webster:

Being employed at N.O.P.O.E. filling every job called upon and handled in a very successful manner, from labor, foreman, checker, assistant, storekeeper, and general handy man, for the last 22 years and was then made squad foreman, then Jr. foreman, March 15, 1942. Since then other men have been employed off of W.P.A. jobs and other sources, and have been given higher rates than I with larger salaries.

Robert M. Floyd employed 1½ years has been given Sr. Foreman with \$1500.00 annually, who worked in a gang with me, and to whom I taught everything from my own experience. Dominick Laveri was also given promotion from temporary laborer and put in charge of packers.

After I was rated as Jr. Foreman I was given a squad of men to work, while other Jr. Foreman are allowed to take charge of different departments.

Mr. Emerson who is Sup. of Labor gives to his friends the best jobs with larger salaries, but I who assisted him, he just gives me the run around. I know men who have made checkers, store keepers and other positions within 30 days, but all my 20 years seems to have been forgotten. John D. Morris the Sr. Storekeeper with whom I have worked for 22 years and he knows of my value to him, yet he will not go to the front for me, after all he is the balance of power, as all officers in charge has been transferred to other departments. My personal questionnaire in Washington may give you an idea that I am worth more money. Order 8806 issued by the President is only for some. I know that I can name 12 men on the job, who are qualified for positions and increased salaries, but who are ignored because of Racial Discrimination.

If it is necessary I'll furnish letters from officers who I worked under during years of service, and have them write to you.

Fair play doesn't seem to prevail here. I was the key man on this job for 20 years laborer, packer, checker, assistant storekeeper, foreman and many other duties for laborers pay. I never had a single penny added to my salary for 21 years until 1941 - \$5.00 and March 1942 \$10.00. It seems if a man without any efficiency is worth \$1,500 annually. With my experience I should be worth \$1,500 or more, unless there is a difference of which I don't know. If order 8806 is to be enforced on this job, there should be a man of my type appointed to see that it is. I am sorry for any Negro who is waiting a chance for promotion. I don't blame the officers for my condition, but I do blame Mr. Morris, storekeeper, and Mr. Emerson, Supt. of Labor, as they know of my honesty, dependency, and intelligence in handling things in this line of work.

There is a vacancy for Sr. Foreman paying \$1,500 to \$1,680 annually about to be filled by John Banna a former W.P.A. worker, but I feel that with my experiences and

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the years of service that I have given, I should be considered for this position. I have a wife and five children and would appreciate any thing that can be done to help me receive reward for the many years of service that I have rendered.

Thanking you in advance, I remain very grateful for your cooperation in this matter.

Very truly yours,

/s/ Charles A. Gordon

Charles A. Gordon
2322 New Orleans Street
New Orleans, Louisiana

June 2, 1942.

Mr. Herbert C. Stewart,
1808 Annette Street,
New Orleans, Louisiana.

Dear Mr. Stewart:

The Civil Service Commission forwarded to the Secretary of War under date of April 25, 1942, a copy of your letter addressed to Mrs. Roosevelt and referred to the Commission, in which you alleged that you had been discriminated against because of race in that you had not been promoted from your present position as Packer at the New Orleans Port of Embarkation.

Your complaint has been investigated. The report of the investigation states as follows:

a. Mr. Herbert C. Stewart, 1808 Annette Street, was probationally appointed December 16, 1940, as a Packer, ungraded, \$1200 per annum, and has worked in this capacity since that date.

b. With reference to the alleged discrimination, on the part of the Port Quartermaster, in the selection of colored laborers for the positions of Squad or Junior Foreman, it has been determined that neither race nor creed enters into the selection of laborers for promotion to higher designations, and that selections are based on demonstrated qualifications for the positions to be filled. This is borne out by the fact that twenty-four former colored laborers from the Warehousing Division have been promoted to Squad or Junior Foreman, two have been promoted to Under Storekeepers and one to Junior Storekeeper.

c. Investigation further discloses that Mr. Stewart was considered for promotion along with other laborers, and that selection was made from those possessing higher qualifications.

d. The records further disclose that, as of April 9th, there were 3170 civilians employed by the Port Quartermaster, of which 1088 were Negroes.

copy of
letter to CAFFP
P.C.-F.S.

Mr. Herbert C. Stewart
June 1, 1944
Page 2

Since the initiation of your promotion is an administrative matter within the jurisdiction of the New Orleans Port of Embarkation, I would suggest that you take up the matter with your superiors.

Sincerely yours,

Assistant Civilian Aide to the Secretary
of War

WAR DEPARTMENT
CIVILIAN PERSONNEL DIVISION
WASHINGTON, D. C.

May 21, 1942

MEMORANDUM to the Civilian Aide to the Secretary of War

There is transmitted herewith a copy of the letter from the U. S. Civil Service Commission dated April 25, relative to the complaint of Mr. Herbert C. Stewart, 1808 Annette Street, New Orleans, Louisiana, who alleges that he has been discriminated against because of race and has not received a promotion from his present position as Packer at the New Orleans Port of Embarkation. This Office has requested an investigation of this charge be made, and the following report has been received.

"a. Mr. Herbert C. Stewart, 1808 Annette Street, was probationally appointed December 16, 1940, as a Packer, ungraded, \$1200. per annum, and has worked in this capacity since that date.

"b. With reference to the alleged discrimination, on the part of the Port Quartermaster, in the selection of colored laborers for the positions of Squad or Junior Foremen, it has been determined that neither race nor creed enters into the selection of laborers for promotion to higher designations, and that selections are based on demonstrated qualifications for the positions to be filled. This is borne out by the fact that twenty-four former colored laborers from the Warehousing Division have been promoted to Squad or Junior Foremen, two have been promoted to Under Storekeepers and one to Junior Storekeeper.

"c. Investigation further discloses that Mr. Stewart was considered for promotion along with other laborers, and that selection was made from those possessing higher qualifications.

"d. The records further disclose that, as of April 9th, there were 3170 civilians employed by the Port Quartermaster, of which 1088 were negroes."

This Office has not communicated with Mr. Stewart, and the above information is transmitted for your information.

Wm. H. Kushnick

Wm. H. Kushnick
Director of Civilian Personnel
and Training



May 21, 1942

Subject: Mr. Stewart to the Civilian Aide to the Secretary of War

There is transmitted herewith a copy of the letter from the U. S. Civil Service Commission dated April 25, relative to the complaint of Mr. Herbert C. Stewart, 1808 Annette Street, New Orleans, Louisiana, who alleges that he has been discriminated against because of race and has not received a promotion from his present position as Packer at the New Orleans Port of Embarkation. This Office has requested an investigation of this charge be made, and the following report has been received.

"a. Mr. Herbert C. Stewart, 1808 Annette Street, was probationally appointed December 16, 1940, as a Packer, ungraded, \$1300. per annum, and has worked in this capacity since that date.

"b. With reference to the alleged discrimination, on the part of the Port Quartermaster, in the selection of colored laborers for the positions of Squad or Junior Foremen, it has been determined that neither race nor creed enters into the selection of laborers for promotion to higher designations, and that selections are based on demonstrated qualifications for the positions to be filled. This is borne out by the fact that twenty-four former colored laborers from the Warehousing Division have been promoted to Squad or Junior Foremen, two have been promoted to Under Storekeepers and one to Junior Storekeeper.

"c. Investigation further discloses that Mr. Stewart was considered for promotion along with other laborers, and that selection was made from those possessing higher qualifications.

"d. The records further disclose that, as of April 9th, there were 3170 civilians employed by the Port Quartermaster, of which 1088 were negroes."

This Office has not communicated with Mr. Stewart, and the above information is transmitted for your information.

Wm. H. Kushnick
Director of Civilian Personnel
and Training

C O P Y

UNITED STATES CIVIL SERVICE COMMISSION
Washington, D. C.

CX:JPC:ARM

April 25, 1942

The Honorable
The Secretary of War

Sir:

There is transmitted herewith a letter of April 12, 1942, addressed to Mrs. Roosevelt and referred to the Civil Service Commission in which Mr. Herbert C. Stewart of 1808 Annette Street, New Orleans, La., advises that apparently because of racial discrimination he can not receive promotion in his position as Packer and Checker at the New Orleans Port of Embarkation, and, as a result, inquires as to the method of obtaining transfer to another agency in which his "talent and qualifications" would be considered in connection with promotional possibilities. The Commission has advised Mr. Stewart of the procedure for filing application for transfer under the provisions of the applicable Civil Service Regulations pursuant to Executive Order No. 9067.

Since the initiation of a promotion is an administrative matter within the jurisdiction of the department or agency concerned, the letter is respectfully referred to the Department for appropriate consideration of this matter and other points discussed in his letter. In accordance with the Commission's agreement with the President's Committee on Fair Employment Practice, a copy of the letter is also being transmitted to that Committee under the provisions of Executive Order No. 8802. The Commission has acknowledged receipt of Mr. Stewart's letter but has not advised him of this referral.

By direction of the Commission:

Very respectfully,

L. A. Moyer
Executive Director
and Chief Examiner

Inclasure 98209

June 1, 1942.

Mr. Lawrence P. Cramer,
Executive Secretary,
President's Committee on Fair
Employment Practice,
1436 G Street, N. W.,
Washington, D. C.

Dear Mr. Cramer:

I am enclosing herewith a copy of a letter I am today sending Mr. Herbert C. Stewart, 1808 Annette Street, New Orleans, Louisiana, with reference to his letter of April 12, 1942, addressed to Mrs. Roosevelt and referred to the Civil Service Commission. The Commission forwarded a copy of his letter to the Secretary of War and advised that in accordance with its agreement with the President's Committee on Fair Employment Practice, a copy of the letter was also being transmitted to you. This office, however, has received no letter from the Committee regarding Mr. Stewart's complaint. The enclosed copy of the letter to him explains itself.

Sincerely yours,

Assistant Civilian Aide to the Secretary
of War

CONFIDENTIAL

August 24, 1942.

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

Dear Mr. Cramer:

Receipt is acknowledged of your letter of August 10, 1942, forwarding to Judge Hastie a copy of a letter written to Colonel D. P. Page, Bureau of Public Relations, War Department, by Mr. Carl Murphy, editor of the Afro-American, Baltimore, Maryland, under date of July 29, 1942, with reference to the assignment of Mr. Ollie Stewart as a foreign war correspondent.

It is my understanding that this matter has been settled finally to the satisfaction of the Afro-American.

Sincerely yours,

Truman K. Gibson, Jr.,
Assistant 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

August 10, 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 a copy of a letter sent by Mr. Carl Murphy, President of the Afro-American, to Mr. D. P. Page of the War Department, together with its enclosures.

This copy was forwarded me by Mrs. Roosevelt presumably because in her judgment there was involved the question of possible discrimination in employment opportunity based on race.

Can you advise me if the War Department is taking any action to give Mr. Ollie Stewart equal consideration with other potential war correspondents to serve the press he represents?

Recent strictures against Negro newspapers have included the criticism that these newspapers do not make an effort to gather news and present it factually. If the Negro press is cut off from the source of news, there may be reason why the criticisms against the Negro press may be valid, although responsibility for the situation would not in the circumstances rest on the Negro press itself.

I shall be glad to have any information you can give me on his status.

Sincerely yours,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosures



159,058

July 29, 1942

Dear Sir:

The enclosed digest of correspondence with the War Department since March 17th indicates that we have had difficulty in getting a correspondent abroad.

Although not stated in any of this correspondence, word has come to me that the quotas of correspondents with troops are filled and Mr. Ollie Stewart cannot be assigned unless there is a death or removal.

In reply to this I beg leave to state that so far as I know, there are no colored correspondents with our troops abroad and Mr. Stewart, when assigned, will represent the Afro-American newspapers in Newark, Philadelphia, Washington, D. C., Richmond and Baltimore.

There is a great need of such correspondent to bring to these colored newspapers at home, and their millions of readers, the intimate work of these boys to which they have been looking forward for some time.

Mr. Stewart is ready, has received his inoculations and we have secured every other clearance except the final one from the War Department. I strongly urge that he be permitted to go at once, if necessary, using the first available plane to Europe.

Respectfully yours,

Carl Murphy
President

Mr. D. P. Page
Lt. Col. C. S. C.
Chief, Publication & Special Assignment Branch
War Department
Bureau of Public Relations
Washington, D. C.

March 18, 1942 Letter to	Major J. Noel Macy Planning & Liaison Branch Bureau of Public Relations War Department - Munitions Bldg. Washington, D. C. requesting certification of Ollie Stewart for foreign service as correspondent en- closing Personal Information Questionnaire and three passport size photos.
March 19, 1942 Letter from	Major J. Noel Macy, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C. acknowledging receipt of application and advising that it takes a month or so to clear a correspondent.
March 20, 1942	Ollie Stewart ordered by this office to Washington in order to work with the War Department and ex- pedite his sailing abroad.
March 26, 1942 Letter to	Major Richardson, Planning and Liaison Branch, Bureau of Public Relations, "When the next contingent of colored troops is sent to Australia or Hawaii, we would like to have Mr. Stewart assigned to accompany them. We would also like a correspondent assigned to go with colored soldiers being sent in considerable numbers to bases in the Atlantic."
March 31, 1942 Letter from	Department of State requesting information as to whether Ollie Stewart was to be employed on a salary basis or was being sent abroad to write special articles.
April 6, 1942 Letter from	R. Ernest Dupuy, Colonel, G. S. C., Chief, Planning and Liaison Branch, Bureau of Public Relations, advising Ollie Stewart to be inoculated against typhoid, paratyphoid, typhus, yellow fever and tetanus and vaccinated against smallpox.
April 8, 1942 Letter from	R. B. Shipley, Chief, Passport Division asking specifically what countries Ollie Stewart wants to visit.
April 9, 1942 Letter to	Colonel R. Ernest Dupuy, Chief, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C. advising that Mr. Stewart has taken prophylactic precautions and is ready to sail promptly on notice.

April 11, 1942 Letter to Major Richardson, Planning and Liaison Office, Department of Public Relations, War Department, Washington, D. C.,
advising that we have plans to get Stewart to Australia via San Francisco and requesting certification.

April 13, 1942 Letter to Major Richardson, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C.
(Same letter as sent March 26th)

May 3, 1942 Letter to Col. R. Ernest Dupuy, Chief, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C.
"Please advise concerning application for certification of Ollie Stewart as a foreign correspondent, in any foreign field, made on March 18th.

"I earnestly urge that he be permitted to leave at the earliest possible date."

May 11, 1942 Letter from R. Ernest Dupuy, Colonel, G.S.C., Chief, Planning and Liaison Branch, Bureau of Public Relations, advising that Ollie Stewart has not received clearance by the proper authorities.

June 27, 1942 Letter from R. Ernest Dupuy, Bureau of Public Relations, War Department, Washington, D. C.
advising that the "War Department has completed preliminary arrangements for credentials for Ollie Stewart at any time you wish to send this correspondent into combat areas prompt consideration will be given to accrediting him."

June 30, 1942 Letter to Col. Dupuy, Bureau of Public Relations, War Department, Washington D. C.
"Thank you for your information concerning Ollie Stewart who has been certified as a war correspondent.

"This is to assure you that he is available to leave immediately for any over-seas sector which you may designate and the request is hereby made that he be assigned to a contingent of soldiers, going abroad as soon as possible."

July 17, 1942 Letter from Col. D. P. Page, Chief, Publications & Special Assignment Branch,
suggesting that Ollie Stewart spend a visit to army camps in Fort Huachuca, Arizona and adds that at the present time they are not likely to have any troop movements which would

-3-

be of any special interest to our readers.

July 25, 1942 Letter from

Ollie Stewart

"Colonel Dupuy said that something is about
to break and it would concern me."

August 10, 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 sent by Mr. Carl Murphy, President of the Afro-American, to Mr. D. P. Page of the War Department, together with its enclosures.

This copy was forwarded me by Mrs. Roosevelt presumably because in her judgment there was involved the question of possible discrimination in employment opportunity based on race.

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I shall be glad to have any information you can give me on his status.

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Enclosures
Cramer/cs

159,058

July 29, 1942

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Although not stated in any of this correspondence, word has come to me that the quotas of correspondents with troops are filled and Mr. Ollie Stewart cannot be assigned unless there is a death or removal.

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There is a great need of such correspondent to bring to these colored newspapers at home, and their millions of readers, the intimate work of these boys to which they have been looking forward for some time.

Mr. Stewart is ready, has received his inoculations and we have secured every other clearance except the final one from the War Department. I strongly urge that he be permitted to go at once, if necessary, using the first available plane to Europe.

Respectfully yours,

Carl Murphy
President

Mr. D. P. Page
Lt. Col. C. S. C.
Chief, Publication & Special Assignment Branch
War Department
Bureau of Public Relations
Washington, D. C.

March 18, 1942 Letter to	Major J. Noel Macy Planning & Liaison Branch Bureau of Public Relations War Department - Munitions Bldg. Washington, D. C. requesting certification of Ollie Stewart for foreign service as correspondent en- closing Personal Information Questionnaire and three passport size photos.
March 19, 1942 Letter from	Major J. Noel Macy, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C. acknowledging receipt of application and advising that it takes a month or so to clear a correspondent.
March 20, 1942	Ollie Stewart ordered by this office to Washington in order to work with the War Department and ex- pedite his sailing abroad.
March 26, 1942 Letter to	Major Richardson, Planning and Liaison Branch, Bureau of Public Relations, "When the next contingent of colored troops is sent to Australia or Hawaii, we would like to have Mr. Stewart assigned to accompany them. We would also like a correspondent assigned to go with colored soldiers being sent in considerable numbers to bases in the Atlantic."
March 31, 1942 Letter from	Department of State requesting information as to whether Ollie Stewart was to be employed on a salary basis or was being sent abroad to write special articles.
April 6, 1942 Letter from	R. Ernest Dupuy, Colonel, G. S. C., Chief, Planning and Liaison Branch, Bureau of Public Relations, advising Ollie Stewart to be inoculated against typhoid, paratyphoid, typhus, yellow fever and tetanus and vaccinated against smallpox.
April 8, 1942 Letter from	R. B. Shipley, Chief, Passport Division asking specifically what countries Ollie Stewart wants to visit.
April 9, 1942 Letter to	Colonel R. Ernest Dupuy, Chief, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C. advising that Mr. Stewart has taken prophylactic precautions and is ready to sail promptly on notice.

April 14, 1942 Letter to Major Richardson, Planning and Liaison Office, Department of Public Relations, War Department, Washington, D. C.,
advising that we have plans to get Stewart to Australia via San Francisco and requesting certification.

April 18, 1942 Letter to Major Richardson, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C.
(Same letter as sent March 26th)

May 9, 1942 Letter to Col. R. Ernest Dupuy, Chief, Planning and Liaison Branch, Bureau of Public Relations, War Department, Washington, D. C.
"Please advise concerning application for certification of Ollie Stewart as a foreign correspondent, in any foreign field, made on March 18th.

"I earnestly urge that he be permitted to leave at the earliest possible date."

May 11, 1942 Letter from R. Ernest Dupuy, Colonel, G.S.C., Chief, Planning and Liaison Branch, Bureau of Public Relations, advising that Ollie Stewart has not received clearance by the proper authorities.

June 27, 1942 Letter from R. Ernest Dupuy, Bureau of Public Relations, War Department, Washington, D. C.
advising that the "War Department has completed preliminary arrangements for credentials for Ollie Stewart at any time you wish to send this correspondent into combat areas prompt consideration will be given to accrediting him."

June 30, 1942 Letter to Col. Dupuy, Bureau of Public Relations, War Department, Washington D. C.
"Thank you for your information concerning Ollie Stewart who has been certified as a war correspondent.

#This is to assure you that he is available to leave immediately for any over-seas sector which you may designate and the request is hereby made that he be assigned to a contingent of soldiers, going abroad as soon as possible."

July 17, 1942 Letter from Col. D. P. Page, Chief, Publications & Special Assignment Branch,
suggesting that Ollie Stewart spend a visit to army camps in Fort Huachuca, Arizona and adds that at the present time they are not likely to have any troop movements which would

-3-

be of any special interest to our readers.

July 23, 1942 Letter from

Ollie Stewart

"Colonel Dupuy said that something is about
to break and it would concern me."

February 3, 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 28, 1942, you forwarded to this office the complaint of Mrs. Mattie P. Swain, Dixon, Illinois, alleging that racial discrimination had been practiced against her in her effort to secure employment on the production line or as charwoman at the Green River Ordnance Plant, operated by the Stewart-Warner Corporation at Amboy, Illinois.

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

a. The Stewart-Warner Corporation operators have advised the Office of the Commanding Officer, Green River Ordnance Plant, Dixon, Illinois, that Mrs. Swain was employed on December 14th, 1942.

b. The operators of this Corporation do not file their applications by race or color, and it is quite possible that although Mrs. Swain filed application in August that her application was not pulled until December.

c. The operators have made a survey of the locality in an attempt to secure Negro help, but have found that the percentage of colored people in this locality is very small, and, in most cases, they are already employed.

The Committee may wish to check this report with Mrs. Swain.

Sincerely yours,

Acting Civilian Aide to the Secretary
of War

*Rec'd
Swain*

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

SPGC-L
201 - Swain, Mattie
(1-5-43)

January 22, 1943

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

Subject: Mattie Swain.

1. Reference is made to your memorandum dated January 5, 1943, to this office, wherein you requested an investigation be made of the complaint of alleged racial discrimination against Mrs. Mattie P. Swain.
2. This office requested the Ordnance Department to conduct an investigation of this complaint, results of which are as follows:
 - a. The Stewart-Warner Corporation operators have advised the Office of the Commanding Officer, Green River Ordnance Plant, Dixon, Illinois, that Mrs. Swain was employed on December 14th, 1942.
 - b. The operators of this Corporation do not file their applications by race or color, and it is quite possible that although Mrs. Swain filed application in August that her application was not pulled until December.
 - c. The operators have made a survey of the locality in an attempt to secure Negro help, but have found that the percentage of colored people in this locality is very small, and, in most cases, they are already employed.
3. Should your office feel that this reply is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

For the Commanding General:



James P. Mitchell
JAMES P. MITCHELL
Director, Civilian Personnel Division

JAN 23 43 PM



WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

January 5, 1942

MEMORANDUM

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

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. Mattie P. Swain, Dixon, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment on the production line or as a charwoman at the Green River Ordnance Plant, a Government-owned but privately-operated plant at Amboy, Illinois.

Mrs. Swain states that after she received a call on December 3, 1942, she went to the plant to see about a job and she was told that colored women were not being hired; that the plant was hiring only white women and that the plant did not know when it would do any hiring of Negro women. Mrs. Swain further states that her application has been on file at the Green River Ordnance Plant since August.

May the facts in this case be investigated to determine whether there has been any violation of Executive Order No. 8802 and the contract provision obligating the contractor not to discriminate against any worker because of race or color?

Civilian Aide to the Secretary
of War

35216

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

Date December 28, 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 Mrs. Mattie P. Swain of Dixon, Illinois, under date of December 4, 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. Cramor
by *George W. Johnson*
Lawrence W. Cramor
Executive Secretary

Enc.

6-0684-WP

C
O
P
Y

2111 West Third St.
Dixon, Illinois
December 4, 1942

Fair Employment Practice
Washington, D. C.

Dear Sir:

I have a son in the armed services and a daughter employed in Government Services in Wash. D. C. I have another son an A-I that goes to take a test tomorrow.

My husband passed Sept 24, 1941 and since my eldest son goes to take his test tomorrow he is my only dependent.

I have two daughters in high school and with no help other than my son it's a struggle.

After being called yesterday, I went out to see about the job and they told me they weren't taking no one but white women girls they weren't taking colored people yet.

My application has been at the "Green River Ordnance Plant" since August, they said they were sorry but they were only hiring white girls but my name was in that group but they didn't know when they would be hiring colored women.

I ask for a job on the Production line or else cleaning up the office.

Thanking you in advance.

Yours respectfully

/s/(Mrs. Mattie P. Swain
2111 West Third Street

December 3, 1942

Mr. David S. Selvin
Bay Area Council Against Discrimination
516 Mills Building
San Francisco, California

Dear Mr. Selvin:

Receipt is acknowledged of your letter of November 27, enclosing correspondence between the Council Against Discrimination and the United States Engineer Office in San Francisco.

An investigation has already been requested. As soon as a report is received, you will be advised of the findings.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Received
C. A. Selvin*

Bay Area

COUNCIL AGAINST DISCRIMINATION

An organization to combat discrimination because of race, creed, color or national origin

516 Mills Building • EXbrook 1013
San Francisco

November 27, 1942

Mr. William H. Hastie
Civilian Aid to the Secretary of War
Washington, D. C.

Dear Mr. Hastie:

I am enclosing herewith copies of the correspondence between the Council Against Discrimination and the Office of United States Engineers in San Francisco.

I hope this will clarify the situation in a way in which my letter of November 12 failed to do.

Sincerely yours,


David F. Selvin

DFS:VR
Enc.

John D. Barry, *honorary chairman* • Walter A. Gordon, *chairman* • J. Vernon Burke, *vice-chairman*
Mrs. Robert McWilliams, *secretary* • David F. Selvin, *executive secretary and treasurer* • EXECUTIVE COMMITTEE:
Miss Berlinda Davison, Aubrey Grossman, J. F. Imperial, Thomas Jackson, Mrs. Irene Kwas, Mrs. Lovell Langstroth,
J. T. Wagner, Louis V. Vasquez, Sam Young, and officers

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*Reporter of Decisions
 Supreme Court of California*
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Physician
 EDWARD A. ZEISLER
*Executive Secretary
 Bnai B'rith, District Grand Lodge No. 4*
 DR. THOMAS H. WRIGHT
Dean, Grace Cathedral

COPY

BAY AREA
COUNCIL AGAINST DISCRIMINATION
516 Mills Building
San Francisco

October 12, 1942

Mr. F. W. Schram
Marine Department
U. S. Engineers Procurement Division
of San Francisco
401 Custom House
San Francisco, California

Dear Mr. Schram:

The following complaint has been submitted to the Council Against Discrimination:

On the basis of a proper requisition to the Marine Cooks and Stewards Association, Marion Myers, Negro seaman and messman, was dispatched to the U.S. Engineers to a job on the USE dredge, McKenzie. Myers was told by the man in charge of the tug that was to take him to the dredge that colored men could not get along on the ship, that there were no quarters for colored men on this particular dredge, and that according to instructions white and colored men cannot be mixed. Myers did not go to the dredge since he was convinced he would not be accepted on the job.

If the situation is as represented, the Council very strongly believes that the policy set forth in President Roosevelt's executive order is applicable to government as well as employers and labor organizations. Segregation is both the cause and effect of discriminatory practices which we feel are in contradiction to the spirit and letter of the President's policy.

We hope that you can take steps by which this situation can be remedied. We urge you to do so, not only because of the President's policy, but because it is the democratic thing to do.

Yours very truly,

/s/ DAVID F. SELVIN
DAVID F. SELVIN
Executive Secretary

DFS:FS

CC U. S. Engineers, Washington, D.C.
CC President's Committee on Fair Employment Practice
CC Dr. Robert Weaver

Attention:
Civil Works Division

COPY

WAR DEPARTMENT
United States Engineer Office
401 Custom House
San Francisco, California

October 16, 1942

Mr. David F. Selvin,
516 Mills Building,
San Francisco, California.

Dear Mr. Selvin:

Your letter of October 12, 1942, addressed to Mr. F. W. Schramm, Marine Superintendent of this office (not the Engineer Procurement Division), has been received, and I am very glad to have the opportunity of bringing some facts relative to this matter to your attention.

This office does not discriminate against anyone because of race, creed, color, or national origin, and this tolerance -- if that is the proper term -- is not the result of the President's Executive Order, but is a practice of long standing. As a matter of fact, we have a large number of negroes in our employ at present, and we have had them employed in past years. In so far as national origin is concerned our payrolls carry names originating in all parts of the world.

However, on our hopper dredges, conditions are such that it is not yet advisable to mix the races. These dredges are ships, in which the men sleep and spend their leisure time in small confined quarters. All five messmen, for instance, sleep in one small room. The only opportunity for the men of the crew to get away from each other is when some are given shore leave on Saturday evenings and Sundays. They must all be aboard again when the dredge leaves its dock at Sunday midnight.

Both the dredges, MACKENZIE and KINGMAN (practically a sister ship of the MACKENZIE) are working on urgent war construction. Because of the peculiar adaptability of hopper dredges to the work on which they are engaged, both dredges are saving very large sums of money for the United States and, more important yet, both are being instrumental in materially shortening the time of construction of two large and urgently needed projects.

Pursuant to the President's order, this office made a careful investigation of the probable result of employing negroes on the dredges. It was found that the certain result would be that most of the crew would leave. This would tie up the dredges, with the very serious consequence of delaying completion of the war projects on which they are working. This being the case, and mindful of the responsibility of this office for the successful prosecution of war construction, I think you will agree with me, that the right decision was made, and that the time for placing two races so closely together had best wait until possible failure would be less critical.

For the District Engineer:

Very truly yours,

/s/ HARRY S. POND

HARRY S. POND,
Major, Corps of Engineers,
Executive Assistant.

November 18, 1942

Mr. David F. Selvin
Council Against Discrimination
516 Mills Building
San Francisco, California

Dear Mr. Selvin:

I have received your letter of November 12.

The one letter which you enclosed does not make clear to me the entire situation. If you will send me a copy of the letter to which you are replying I believe I can better understand the matter at issue.

Sincerely yours,

Civilian Aide to the Secretary
of War

*Received
11/18/42*

Bay Area

COUNCIL AGAINST DISCRIMINATION

An organization to combat discrimination because of race, creed, color or national origin

516 Mills Building • EXbrook 1013
San Francisco

November 12, 1942

Mr. William R. Hastie
Civilian Aide to the Secretary of War
Washington, D. C.

Dear Mr. Hastie:

At the suggestion of Clarence Johnson, Field Representative of the Negro Manpower Service of the War Manpower Commission, I am enclosing herewith a copy of a letter to the United States Engineers Office in San Francisco.

A copy of the original letter to the United States Engineers in San Francisco was sent to the United States Engineers in Washington.

We would appreciate whatever assistance you can give us.

Yours very truly,

David F. Selvin
David F. Selvin

DFS:VR
Enc.

John D. Barry, *honorary chairman* • Walter A. Gordon, *chairman* • J. Vernon Burke, *vice-chairman*
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Bay Area Council Against Discrimination
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 (As of July 15, 1942)

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 JONATHAN ROWELL
Attorney
 REV. EUGENE J. SHEA
Assistant Director, Catholic Charities
 A. F. ST. SURE
Judge, U. S. District Court
 JOHN W. SHENK
*Associate Justice
 Supreme Court of California*
 FRANK SLABY
*President
 United Automobile Workers, No. 76*
 MRS. M. C. SLOSS
 W. CLYDE SMITH
*Executive Secretary
 Church Extension Board of the
 Presbytery of San Francisco*
 WALTER J. STACK
Patrolman, Marine Firemen
 REV. RUSSELL B. STAINES
Church of St. Mary the Virgin
 HILDA STEINHART
 MRS. JACK S. STRAUSS
 REV. MARVIN R. STUART
Trinity Methodist Church
 DR. E. GUY TALBOTT
*Pacific Coast Director
 Citizens for Victory*
 MATHEW O. TOBRINER
Attorney
 ROGER J. TRAYNOR
*Associate Justice
 Supreme Court of California*
 LARRY VAIL
*Secretary-Treasurer
 Department Store Employees Union*
 LOUIS V. VASQUEZ
Attorney
 ALEXANDER WATCHMAN
*Member
 Industrial Accident Commission*
 ANNIE CLO WATSON
*Executive Secretary
 International Institute*
 MRS. ARLINGTON WHITE
 SAUL E. WHITE
Rabbi, Temple Beth Shalom
 EVA V. WILLIAMSON
 GEORGE WILSON
*Secretary
 S. F. Industrial Union Council*
 WILLIAM WINTER
Radio Commentator
 BERNARD E. WITKIN
*Reporter of Decisions
 Supreme Court of California*
 DR. ERNST WOLFF
Physician
 EDWARD A. ZEISLER
*Executive Secretary
 Bnai B'rith, District Grand Lodge No. 4*
 DR. THOMAS H. WRIGHT
Dean, Grace Cathedral

COPY

November 12, 1942

Harry S. Pond
Major, Corps of Engineers
Executive Assistant
United States Engineers
401 Customhouse
San Francisco, California

Dear Sir:

I hope that you will excuse this belated reply to your letter of October 16. An eastern trip prevented me from giving your letter the prompt reply to which it is entitled.

The Council Against Discrimination cannot accept the reasoning which underlies the policy of your office. Its practical effect is to deny work opportunities to Negroes in the field where your policy is applied. Such a policy imparts primarily a rationalization of discrimination, rather than an unwillingness to discriminate.

We, of course, cannot know how the investigation referred to in your letter was undertaken; it has been our experience that contentions of this sort seldom have complete foundation in fact. From experience we know that the National Maritime Union, with some 60,000 members, as well as the Marine Cooks and Stewards, with a considerable membership, do not draw any color line in the assignment of crews to ships operating under their jurisdiction. The experience of these two groups directly contradicts the dire predictions you make.

The real principle at stake is whether Negroes are to be accorded equal opportunity in this field, or whether that opportunity is to be denied because of the existence, or the presumed existence of prejudice.

If we are to carry out the policy announced in Executive Order 8802, as well as the policy of the Secretary of War, it is difficult to see how the policy announced can be maintained.

Major Harry S. Pond

2

November 12, 1942

It has long been an assumption of many of us that it is impossible to mix races on any job however close the quarters may be. Whenever that assumption has been challenged, generally speaking, it has proved to be fallacious. It is time, we think, that this assumption be challenged more widely and more energetically. The result, we are confident, will be of direct benefit to the war effort of the American people.

Yours very truly,

David F. Selvin

DFS:VR

November 3, 1942

MEMORANDUM

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

This office has received from the President's Committee on Fair Employment Practice a complaint submitted by Mr. David F. Selvin of the Bay Area Council Against Discrimination, San Francisco, California, alleging that racial discrimination was practiced against Marion Myers in his effort to obtain employment on the United States Engineers' dredge McKensie.

Attached hereto is a copy of Mr. Selvin's letter of October 12, 1942, addressed to Mr. F. W. Schram, Marine Department, United States Engineers' Procurement Division of San Francisco, regarding this matter. I understand that a copy of the attached letter has been forwarded to the Office of the Chief of Engineers.

If an investigation has already been undertaken in this case, may this office be furnished a copy of the report in order that it may advise the President's Committee of the findings? If an investigation has not been undertaken, 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?

Civilian Aide to the Secretary
of War

*Consider
copy
BT*

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

October 24, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

I am enclosing herewith a copy of a letter received from Mr. David F. Selvin, Bay Area Council Against Discrimination 516 Mills Building, San Francisco, California, in regard to the complaint of Marion Myers against the U. S. Engineers Office. You will note that this matter has already been referred to the U. S. Office of Engineers, Washington, D. C.

It is requested that this office be furnished with a report on the investigation into this matter.

Sincerely yours,



George M. Johnson
Assistant Executive Secretary

Enclosure



October 24, 1942

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

Dear Judge Hastie:

I am enclosing herewith a copy of a letter received from Mr. David F. Selvin, Bay Area Council Against Discrimination 516 Mills Building, San Francisco, California, in regard to the complaint of Marion Myers against the U. S. Engineers Office. You will note that this matter has already been referred to the U. S. Office of Engineers, Washington, D. C.

It is requested that this office be furnished with a report on the investigation into this matter.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

COPY

BAY AREA COUNCIL AGAINST DISCRIMINATION
516 Mills Building
San Francisco, California

October 12, 1942

Mr. F. W. Schram
Marine Department
U. S. Engineers Procurement Division of San Francisco
401 Customs House
San Francisco, California

Dear Mr. Schram:

The following complaint has been submitted to the Council Against Discrimination:

On the basis of a proper requisition to the Marine Cooks and Stewards Association Marion Myers, Negro seaman and messman, was dispatched to the U. S. Engineers to a job on the USE dredge McKenzie. Myers was told by the man in charge of the tug that was to take him to the dredge that colored men could not get along on the ship, that there were no quarters for colored men on this particular dredge, and that according to instructions white and colored men cannot be mixed. Myers did not go to the dredge since he was convinced he would not be accepted on the job.

If the situation is as represented, the Council very strongly believes that the policy set forth in President Roosevelt's executive order is applicable to government as well as employers and labor organizations. Segregation is both the cause and effect of discriminatory practices which we feel are in contradiction to the spirit and letter of the President's policy.

We hope that you can take steps by which this situation can be remedied. We urge you to do so, not only because of the President's policy, but because it is the democratic thing to do.

Yours very truly

s/ David F. Selvin

DFS:FS
cc U. S. Engineers, Washington, D. C.
cc President's Committee on Fair Employment Practice
cc Dr. Robert Weaver

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

February 10, 1943

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

1. Reference is made to your memorandum of February 4, 1943, relative to the resignation of Mr. Othell Smith from his position with the Wright Field Signal Corps Procurement District, Dayton, Ohio.

2. Please be advised that this matter has been forwarded to the proper office of the Department and further reply will be made to you at a later date.

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



February 4, 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. Othell Smith, a former employee of the Wright Field Signal Corps Procurement District, alleging that he was forced to resign when he protested against being replaced by able-bodied men on jobs that he could perform. Mr. Smith has only one arm.

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

His complaint, on its face presents no question of race discrimination, but inasmuch as there is an urgent need for manpower, may this office be furnished a report of the facts in this case, in order that it may advise the Committee?

Acting Civilian Aide to the Secretary
of War

35276

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

Date _____

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

Dear Judge Hastie:

I transmit herewith two copies of an allegation made by _____ of _____, under date of _____, charging discrimination against the War Department.

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

Sincerely yours,

Lawrence W. Cramer
Executive Secretary

Enc.

C
O
P
Y

28 Saratoga Lane
Dayton, Ohio
January 12, 1943

Fair Employment Commission
Washington, D. C.

Dear Sir:

I am writing you asking that you please aid me in getting some consideration on a defense job. I was working at the Wright Field Signal Corps Procurement District, Building, under the supervision of Captain Minothe Keith. My work foreman's name was Copelan.

As learning in the news that men who were handicapped were eligible to get in the defense work, which I was very well pleased to learn that I could do something to help in the War effort. I was very successful in securing a job as a checker, I was on the checking and packing department about three weeks, which I was very much pleased with, then they changed me to tool and storage room keeper, without any reason on my part I was changed from that to an elevator operator. All three of these jobs which I could very well do with satisfaction, as being a man with the absence of my left arm, age 42, wife and two children, colored man. I feel that I have not been given a fair deal. Each one of those three jobs were taken from me and given to men who had two hands and were able to do any kind of work. It seems as if these bosses don't give people who are handicapped any consideration.

I am writing this letter asking you to please investigate these facts that I have stated to you. I have went to every officer which I know of here that has power in this defense work and I told them the same story, they didn't give me any consideration, so this is the last step, of which I know to take. Your immediate attention will be appreciated by me.

I went to my superior Captain Keith, and ask him why it was that he wouldn't let me stay on the job that I could do, he told me that he had right to place on the job whom ever he saw fit. He also asked me to turn in my resignation and so I did at his command, so I now wait an answer from you.

Yours truly,

Othell Smith

P. S.

I left this job the 29th of Dec.

February 17, 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 September 16, 1942, you forwarded to this office the complaint of Miss Leona Stephens, Chicago, Illinois, alleging that racial discrimination had been practiced against her in her effort to secure employment as an Under Inspector in the Chicago Chemical Warfare Procurement District.

A report of the investigation into this complaint was submitted to this office under date of November 2, 1942. Subsequently, a copy of the Civil Service certificate, on which the name of Miss Stephens appeared and from which selections were made to fill the vacancies in the position of Under Inspector, was requested. Upon receipt of the certificate, an independent investigation by a representative of the Civilian Personnel Branch, Headquarters, Services of Supply, was requested. The report of this latter investigation states as follows:

Mr. J. J. Cismanec, Inspector of the Chemical Warfare Procurement District, and located in the plant of Stewart Die Casting Division of the Stewart Warner Corporation, 4535 West Fullerton, Chicago, Illinois, made telephone request upon the Chicago office of CWPD for three female under inspectors. Because this was a telephonic request no record of date is available, however, the jobs were approved August 27, 1942.

The office of CWPD requested the Civil Service Commission by telephone to certify a list of eligibles, which was furnished on August 27, 1942. Copy of this certificate No. 11022 WSR is attached to file.

The first eligible to report for interview was Marya B. Pelcola on August 28, 1942 and who commenced work Aug. 29, 1942. She had previous mechanical

Mr. Lawrence W. Grauer
February 17, 1943
Page 2

assembly and inspection experience.

The second eligible to report for interview was Bernice Franks, on August 30, 1942, and who commenced work on September 21, 1942. The delay in reporting was because she had temporary employment which she wanted to complete. Due to her machine operating and inspecting experience Mr. Cisancec agreed to permit her to complete her temporary job.

The third eligible to report for interview was Martha Hatta, on August 30, 1942, and who commenced work on Aug. 31, 1942. She had mechanical assembly and inspection experience.

While the records show that request was made for five under inspectors, it should have been three, and the records indicate that no more girls were employed until September 22, 1942.

The list furnished by the CSC on August 27 contained thirteen eligibles, and Mr. Cisancec employed the first three with the proper qualifications. The employing officer has the prerogative to select any from the list furnished by the Civil Service Commission without regard to the order listed, unless, of course, it involves a veteran or widow of a veteran.

The office where applicants apply for work in the Stewart Die Casting Division and which Mr. Cisancec is permitted to use, is about 6x12 feet, with one chair, and is used as headquarters by the plant guards. When anyone calls to see Mr. Cisancec he is contacted by a guard over the telephone in his office, which is located in the plant, and he goes to the above mentioned office. Upon arrival there he is put in touch with the person wishing to see him, whereupon he conducts them into a small office adjoining this receiving room.

Miss Leona Stephens states that she reported for interview on Monday, August 31, 1942, and from her own statement it will be noted that Mr. Cisancec had already selected the three girls he needed from the list which included her name.

Mr. Lawrence W. Cramer
February 17, 1943
Page 3

Miss Stephens further states that there was another girl in the room, but that Mr. Cicmanec interviewed her (Miss Stephens) first. It may have been perfectly true that there was another girl in the waiting room when she arrived, but it is evident that she must have been there to see someone else, as Mr. Cicmanec had already interviewed and selected three girls before Monday, August 31, 1942.

Mr. Cicmanec is an inspector and because he only has about forty-five people under his supervision, it is necessary that he do his own interviewing and selecting. Not being a trained employment or personnel man, it is understandable that his interviewing technique is not as professional as it may be, and it is likely that Miss Stephens was not aware of this.

At the present time Mr. Cicmanec has under his supervision thirty-nine white girls and five Negro girls, which would tend to disperse any discrimination.

The Civil Service certificate, on which Miss Stephens was certified to the Chicago Chemical Warfare Procurement District contained twelve names. From this list, three persons were appointed, two declined and seven, including Miss Stephens, were considered but not selected.

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

Sincerely yours,

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

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

SPGC-C 201 Stephens, Leona

February 9, 1943.

MEMORANDUM FOR THE SECRETARY OF WAR

Attention: Mr. Truman K. Gibson, Jr.

Subject: Discrimination against Miss Leona Stephens at
the Chicago Chemical Warfare Procurement
District, Chicago, Illinois.

1. Reference is made to your memorandum dated December 31, 1942, requesting that an independent investigation be made by a representative of this office to determine whether there has been any violation of the directives of this department prohibiting racial discrimination in Federal employment.
2. Investigation of the facts was made as directed by the representative of the Civilian Personnel Branch, Headquarters, Services of Supply. The report of the investigation is attached for your information.
3. Should your office feel that this report is unsatisfactory or incomplete, we shall be glad to direct a further investigation.

For the Commanding General:


JAMES T. O'CONNELL,
Lt. Colonel, General Staff Corps,
Executive Officer,
Industrial Personnel Division.

- 1 Incl.
Report dated
February 3, 1943.



FEB 11 43 PM

OUT



OUT

WAR DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

February 3, 1943

TO: Colonel A. E. Heron.

FROM: Major Morford.

SUBJECT: Miss Leona Stephens.

1. Investigation of facts in this matter with employing officer, office of Chicago Chemical Warfare Procurement District, and Civil Service Commission reveals that there was no act of discrimination. However, the facts are set forth as follows:

Mr. J. J. Ciomanec, Inspector for the Chemical Warfare Procurement District, and located in the plant of Stewart Die Casting Division of the Stewart Warner Corporation, 4535 West Fullerton, Chicago, Illinois made telephone request upon the Chicago office of CWPD for three female under inspectors. Because this was a telephonic request no record of date is available, however, the jobs were approved August 27, 1942.

The office of CWPD requested the Civil Service Commission by telephone to certify a list of eligibles, which was furnished on August 27, 1942. Copy of this certificate No. 11022 WSR is attached to file.

The first eligible to report for interview was Marya B. Pelcola on August 28, 1942 and who commenced work Aug. 29, 1942. She had previous mechanical assembly and inspection experience.

The second eligible to report for interview was Bernice Franks, on August 30, 1942, and who commenced work on September 21, 1942. The delay in reporting was because she had temporary employment which she wanted to complete. Due to her machine operating and inspecting experience Mr. Ciomanec agreed to permit her to complete her temporary job.

The third eligible to report for interview was Martha Hatta, on August 30, 1942, and who commenced work on Aug. 31, 1942. She had mechanical assembly and inspection experience.

While the records show that request was made for five

under inspectors, it should have been three, and the records indicate that no more girls were employed until September 22, 1942.

The list furnished by the CSC on August 27 contained thirteen eligibles, and Mr. Ciomanec employed the first three with the proper qualifications. The employing officer has the prerogative to select any from the list furnished by the Civil Service Commission without regard to the order listed, unless, of course, it involves a veteran or widow of a veteran.

The office where applicants apply for work in the Stewart Die Casting Division and which Mr. Ciomanec is permitted to use, is about 6x12 feet, with one chair, and is used as headquarters by the plant guards. When anyone calls to see Mr. Ciomanec he is contacted by a guard over the telephone in his office, which is located in the plant, and he goes to the above mentioned office. Upon arrival there he is put in touch with the person wishing to see him, whereupon he conducts them into a small office adjoining this receiving room.

Miss Leona Stephens states that she reported for interview on Monday, August 31, 1942, and from her own statement it will be noted that Mr. Ciomanec had already selected the three girls he needed from the list which included her name.

Miss Stephens further states that there was another girl in the room, but that Mr. Ciomanec interviewed her (Miss Stephens) first. It may have been perfectly true that there was another girl in the waiting room when she arrived, but it is evident that she must have been there to see someone else, as Mr. Ciomanec had already interviewed and selected three girls before Monday, August 31, 1942.

Mr. Ciomanec is an inspector and because he only has about forty-five people under his supervision, it is necessary that he do his own interviewing and selecting. Not being a trained employment or personnel man, it is understandable that his interviewing technique is not as professional as it may be, and it is likely that Miss Stephens was not aware of this.

At the present time Mr. Ciomanec has under his supervision thirty-nine white girls and five negro girls, which would tend to disperse any discrimination.

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

SPGC-1
201 - Leona Stephens
(11-11-42)

December 16, 1942

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

SUBJECT: Miss Leona Stephens.

1. Reference is made to your memorandum of November 11, 1942 in which you requested a copy of the Civil Service Certificate on which the name of Miss Leona Stephens appeared, and from which selections were made at the Stewart Die Casting Company, Chicago, Illinois, and also, information as to the number of Negroes employed in the Chicago Chemical Warfare Procurement District, and the categories in which they are employed.

2. In response to this request, we submit the following information:

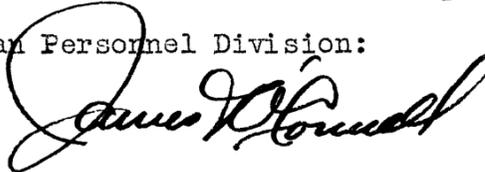
a. Attached hereto is a copy of the Civil Service Certificate in question.

b. The following is a list of the Negroes employed in this District:

3	CPC-5	Jr. Patrolmen	\$1,680.00 p.a.
2	UNCL. 9	Heavy Duty Truck Drivers	1,500.00 p.a.
1	UNCL. 11	Jr. Foreman	1,500.00 p.a.
4	UNCL. 6	Mobilift Operators	1,320.00 p.a.
5	CPC-5	Janitors	1,320.00 p.a.
1	CPC-3	Elevator Operator	1,320.00 p.a.
8	UNCL. 6	Classified Laborers	1,320.00 p.a.
13	UNCL. 6	" "	1,200.00 P.a.
6	UNCL. 9	C. W. S. Inspectors	4.80 p.d.
1	UNCL. 3	" "	4.08 p.d.
18	U	W. A. E. Temporary Laborers	.57 per hr.

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

For the Director, Civilian Personnel Division:



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



Incl.

Civil Service Certificate

DEC 15 12 PM

OUT  OUT

WAR DEPARTMENT
SERVICES OF OFFICERS
CIVILIAN PERSONNEL DIVISION

COPY

This information is confidential.

REPORT TO THE DISTRICT MANAGER ON CERTIFICATION
UNITED STATES CIVIL SERVICE COMMISSION

District Manager, 7th U. S. Civil Service District
Chicago, Illinois

AJP-Jr Cert. No.: 11022-WSR

Date: August 27, 1942

Executive Officer
Chicago Chemical Warfare
Procurement District
War Department
1614 Civic Opera Building
Chicago, Illinois.

Five Female Under Inspector C. W. Material, 51¢ per hour Ind. S.O.

(Position and salary)

(Nature of Appointment)

Stewart Die Casting Co., 4555 W. Fullerton Ave., Chicago, Illinois
(Place of employment)

REGISTRATION Mechanic-Learner, A-104 Continuous

<u>*ACTION</u>	<u>SALARY OFFERED</u>	<u>NAME</u>	<u>RATING</u>	<u>ADDRESS</u>
D		Eugenia J. Gidzinski		2254 W. Division St.
A		Marya B. Pelcola		4615 Malden
M.S.		Mrs. Leona Stephens		6216 Champlain Ave
A		Martha Matta		2520 Montana St.
N. S.		Edna F. Shead		6133 Prairie Ave.
N. S.		Mary E. Johnson		2954 N. Leating Av
D		Alma E. Liner		1416 Fletcher St.
N. S.		Magalene Lindsey		3552 Rhodes Ave.
A		Bernice Franks		2825 Maplewood Ave
H. S.		Loretta Ordman		1614 S. Trumbull Ave.
N. S.		Lucille F. Fritz		3443 N. Troy St.
N. S.		Ida O. Knowles		2446 Arthington St

If appointed, retention in the service will be subject to the appointee passing an investigation to determine general qualifications, suitability and fitness, which investigation will be conducted by the Civil Service Commission.

To be returned to the Manager of the 7th District by Sept. 3rd.

*Key Terms (A - Selected
(D - Declined
(FR - Failed to reply.
(NS - Considered but not selected.
(CRU - Communication returned undelivered.

November 11, 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 November 2, 1942 (SPGC-C 201), covering the report of the investigation into the complaint of Miss Leona Stephens, 6216 Champlain Avenue, Chicago, Illinois, who alleged that racial discrimination was practiced against her in her effort to secure employment as an Under Inspector in the Chicago Chemical Warfare Procurement District.

May this office be furnished a copy of the Civil Service certificate, on which the name of Miss Stephens appeared and from which selections were made to fill the vacancies in question, showing the notations and indorsements with which it was returned to the Civil Service Commission?

May this office also be advised how many Negroes are employed in the Chicago Chemical Warfare Procurement District and in what categories they are employed?

Civilian Aide to the Secretary
of War

11/11/42
Ira B. Cross, Jr.

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

SP7C-C 201 Stephens, Leona

November 2, 1942.

MEMORANDUM FOR THE OFFICE OF THE SECRETARY OF WAR
Attention: Judge William M. Hastic

Subject: Complaint of racial discrimination against
Miss Leona Stephens.

1. Replying to your letter of September 19 regarding a complaint of racial discrimination against Miss Leona Stephens, 6216 Champlain Avenue, Chicago, Illinois, the following is quoted from the report received in this office:

- a. A list of many names was furnished by the Civil Service Commission for consideration in the filling of three vacancies. The Civil Service Commission furnished more than three eligibles in order that the most qualified eligible could be obtained.
- b. The three vacancies had been filled several days previous to the time Miss Stephens applied.
- c. The inspector who interviewed the applicants was not aware that more than one applicant for this position was awaiting interview, but he stated that the same lobby is used by applicants being interviewed by the Stewart Die Casting Division. Applicants for positions in that division may have been present and Miss Stephens assumed that all were applicants for the position for which she was applying.

2. We trust that this indicates that no such discrimination exists as was complained of by Miss Stephens.

For the Director, Civilian Personnel Division:

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



NOV 4 4 21 PM



DEPARTMENT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

September 19, 1942

MEMO ANDUM

TO: The Director of Civilian Personnel and Training

Under date of September 16, 1942, the President's Committee on Fair Employment Practice forwarded to this office the complaint of Miss Leona Stephens, 6216 Champlain Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Inspector in the Chicago Chemical Warfare Procurement District.

She states that she was first told that the vacancy was not in the position for which she had taken the Civil Service examination, but was later told that only three girls were needed but a long list of names had been certified. She also points out that she was called out of turn and dismissed before other applicants were interviewed.

Attached hereto is a copy of her complaint.

Inasmuch as there is a Civilian Personnel Field Office in Chicago, may the facts in this case be investigated independently by the Manager of that office to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Civilian Aide to the Secretary
of War

35216

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

Date September 16, 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 Leona Stephens of 6216 Champlain Ave., Chicago, Ill., under date of September 1, 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. Crum

Lawrence W. Crum
Executive Secretary

by George H. Johnson

Enc.

September 19, 1942.

MEMORANDUM

TO: The Director of Civilian Personnel and Training

Under date of September 19, 1942, the President's Committee on Fair Employment Practice forwarded to this office the complaint of Miss Leona Stephens, 6216 Champlain Avenue, Chicago, Illinois, alleging that racial discrimination was practiced against her in her effort to secure employment as an Under Inspector in the Chicago Chemical Warfare Procurement District.

The basis of her complaint is that she was interviewed before her turn. She thinks that this was done so that she would not know whether the white girl, who was ahead of her, was employed or not. She also states that she was first told that the vacancy was not in the position for which she had taken the Civil Service examination, but was later told that only three girls were needed but a long list of names had been certified.

Attached hereto is a copy of her complaint.

Inasmuch as there is a Civilian Personnel Field Office in Chicago, may the facts in this case, may the facts in this case be investigated independently by the Manager of that office to determine whether there has been any violation of the directives prohibiting racial discrimination in the selection of Federal employees?

Civilian Aide to the Secretary
of War

C
O
P
Y

6216 Champlain Ave.,
Chicago, Ill.,
Sept. 1, 1942.

President's Committee on Fair Employment

Dear Sir:

I would like very much for you to do something about Negroes being discriminated in War production plants.

I passed a Civil Service examination, average 81.5 and was sent by the War Department, Chicago Chemical Warfare Procurement district 16th fl. 20 N. Wacker Drive, to 4534 Fullerton St., Mr. John Cicmanec, to be interviewed for position of under inspector.

I was turned down because of my color.

It was about nine twenty o'clock Monday August 31 when I talked to Mr. Cicmanec. There was a white girl ahead of me who also was sent by the Civil Service Com. This girl was ahead of me and should have been interviewed first but Mr. Cicmanec took me first, that was to get rid of me so I would not know if he hired the other girl or not.

He first first tried to get rid of me by telling me it was not the kind of job I had taken the examination for. When I told him that did not matter Mr. Cicmanec began to fish for something to say. He said in a very uncertain manner that he asked for only three girls and was sent a list of them about 18 or 20 inches long. He used his hands to show how long the list was.

Another thing when a person is being interviewed in an office where there are desks and chairs they are usually seated. Mr. Cicmanec stood and also had me to stand during the entire interview.

At the end he asked for my telephone number saying he might call me in a few days. It was not put on a card or anything

-2-

to be filed but a torn piece of foolscap paper.

The clerk of the War Dept. is Miss Evelyn G. Good.
My number is 79208.

Please do something about this condition. It is not
fair.

/s/ Leona Stephens

May 3, 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:

You forwarded to this office the complaint of Mrs. F. A. Stokes which was contained in a letter addressed to Mr. M. P. Webster by the Spokane, Washington Branch of the NAACP. It was alleged that racial discrimination was practiced against Mrs. Stokes in her effort to secure employment as a Junior Typist at Fort George Wright, Seattle, Washington.

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

a. Mrs. Stokes was hired and discharged before it was known by either the Quartermaster or the Assistant Quartermaster at Fort George Wright that she was of colored extraction, inasmuch as her Civil Service papers had not come through. From her appearance it was reported it would be nearly impossible to tell that she was of colored extraction.

b. Mrs. Stokes was referred to the Quartermaster Office in response to a request for qualified typists for the purpose of working in the Transportation Office, typing transportation requests which require a reasonably high degree of efficiency. She reported for duty and worked one day, during which time her work was observed by both the Quartermaster and Assistant Quartermaster as well as the Chief Clerk.

c. It is reported that her work was quite unsatisfactory and she was so advised at the end of the day with the suggestion that she continue her study at a business college, in as much as it was obviously impossible for her to perform even simple typing tasks.

d. Neither the Quartermaster nor the Assistant Quartermaster felt that Mrs. Stokes was entitled to any remuneration for the day's work she performed as it was

Mr. George H. Johnson,
President's Committee on Fair
Employment Practice,
May 3, 1943

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practically valueless. For this reason no payment was made at the time of her discharge. When, however, Mrs. Stokes later asked for payment for the day's work, Captain Hartnett sent her his personal check as he did not believe she could be paid from Governmental funds.

The complaint in this case stated in support of the charge of racial discrimination that while Mrs. Stokes was at Fort George Wright, Mrs. Ria Dora Boot reported for an interview; that she was not given any kind of interview but was told if she were needed she would be called. Mrs. Boot was said to be plainly colored. The Civil Service Certificate of May 26, 1942 on which the names of Mrs. Stokes and Mrs. Boot appeared showed that Mrs. Boot also was considered but not selected although there were six vacancies in the position of Junior Typist at the time she reported for an interview.

In this circumstance, this office requested a report of the facts on her nonselection. This report has now been received it states as follows:

a. It is noted from the evidence presented in the report that the certificate on which Mrs. Boots's name appeared, shows that the Civil Service Commission under date of May 26, 1942, certified to Fort George Wright the names of twenty eligibles for selection of seven female Junior Typists. From that certificate one person was appointed, seven persons declined, six failed to reply and six were considered but not selected. Those that were not selected were definitely not qualified due to lack of experience. Mrs. Boot was placed in this category. She was not selected for the same reason as the others. No complaint was made by the others and they were advised the same as Mrs. Boot.

You may wish to check these reports with both Mrs. Stokes and Mrs. Boot. If so, I shall be pleased to have any additional information at variance with them which you may receive.

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.

April 28, 1943

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

1. Please refer to your memorandum of October 17, 1942, addressed to the Director of Civilian Personnel, Services of Supply, concerning alleged discrimination against Mrs. Ria Dora Boot in her effort to secure employment as a Junior Typist at Fort George Wright, Seattle, Washington. The report has been referred to this office for reply to you.

2. It is noted from the evidence presented in the report that the certificate on which Mrs. Boot's name appeared, shows that the Civil Service Commission under date of May 26, 1942, certified to Fort George Wright the names of twenty eligibles for selection of seven female Junior Typists. From that certificate one person was appointed, seven persons declined, six failed to reply, and six were considered but not selected. Those that were not selected were definitely not qualified due to lack of experience. Mrs. Boot was placed in this category. She was not selected for the same reason as the others. No complaint was made by the others and they were advised the same as Mrs. Boot.

3. In view of the above facts, there appears to be no evidence that discrimination was practiced against Mrs. Boot.

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



October 17, 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 October 13, 1942 (SPGC-L, 201), reporting on the complaint of Mrs. F. A. Stokes who alleges that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist at Fort George Wright, Seattle, Washington.

The photostatic copy of the Civil Service certificate, on which Mrs. Stokes's name appeared, shows that the Civil Service Commission under date of May 26, 1942, certified to Fort George Wright the names of twenty eligibles for selection of seven female Junior Typists. From that certificate one person was appointed, seven persons declined, six failed to reply, and six were considered but not selected.

The complaint made in this case by the National Association for the Advancement of Colored People and filed with Mr. Milton P. Webster, a member of the President's Committee on Fair Employment Practice, a copy of which was forwarded with the basic communication, states in support of the charge of racial discrimination that while Mrs. Stokes was at Fort George Wright, Mrs. Ria Dora Boot reported for an interview; that she was not given any kind of interview, but was told that if she were needed, she would be called.

Mrs. Boot is said to be plainly colored. The Civil Service certificate of May 26, 1942, shows that she also was considered but not selected, although there were at least six vacancies in the position of Junior Typist at the time she reported for an interview.

Director, Civilian Personnel Division,
Services of Supply,
October 17, 1943,
Page 1

May this office be advised of the reason for
the non-selection of Mrs. Boot in order that it may be
determined whether there has been any violation of the
directives prohibiting racial discrimination in the selec-
tion of Civil Service employees?

Civilian Aide to the Secretary
of War

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

SFGC-L
201, Stokes, Mrs. F.A.
(8-4-42)

October 13, 1942

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

1. Reference is made to your Memorandum of August 4, 1942, which reported an instance of alleged racial discrimination involving Mrs. F. A. Stokes in her effort to secure employment as Junior Typist at Fort George Wright, Seattle, Washington.
2. This office requested that an investigation of this charge be made by the Commanding General, Ninth Service Command, the results of which are as follows:
 - a. Mrs. Stokes was hired and discharged before it was known by either the Quartermaster or the Assistant Quartermaster at Fort George Wright that she was of colored extraction, inasmuch as her Civil Service papers had not come through. From her appearance it was reported it would be nearly impossible to tell that she was of colored extraction.
 - b. Mrs. Stokes was referred to the Quartermaster Office in response to a request for qualified typists for the purpose of working in the Transportation Office, typing transportation requests which require a reasonably high degree of efficiency. She reported for duty and worked one day, during which time her work was observed by both the Quartermaster and Assistant Quartermaster as well as the Chief Clerk.
 - c. It is reported that her work was quite unsatisfactory and she was so advised at the end of the day with the suggestion that she continue her study at a business college, inasmuch as it was obviously impossible for her to perform even simple typing tasks.
 - d. Neither the Quartermaster nor the Assistant Quartermaster felt that Mrs. Stokes was entitled to any remuneration for the day's work she performed as it was practically valueless. For this reason no payment was made at the time of her discharge. When, however, Mrs. Stokes later asked for payment for the day's work, Captain Hartnett sent her his personal check as he did not believe she could be paid from Government funds.
3. There are 25 Civil Service stenographic positions authorized for the Base Quartermaster at Fort George Wright. No colored stenographers are employed.



SPGC-L 201, Stokes, Mrs. F. A. 10-13-42 (Con'd)

4. Attached are statements from the Quartermaster and Assistant Quartermaster, who are no longer in this Command, as well as the various Civil Service Commission forms which you requested in your memorandum to this office.

5. 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:



JAMES P. MITCHELL
Director, Civilian Personnel Division

6 Incls.

Statement from Horace Speed, Jr., AAF (9-21-42)
Statement from Robt. A. Hartnett, Hq. 2nd AF (9-21-42)
Civil Service Form #124b (6-1-42)
Civil Service Cert. #1137,
" " " #1137, Page 2 (5-26-42)
Letter fm Horace Speed to Mrs. Stokes (5-27-42)

WAR DEPARTMENT
ARMY AIR FORCES
SPOKANE AIR DEPOT
OFFICE OF THE DEPOT QUARTERMASTER

HS/hl

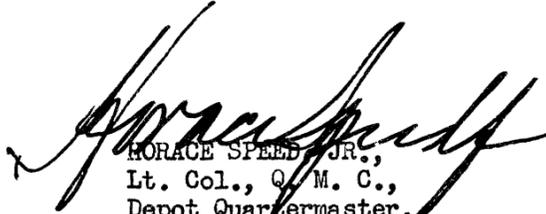
SUBJECT: 201 - Lillian Stokes.

TO: Commanding Officer, Post Headquarters, Fort George Wright,
Washington.

1. In answer to your inquiry, I remember the case of Lillian Stokes, who was employed in the Quartermaster's Office at Fort George Wright and was discharged the second day.

2. I did not see this woman when she was employed, and when I first saw her out in the Office working I was impressed with the fact that she apparently did not know what she was doing. She did not give me any impression of being a capable stenographer or typist; and added to this, she gave me a very bad impression of being untidy about her appearance. I did not at that time know that she was of Negro descent, and had already made up my mind that she must be discharged because of inefficiency long before I knew of this background.

RECEIVED Headquarters SEP 21 1942
Fort George Wright


HORACE SPEED, JR.,
Lt. Col., Q. M. C.,
Depot Quartermaster.

HEADQUARTERS SECOND AIR FORCE

OFFICE OF THE QUARTERMASTER

Fort George Wright, Washington

230.82 L

September 21, 1942.

Subject: Discharge of Civilian Employee.

To: Commanding Officer, Fort George Wright, Washington.

1. Mrs. Stokes was sent to the Quartermaster Office, Fort George Wright, by the Civil Service in response to our request for qualified help. After an interview she was requested to report for work the next day. She was to work in the Transportation Office, typing transportation requests, etc. During the day I watched her at work and decided she could not handle the job. Colonel Speed was still in the office and he mentioned to me that he didn't think we would be able to use her.

2. I asked Mr. Lancaster, Chief Clerk, and Mr. Plock, to watch her work and for them to let me know how she was getting along. In the evening both Mr. Lancaster and Mr. Plock reported that Mrs. Stokes could not type well enough to work for us. Her typing was very poor.

3. None of us realized that she was colored. The check up and decision to discharge Mrs. Stokes was made before it was discovered she was colored. The question of race did not enter into the decision. Mrs. Stokes was discharged because she could not type efficiently. At the time she came to work she said she was studying typing at a business college. When I talked to her regarding her discharge I suggested that she continue her study of typing.

4. At the time Mrs. Stokes was discharged, Miss Marie Lawler was discharged for the same reason (poor typing). Miss Lawler has never questioned her discharge.

5. As the papers on Mrs. Stokes and Miss Lawler were not completed at the time of their discharge they were not forwarded through to Civil Service. Therefore when Mrs. Stokes called for her money (approximately one month after her discharge) Civil Service had no record of her working for a day. When she insisted she be paid for the one day I advised her the only way she could get any money was for me to pay her personally. She said she wanted her money so I sent her my personal check.


ROBERT A. HARTNETT,
Captain, Q. M. C.,
Asst. Quartermaster.

This form must be executed by the appointee before he enters duty. It must then be forwarded promptly to the CIVIL SERVICE OFFICE which certified the appointee's name. Department Officer before whom the certificate is made must sign the statement on the reverse of this sheet.

Form 124 b-Field
August 1941

Appointing officer:
Please check below respecting this appointment.
..... Permanent
..... Reinstatement

UNITED STATES CIVIL SERVICE COMMISSION

C
O
P
Y
..... Quartermaster Corps
(Branch of service or department)
..... Spokane Wash
(Name of city) (State)

DECLARATION OF APPOINTEE

ATTENTION IS DIRECTED TO THE PROVISIONS OF LAW AS QUOTED ON ATTACHED FORM. False personation in an examination is a criminal offense, and will be prosecuted accordingly. Appointee will retain attached form. (Every question must be answered.)

1. Name Lillian C. Stokes
(Furnish one given name, initial or initials, if any, and surname)
2. (a) Place of birth (b) Date of birth Nov. 17, 1902
(Month, day, and year)
- (c) Are you a citizen of the United States?
(Yes or no)
3. If foreign-born, give the information requested below:
 - (a) Date of arrival in the United States (b) Port of entry (c) Name of ship
 - (d) If naturalized: (1) Under what name naturalized? (2) When?
 - (3) Where naturalized (name and location of court)?
 - (e) If naturalized through parent: (1) Under what name was parent naturalized?
 - (2) When was parent naturalized?
 - (3) Where was parent naturalized (name and location of court)?
 - (f) If naturalized through marriage: (1) Under what name was husband naturalized?
 - (2) When was husband naturalized? (3) Where was husband naturalized (name and location of court)?
 - (4) Husband's certificate of citizenship number
4. (a) Name of father John M. Hatcher
(b) Address (if living) 2114 Eighth Street, Bremerton, Washington
(c) Place and date of birth Springfield, Mo
5. (a) Maiden name of mother Maggie Johanne Johnson
(b) Address (if living) 2114 Eighth Street, Bremerton, Washington
(c) Place and date of birth Neosho, Mo.
6. From what examination are you being appointed? Jr. typist
(Title)
7. To what position are you being appointed?
8. Are any members of your family or relatives (either blood or by marriage) in any part of the service of the United States (executive, judicial, legislative, military, or naval)? Answer "Yes" or "No" No If so, fill in the following blanks stating, under "Relationship," whether the connection is by blood or marriage. (See sec. I of attached form.) If additional space is necessary, attach a sheet.

Name	Post-office Address (Give street number, if any)	Position and Department or Office in Which Employed	Relationship	Married or Single
		Position..... Department or office.....		
		Position..... Department or office.....		
		Position..... Department or office.....		

9. Were any of the above-named persons appointed to the Government service after you made your application for this position?
If so, give the name of each such person and state whether he is living in the same house with you
10. What is your present address (give street and number, city, and State)? W529 Mansfield, Spokane, Washington
How long have you resided at this address? 19 years
11. (a) Are you holding any position or office under the United States or under any State, Territory, county, or municipality? no
(Yes or no)
(b) If so, state the place, position, and salary
- (c) Are you willing to resign such position or office, upon appointment in the Federal Government, if it becomes necessary to do so in order to hold the Federal position?

Spokane #3

12. (a) Have you served in any branch of the military or naval service of the United States at any time? no (Yes or no)
 If so, state service _____
- (b) If discharged, state under what conditions _____ (Honorable, dishonorable, inaptitude, etc.)
13. Have you been retired from (a) U. S. Government service? no (b) District of Columbia government? no
 (c) U. S. military or naval service? _____ If so, state whether for age, length of service, or disability _____
 Amount of retirement pay _____ Rank when retired from military or naval service _____
14. Have you been discharged for cause or have you resigned *any* position under compulsion since filing your application for this position? no If so, attach a sheet giving the date, place, employer's name and address, and the reason for the discharge or forced resignation in each case. (Yes or no)
15. Have you ever been arrested or fined, or convicted of any offense? no If so, attach a sheet and give full details showing dates, places, and nature of offenses, and the manner in which all charges have been disposed of that are not still pending. (Your answer should include *all* felonies and *all* misdemeanors.) (Yes or no)
16. Have you ever been barred from a U. S. civil-service examination? no If so, when and for what reason? _____ (Yes or no)
17. Have you paid or offered or promised to pay any money or any other thing of value to any person, firm, or corporation for the use of influence to procure your appointment? no (Yes or no)
18. 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 do you have 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? no If so, name the organization and give complete details on sheet to be attached hereto. (Yes or no)
19. Will you inform yourself of and observe the provisions of the civil-service law and rules and Executive orders concerning political activity, political coercion, political assessments, use of influence to secure promotion, etc., as quoted on the attached form? yes

I hereby certify that the answers to the foregoing questions are true in every particular.

Date June 1, 1942

/s/ Lillian C. Stokes

(Signature of appointee—Must correspond exactly with name given in answer to question 1)

APPOINTING OFFICER BEFORE WHOM THE FOREGOING CERTIFICATE IS MADE:

Before appointment is further considered this form must be submitted to the appropriate civil-service office for approval if—

- (1) *Citizenship*.—Answer to question 2 (a) hereon shows foreign birth, while answer to similar question in the application shows birth in the United States.
- (2) *Age*.—Discrepancy exists between the answer given to question 2 (b) hereon and that given to the corresponding question in the application, and if questioning of the applicant (in the manner described in Departmental Circular No. 195) either substantiates doubt as to eligibility or indicates willful misrepresentation. (This instruction applies only in probationary appointments.)
- (3) *Members of family*.—Answer to question 8 hereon includes the names of two or more persons at the same address as the appointee.
- (4) The appointee holds any State, Territorial, county, or municipal office or position, whether by election or appointment, in possible contravention of the Executive orders of January 17 and 28, 1873, and does not agree to resign such position or office if necessary. (See Civil Service Commission Form 1236 quoting these orders and listing *exceptions* thereto.) (See applicant's answer to questions 11 (a), (b), and (c).)

If the appointee's answer to question 18 is "Yes," he cannot be given appointment.

Please fill in and sign the following in connection with *probationary appointment*.

Have you, for purposes of identification and to prevent impersonation—

- (1) Questioned the appointee on his personal history for agreement with his application statements? _____
- (2) Checked the appointee's personal and physical appearance for agreement with his medical certificate and descriptions given in preliminary and declaration sheet? _____
- (3) Checked the appointee's signature and handwriting in this form with that in the examination papers and application? _____

The above certificate was executed before me, in his own handwriting, by the identical person who has reported for assignment to duty. The appointee has been identified satisfactorily by the method described in Departmental Circular No. 195.

This is to be signed by a field officer of the department or bureau to which the appointee belongs, not by a notary public, and does not need to be sworn to.

 (Officer's signature)

 (Official title)

INFORMATION FOR APPOINTEE

(The appointee will detach this portion of the sheet and retain it for his information and guidance)

I. APPOINTMENT OF MORE THAN TWO MEMBERS OF A FAMILY

Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family in the classified service no other member of such family is eligible for appointment in that service. As ineligibility may result from the appointment of some member or members of an applicant's family, prompt report of any such appointment must be made to the Commission. Eligibles are warned that they should not accept appointment contrary to this provision of law, and if they are ineligible any expense incurred in reporting for duty or otherwise will be at their own risk.

The appointment of some member or members of the applicant's family may cause ineligibility, and questions 8 and 9 are intended to prevent appointment of a person who thus becomes ineligible. The Attorney General has decided that the family consists of those who live under the same roof with the head of the family and form a part of his fireside, but when they branch out and become heads of new establishments they cease to be a part of the father's family.

Under an opinion of the Attorney General an appointment is illegal if the appointing officer overlooks the fact that ineligibility has resulted from the appointment of some other member or members of the applicant's family after he filed his application. Questions 8 and 9 are to guard against such action.

II. POLITICAL ACTIVITY

Competitive employees, while retaining the right to vote and to express privately their opinions on political subjects, are forbidden to take an active part in political management or in political campaigns. This also applies to temporary employees, employees on leave of absence with or without pay, substitutes, and laborers. Political activity identified with any national or State political party, in city, county, State, or national elections, whether primary or regular, is prohibited.

Some of the forms of forbidden political activity are:

- Serving on or for any political committee or other similar organization.
- Serving as officer of a political club, as member or officer of any of its committees, addressing such a club or being active in its organization.
- Serving in connection with preparation for, organizing, or conducting a political meeting or rally, addressing such a meeting, or taking any other active part therein except as a spectator.
- Giving public expression to political views, engaging in political discussions or conferences while on duty or in public places, or canvassing a district or soliciting political support for any party, faction, candidate, or measure.
- Manifesting offensive activity at the polls, at primary or regular elections, soliciting votes, assisting voters to mark ballots, or in getting out the voters on registration or election days.
- Acting as recorder, checker, watcher, or challenger of any party or faction.
- Assisting in counting the vote, or engaging in any other activity at the polls except marking and depositing the employee's own ballot.
- Serving in any position of election officer, unless the election law of the State requires service regardless of Federal employment and provides a penalty for failure or refusal to serve.
- Publishing or being connected editorially, managerially, or financially with any political newspaper, or writing for publication or publishing any letter or article, signed or unsigned, in favor of or against any political party, candidate, faction, or measure.
- Becoming a candidate for nomination or election to or holding local office.
- Distributing campaign literature, badges, or buttons.
- Circulating (but not signing) political petitions.
- Assuming political leadership or becoming prominently identified with any political movement, party, or faction, or with the success or failure of any candidate for election to public office.

III. HOLDING STATE OR LOCAL OFFICE

Federal employees are prohibited from holding, with certain exceptions, State, Territorial, county, or municipal office or position, by Executive orders of January 17 and 28, 1873. These orders and a list of exceptions thereto are published in Civil Service Commission Form 1236. Holding such office or position, whether received by election or appointment, with or without compensation, will be cause for separation from the Federal service.

IV. POLITICAL ASSESSMENTS, SOLICITATIONS, AND DISCRIMINATION

Sections 113, 119, 120, and 121 of the Criminal Code (see 35 Stat. 1110), as amended, provide that no legislative officer, officer-elect, or candidate for election, and no executive or judicial officer or employee shall solicit or receive or be concerned in soliciting or receiving any money or contribution for political purposes from any other officer or employee of the Government; that no solicitation or receipt of political assessments shall be made by any person in any room or building occupied in the discharge of official duties by any officer or employee of the United States; that no officer or employee shall be discharged or demoted for refusing to make any contribution for political purposes; and that no officer or employee of the Government shall directly or indirectly give or hand over to any other officer or employee in the service of the United States or to any Member or Delegate to Congress any money or other valuable thing for the promotion of any political object whatever.

Section 122 of the Criminal Code provides that whoever shall violate any provision of the four sections shall be fined not more than \$5,000 or imprisoned not more than 3 years, or both.

V. COERCION AND INTERFERENCE WITH ELECTIONS

Section 2 of the Civil Service Act prohibits coercion of Government employees to make political contributions or do political service. Civil-service rule I prohibits the use of official authority or influence for the purpose of interfering with an election.

VI. POLITICAL RECOMMENDATIONS

Political recommendations for appointment or promotion are contrary to the civil-service rules. Civil-service rule XI, section 3, provides that "No recommendation for promotion except in the regular form of periodical service-rating reports or unless it be made by the person or persons under whose supervision such employee has served shall be considered by any officer concerned in making promotions. Recommendation in any other form or by any other person, if made with the knowledge and consent of the employee, shall be sufficient cause for debarring him from the promotion proposed, and a repetition of the offense shall be sufficient cause for removing him from the service."

VII. PURCHASE AND SALE OF OFFICES

An act of Congress approved December 11, 1926, to prevent the purchase and sale of public offices, makes it unlawful to pay or offer or promise to pay any sum of money or any other thing of value to any person, firm, or corporation for influence in procuring appointment. It is also unlawful to solicit or receive money or any other thing of value from any person for support or use of influence in securing the payee's appointment to the Government service. The penalty for violation is not more than 1 year's imprisonment, or a fine of not more than \$1,000, or both.

VIII. INSTRUCTION OF APPLICANTS

Instruction by officers or employees of the Government of a person with a view to his special preparation for civil-service examination is contrary to an Executive order.

IX. MEMBERSHIP IN SUBVERSIVE ORGANIZATIONS

Section 9A of an act of Congress approved August 2, 1939, provides that "(1) It shall be unlawful for any person employed in any capacity by any agency of the Federal Government, whose compensation, or any part thereof, is paid from funds authorized or appropriated by any act of Congress, to have membership in any political party or organization which advocates the overthrow of our constitutional form of government in the United States. (2) Any person violating the provisions of this section shall be immediately removed from the position or office held by him, and thereafter no part of the funds appropriated by any act of Congress for such position or office shall be used to pay the compensation of such person."

CERTIFICATE OF ELIGIBLES
United States Civil Service Commission

This information is Confidential

ELEVENTH U. S. Civil Service District **1137**

POST QUARTERMASTER SEATTLE, WASHINGTON Date **5-26-42**
QUARTERMASTER CORPS LFJ:KC Request No.

FORT GEORGE WRIGHT, WASH. Request Date **5-28-42**

7 (FEMALE) JUNIOR TYPISTS \$1260 P.A. WAR SERVICE INDEFINITE
(POSITION AND SALARY) (NATURE OF APPOINTMENT)

A 130 & A-3*8 13444 FORT GEORGE WRIGHT, WASH.
JR. TYPISTS ~~A-13-72~~ ~~5-23-42~~

	STATUS	NAME	RATING	ADDRESS
	D	BOWMAN, MRS. FRANCES R.		SOUTH 2909 GRAND, SPOKANE, WASH.
	NS	LAVLER, IDA MARIE		510 WEST 4TH AVE. SPOKANE, WASH.
	FR	SMITH, MISS MAUDE I.		1908 E 8TH AVE. SPOKANE, WASH.
	FR	BOLIN, MISS EILEEN M.		1119 So. BERNARD ST. SPOKANE, WASH.
	D	GILBERTSON, MISS LILAS A.		W. 1302 1/2 BOONE AVE., SPOKANE, WASH.
*	NS	STOKES, MRS. LILLIAN C.		529 MANSFIELD AVE. SPOKANE, WASH.
	FR	FOSTER, OLIVE I.		W. 819 MONTGOMERY SPOKANE, WASH.
	NS	BLACK, MISS MARY ALICE		2208 1/2 NORTH DAKOTA ST. SPOKANE, WASH.
	FR	RENFORD, MRS. PAULINE M.		121 1/2 W. BROADWAY, SPOKANE, WASH.
	D	DAVIS, MISS NORA M.		W. 2311 LIBERTY AVE. SPOKANE, WASH.
	D	HARRIS, MISS MARION O.		E. 2403 6TH AVE. SPOKANE, WASH.
	D	DUNCAN, MISS LENA D.		N. 4408 WASHINGTON SPOKANE, WASH.
A	A	CHESURIN, MISS JOSEPHINE		R.F.D. 2, SPOKANE, WASH.
	FR	ERICKSON, MISS LILLIAN H.		1608 N. CRESTLINE SPOKANE, WASH.
	NS	CAMPBELL, MISS MILDRED E.		E. 2710 4TH SPOKANE, WASH.
	NS	BOOT, MRS. RIA DORA		924 E. PROVINCENCE AVE. SPOKANE, WASH.
	D	BENJAMIN, MRS. PHYLLIS A.		1321 SOUTH MAPLE SPOKANE, WASH.

NOTE:—These eligibles are certified under Civil Service Rules and regulations to fill the position indicated above. In accordance with the civil service Rule VII, selection must be made from among the three highest eligibles expressing willingness to accept appointment. If there is more than one vacancy to be filled, selection for the second vacancy must be made from the group of three names consisting of the two considered but not selected for the first vacancy and the next highest eligible. The same procedure must be followed in filling additional vacancies until each eligible who has expressed willingness to accept appointment has been considered in connection with three actual appointments.

KEY TERMS: A—Selected.
D—Declined.
FR—Failed to reply.
NS—Considered but not selected.
CRU—Communication returned undelivered.

Incl. #4

James Hooley

because of [unclear] from by [unclear]

OCTOBER 1941

CERTIFICATE OF ELIGIBLES

United States Civil Service Commission

This information is Confidential PAGE 2

District Manager, ELEVENTH U. S. Civil Service District

POST QUARTERMASTER SEATTLE, WASH.
QUARTERMASTER CORPS LFJ:KC
FORT GEORGE WRIGHT, WASH.

137
5-26-42
5-28-42

7(FEMALE) JR. TYPISTS \$1260 P.A. WAR SERVICE INDEFINITE
FORT GEORGE WRIGHT, WASH.

Table with columns: REGISTER, NAME, RATING, ADDRESS. Includes handwritten notations like 'NS', 'FR', 'D' and a note: 'Papers not available.'

NOTE:—These eligibles are certified under Civil Service rules and regulations to fill the position indicated above. In accordance with the civil service Rule VII, selection must be made from among the three highest eligibles expressing willingness to accept appointment.

(Instructions continued on reverse side)

KEY TERMS: A—Selected, D—Declined, FR—Failed to reply, NS—Considered but not selected, CRU—Communication returned undelivered.

James H. Hinkley DISTRICT MANAGER

1992-11 (THIS IS A LETTER OF INQUIRY AND NOT AN OFFER OF APPOINTMENT)
4-1942 WAR DEPARTMENT

Appointing Office: Place Fort George Wright, Wash.
your office, service, Office of the Quartermaster
address, and date at right. Fort George Wright, Wn., May 27, 1942

Certificate No. 1137

Position: Jr. Typist

Place: Ft. George Wright, Wn.

Kind of appointment: War Service Indefinite
Salary: \$1260.

Probable duration: Duration of War

Mrs. Lillian C. Stokes
529 Mansfield Avenue
Spokane, Washington

Not Selected

Dear Sir (or Madam):

You have been certified by the Civil Service Commission as eligible for employment under the War Service Regulations for the employment described above. 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. 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.

Other information:

Yours truly,

[Signature]
JAMES S. BIRD, Lt. Col., C. V. C., Quartermaster

AVAILABILITY STATEMENT

I am available and wish to be considered for the position described above. I can report for duty within 1 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:

May 28, 1942
Date

Lillian C. Stokes
Signature

Incl #6

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

SPGC-C 291.2 (8-4-42)

August 8, 1942.

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

Dear Judge Hastie:

The complaint of racial discrimination against Mrs. F. A. Stokes in her effort to secure employment as a Junior Typist at Fort George Wright, Seattle, Washington, which you mentioned in your letter of August 4 is being investigated immediately.

Just as soon as this investigation is completed, you will be advised.

Yours very truly,


JAMES P. MITCHELL,
Director, Civilian Personnel Division,
Headquarters, Services of Supply.



AUG 8 4 27 PM

OUT



WAR DEPT
SERVICES OF SUPPLY
CIVILIAN PERSONNEL DIVISION

August 4, 1944.

MEMORANDUM

TO: The Director of the Civilian Personnel Division,
Services of Supply

This office has received from the President's Committee on Fair Employment Practice the complaint of Mrs. F. A. Stokes, submitted by the Spokane (Washington) Branch of the National Association for the Advancement of Colored People, alleging that racial discrimination was practiced against her in her effort to secure employment as a Junior Typist at Fort George Wright, Seattle, Washington.

The complaint states that Mrs. Stokes reported for an interview at the office of the Quartermaster at that post as the result of a Civil Service examination; that she was selected and told to report for duty the next day; that one of the forms she was required to fill out on the next day disclosed that she was a Negro; that she remained on duty on that day from 8 a.m. to 4:30 p.m.; that after her return home that afternoon Captain R. A. Harnett telephoned her that he did not feel that she was able to do the work.

The complaint also states that on July 3 Mrs. Stokes telephoned Captain Harnett and asked him whether he had mailed her the check for her day's work; that he replied that he had not turned in her time slip but if she thought pay was due her, he would mail her his personal check, and on July 7 she received a check from him for \$3.37 drawn on the Boise Branch of the First Security Bank of Idaho.

A copy of the complaint is enclosed herewith.

May the facts in this case be investigated to determine whether there has been any violation of the directives prohibiting racial discrimination in Federal employment. A copy of the Civil Service certificate on which the name of Mrs. Stokes appeared, showing the notations and endorsements with which it was returned to the Civil Service Commission,

*Caution
C. F. P.*

Director of Civilian Personnel Division,
Services of Supply,
August 4, 1942
Page 2

is requested. May this office also be informed how many Negroes
are employed in clerical positions in the office of the Quarter-
master at Fort George Wright?

Civilian Aide to the Secretary
of War

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

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

July 28, 1942

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

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

Dear Judge Hastie:

The President's Committee on Fair Employment Practice is in receipt of a letter from Mrs. N. E. Holsclaw containing a complaint that Mrs. F. A. Stokes has been discriminated against in her effort to secure an appointment as Junior-Typist in the office of the Quartermaster at Fort George Wright. A copy of Mrs. Holsclaw's letter is enclosed herewith for your information.

It is requested that you investigate this complaint and furnish the Committee with a report upon the completion of your investigation.

Sincerely yours,


George M. Johnson
Assistant Executive Secretary

Enclosure



2301 College Ave
Spokane, Washington
July 10, 1942

Mr. Milton P. Webster
Member of The Fair Employment Practice Committee
Washington, D.C.

Dear Mr. Webster:

The N.A.A.C.P. submits this complaint which is definitely an act of racial discrimination.

On June 1 Mrs. F.A. Stokes, who had passed the Civil Service examination as Junior Typist and had been certified by the Civil Service Commission in Seattle, was called to the office of Quartermaster at Fort George Wright (here) for an interview. She reported as requested, was interviewed by Captain R. A. Hartnett. The latter stated he could use her, gave her necessary blanks to fill out and directed her to Colonel Speed, who in turn swore her in as junior typist. She was directed to the army physician who gave her a physical examination and passed her as physically fit. She was then given a temporary pass, told to report for work the next morning, at which time she could fill out the usual forms. This was done.

The next day while waiting for instructions as to duties, Mrs. Stokes filled out the forms and passed them to the personal clerk. These blanks showed her racial identity to be Negro.

Mrs. Stokes was informed by Miss O. Jenkins that she was to work under the supervision of the latter, and would give her instructions as soon as she found the time. Mrs. Stokes remained on duty from 8:00 a.m. to 4:30 p.m.

On her arrival at home that afternoon at five p.m. there came a phone call from Capt. Hartnett telling her that he felt she was unable to do the work. Mrs. Stokes asked the Captain if his decision were because of her being a Negro. He replied "No I thought you were an Italian."

In presenting proof of discrimination, this event transpired.

While Mrs. Stokes was in the office above mentioned, there entered Mrs. Rhidora Boot, who also had passed the Civil Service examination, had been certified for work and had been called to report at the same office. (Help was badly needed). It was self evident that this applicant was a member of the Negro race. She was not given an opportunity to consult the officer in charge, nor was she given any kind of interview, but was told that if she were needed she would be called. Nothing more was done about the matter.

About July 3rd. Mrs. Stokes called Capt. Hartnett and asked if he had mailed her the check for her time. He informed her that he did not turn in the time slip, but if she felt that any pay was due her, he would mail to her his personal check to cover the amount due. She stated since she had been sworn in and certified for work that she was entitled to pay for the day that she was employed.

On July 7th. Mrs. Stokes received a check for \$3.37 from Captain drawn on the Boise Branch of the First Security Bank of Idaho. (National Association)

The above occurrences were reported to the Spokane Branch of the N.A.A.C.P. for investigation. Therefore we are writing to ask you to take some action in this matter.

No person giving racial identity as a Negro has been able to obtain a white collar job in any defense project in or near Spokane.

This discrimination is contrary to the stated policy of the U. S. gov't. and the edict of our President, therefore this complaint is made to you. Please advise what you will do in this matter.

Our organization has tried to gain audience with Maj. Gen. Olds the Commandant at Fort George Wright, but to no avail. Please write him concerning his views on race discrimination. We believe it to be negative.

Many thanks.

Yours for justice,

Spokane Branch of the N.A.A. C.P.

-s- (Mrs) H. E. Holsclaw
Chairman of the Double V Committee

(A TRUE COPY)

February 27, 1943

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

Dear Mr. Gibson:

This is in reference to your letter of February 11 requesting a statement of the case of Mr. Leonard D. Smith, Oklahoma City, Oklahoma, which we referred to your office under date of January 27, 1943.

I am enclosing herewith a copy of Mr. Smith's letter to Mr. L. W. Clymer under date of November 16, 1942, which sets forth his complaint.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

Enclosure

C
O
P
Y

1135 $\frac{1}{2}$ N. E. 8th Street,
Oklahoma City, Oklahoma,
November 16, 1942.

Mr. L. W. Clymer,
414 Dierks Bldg.,
Kansas City, Mo.

My dear Mr. Clymer:

On September 3, 1942, I was employed as a Classified Laborer in Civil Service, at the Oklahoma City Air Depot. September 24, 1942, there existed a vacancy for an Electrician's Helper at this Depot. In accordance with paragraph 3, D.S.O. Bulletin Number 32, dated October 2, 1942, of which a copy inclosed herewith. I made application "LETTER" for a transfer to the Electrical or Radio Department. Because I felt that I could be more benefit to the United States Government and National Defense in the requested capacity than in my status at that time.

Due to the facts that I hold two certificates, one in Radio, Electronics and Electrical Theory, from Langston University, Langston, Okla., and the other from Oklahoma City Trade School, Oklahoma City, Okla., in Air Craft Electricity. Training in these occupations was secured at the expense of the United States Government. The only reply pertaining to the transfer is a Notice of Suspension pending a prejudice discharge, without any apparent cause, other than I asked for a transfer. On November 10, 1942, I got a notice to report for an Army Physical Examination. I was constantly reminded, "In my effort to secure information concerning my transfer", that they cooperate with the draft boards. What exists Mr. Clymer, they do not want a Negro in any key position of this nature. Their methods are to revert to Draft Boards to relieve any pressure that may be brought to bear, by putting the individual into the Armed Service. To them "Men in Charge" the Executive Order on Fair Employment is just a slogan for men to fight by, and obeyed by the minority Group. Sir, if there are any "Key Men" I consider myself one because the Government paid me a salary in addition to other expense connected therewith.

In our Titantic Struggle to preserve Democracy, I have a genuine interest to be of further service to the Government by doing the skill job in the key position for which I am trained, without being intimidated by being call by the Draft Board for the Armed Services. Only because I desire to be in the key job that the Government prepared me for.

I was constantly told by my supervisors, that I could remain on the labor job for the duration, if only, I go ahead and work. My labor job can be filled by untrained labor. I beg of you Mr. Clymer, please

Con't. (L. W. Clymer - 2 - 11/16/42)

see that other Negroes and myself be given an opportunity to exercise our skill, for which Government money and sacrifice on our part to obtain the skill and be of aid in the war effort, and not be RUSHED off to the Armed Services because we apply for the position that we are qualified for.

In this I am hoping to manifest their unutterable effort to evade the Fair Employment Act. They (the Commanding Officer and his subordinates) Mandates the Draft Boards to extradite us in order to exterminate our efforts to secure key position. It is not our motive to evade the Armed Services, but to do our mite to aid National Defense.

To date I have no reply from the transfer, (whether approved or disapproved). I had the consent of my Supervisor to put the transfer in (Mr. L. L. Taylor). I have been unable to get the Charges or reason for my suspension. Friday Nov. 6, 1942, I asked Raymond G. Moss, Personnel Director, of the D S O., for reasons or Charges against me. His reply, "In two or three days from now you will get my copy of the charges against you. You can answer in your own words and same will be sent to Washington, with the charges, which is your privileges and Rights as an American citizen." The only thing I received to date was the Notice to report for an physical examination on November 12, 1942, for the Armed Services, from Draft Board Number 6.

Mr. Clymer, it is a clear picture. Read the enclosed Literature it will manifest what I am trying to say.

Yours, for a favor

Leonard D. Smith

February 11, 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:

Reference is made to your letter of January 27, 1943, advising that your Mr. L. W. Clymer had not obtained a satisfactory adjustment of the complaint of Mr. Leonard D. Smith of Oklahoma City, Oklahoma, alleging that he was treated unfairly in his discharge as a Classified Laborer. If you will furnish this office with a copy of Mr. Smith's original complaint or a statement of the case, consideration will be given to your request for an investigation.

Sincerely yours,

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

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

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

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

January 27, 1943

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

Dear Judge Hastie:

I am referring to your attention the complaint of Mr. Leonard D. Smith, a Negro, 1135 $\frac{1}{2}$ N. E. Eighth Street, Oklahoma City, Oklahoma, which was addressed to Mr. L. W. Clymer under date of November 16, 1942. Mr. Smith alleges that he was treated unfairly in his discharge from his employment as a classified laborer with the Oklahoma City Air Depot.

This matter was taken up with the officials at the Depot by Mr. Clymer, but apparently the complainant was not satisfied with the results of Mr. Clymer's investigation. It is requested that a further investigation of this matter be made by the War Department and that this office be informed of (1) the specific reasons why Mr. Smith was discharged and (2) the reasons why Mr. Smith was not given employment as an electrician or a radio man in view of his apparent qualifications for such employment.

Sincerely yours,

George M. Johnson
George M. Johnson
Assistant Executive Secretary



35276

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

Date June 30, 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 Bertha V. Schmidt of Philadelphia, Pennsylvania, under date of June 11, 1942, charging discrimination against the War Department.

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

Sincerely yours,

Lawrence W. Croner
Executive Secretary

Enc.

June 30, 1942

Miss Bertha V. Schmidt
1216 South Markoe Street
Philadelphia, Pennsylvania

Dear Miss Schmidt:

Your letter of June 11 to the President has been referred to his Committee on Fair Employment Practice for acknowledgment and consideration. In it you allege that you were refused employment at the Frankford Arsenal, Philadelphia, Pennsylvania, solely because of your race.

The Committee has jurisdiction to intervene in cases of discrimination in employment in war industries and government service on the ground of race, color, creed or national origin. Your complaint is now being investigated and you will be advised of the results.

Sincerely yours,

George M. Johnson
Assistant Executive Secretary

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

MALCOLM S. MACLEAN
CHAIRMAN

WILLIAM GREEN
MILTON P. WEBSTER

LAWRENCE W. CRAMER
EXECUTIVE SECRETARY

DAVID SARNOFF
EARL B. DICKERSON
PHILIP MURRAY
MARK ETHRIDGE

file
December 4, 1942

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

Dear Judge Hastie:

You will be interested in the attached file which indicates that the Civil Service Commission has refused to overrule the action of Captain E. T. Greenfield of the Quartermaster's Office in Chicago, Illinois, in terminating the employment of Mr. John R. Schubert, who refused to work in a War Department unit because all other employees in the unit were Negroes.

I believe that Captain Greenfield should be commended for his action in terminating Mr. Schubert's employment.

Sincerely,

Lawrence W. Cramer
Lawrence W. Cramer
Executive Secretary

Enclosure



*inserted
covered
copy. S*

COPY

COPY

UNITED STATES CIVIL SERVICE COMMISSION

Washington, D. C.

File CX:EKT:MET

November 18, 1942

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

Dear Mr. Cramer:

Inclosed is a copy of a letter dated November 10, 1942 received from Mr. John R. Schubert, 6310 Kenwood Avenue, Chicago, Illinois, who alleges discrimination apparently because of race against his employment at the Quartermaster's Office, Chicago, Illinois.

From the information contained in his letter, it does not appear that Mr. Schubert has any basis for a complaint as to discrimination.

A copy of our reply to him is also inclosed for your information.

By direction of the Commission:

Very respectfully,

/s/ L. A. Moyer

L. A. Moyer
Executive Director
and Chief Examiner

Inclosures 61533

C O P Y

UNITED STATES CIVIL SERVICE COMMISSION

Washington, D. C.

FILE CX:EKT:MET

November 18, 1942

Mr. John R. Schubert
6310 Kenwood Avenue
Chicago, Illinois

Dear Mr. Schubert:

Reference is made to your letter of November 10, 1942 in which you apparently charge discrimination in connection with your failure to obtain employment at the Quartermaster's Office, Chicago, Illinois.

You are informed that the question of work assignment and administrative organization is a matter of internal administration within each government department or agency.

From the information contained in your letter, it appears that you refused to work in the position where the vacancy existed and, therefore, you have no basis for a complaint as to discrimination in your case.

By direction of the Commission:

Very respectfully,

Wm. C. Hull
Executive Assistant

C O P Y

C O P Y

Nov. 10, 1942
Chicago, Ill.

U. S. Civil Service
Washington, D. C.
Board of Appeals:

Dear Sir:

I am writing to you today for an Appeal to a position which I had here as an Classified Laborer which was Terminated Sept. 2, on account of racial discrimination instead of unsatisfactorily work as was reported from Capt. E. T. Greenfield from the Quartermaster's office of Chicago. When I started on this job Capt. Nelson from the Signal division sent me to work with a group of colored men and I was the only white person amongst them and I refused to work with them. Capt. Nelson told me he couldn't use me and sent me to Capt. Greenfield to see if he could use me some place else. Capt. Greenfield interviewed me to see what I could do and I told him I was a blue Printer & Photostat operator. There just happened to be an opening in that branch of service and I was in there about five weeks. They got slow in this department and I was sent back to Capt. Greenfield. The same thing started as I mentioned in the forepart of this letter so Capt. Greenfield gave me a Termination slip Stating that my work was unsatisfactorily which was on the contrary. Any consideration will be gratefully appreciated.

Yours truly,

/s/ John R. Schubert,
6310 Kenwood Ave.,
Chicago, Ill.

COPY

COPY

UNITED STATES CIVIL SERVICE COMMISSION

Washington, D. C.

File CX:EKT:MET

November 18, 1942

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

Dear Mr. Cramer:

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From the information contained in his letter, it does not appear that Mr. Schubert has any basis for a complaint as to discrimination.

A copy of our reply to him is also inclosed for your information.

By direction of the Commission:

Very respectfully,

/s/ L. A. Moyer

L. A. Moyer
Executive Director
and Chief Examiner

Inclosures 61533

C O P Y

C O P Y

UNITED STATES CIVIL SERVICE COMMISSION

Washington, D. C.

FILE CX:EKT:MET

November 18, 1942

Mr. John R. Schubert
6310 Kenwood Avenue
Chicago, Illinois

Dear Mr. Schubert:

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You are informed that the question of work assignment and administrative organization is a matter of internal administration within each government department or agency.

From the information contained in your letter, it appears that you refused to work in the position where the vacancy existed and, therefore, you have no basis for a complaint as to discrimination in your case.

By direction of the Commission:

Very respectfully,

Wm. C. Hull
Executive Assistant

C O P Y

C O P Y

Nov. 10, 1942
Chicago, Ill.

U. S. Civil Service
Washington, D. C.
Board of Appeals:

Dear Sir:

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Yours truly,

/s/ John R. Schubert,
6310 Kenwood Ave.,
Chicago, Ill.

March 23, 1943

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

Dear Mr. Cramer:

On January 23, 1943, you forwarded to this office the complaint of Mr. Othell Smith, Dayton, Ohio, alleging that he had been forced to resign from his employment at the Wright Field Signal Corps Procurement District when he protested against being replaced by able-bodied men on jobs he could perform.

His complaint on its face presented no case of racial discrimination. An investigation, however, was requested. The report of the investigation has now been received and it states as follows:

This office has made a complete and thorough investigation of the allegations made by Mr. Smith and it is learned that Mr. Smith has not been dropped from the rolls of the Wright Field Signal Corps Procurement District; however, he was removed from his last position due to his inability to perform his duties satisfactorily. He was previously removed from the position of Checker and Tool and Storage Room Keeper for the same reason. Mr. Smith was placed on annual leave December 30, 1942 and carried through January 2, 1943 and was then placed on leave without pay from January 3, 1943 through January 14, 1943. On January 14, 1943 he was given a Reassignment Interview and was placed in the position of Janitor in the Maintenance Section on January 15, 1943. His present salary is \$1320 per annum. On previous assignments his salary was \$1440 per annum.

Mr. Smith was removed from the three previous positions as he was not considered satisfactory and was inclined to be lazy. Upon being removed Mr.

Mr. Lawrence W. Cramer
March 23, 1943

Page - 2 -

Smith appealed to the Civil Service Commission which stated that in its opinion the reason he was unsatisfactory was that he was unqualified to fill these positions. Since January 15, 1943 Mr. Smith has been performing his present job satisfactorily.

There is no evidence of discrimination having been practiced against Mr. Smith.

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.

March 16, 1943

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

1. Further reference is made to your memorandum of February 4, 1943 relative to Mr. Othell Smith who alleged that he was forced to resign when he protested against being replaced by able-bodied men on jobs that he could perform in his employment at Wright Field Signal Corps Procurement District.
2. This office has made a complete and thorough investigation of the allegations made by Mr. Smith and it is learned that Mr. Smith has not been dropped from the rolls of the Wright Field Signal Corps Procurement District; however, he was removed from his last position due to his inability to perform his duties satisfactorily. He was previously removed from the position of Checker and Tool and Storage Room Keeper for the same reason. Mr. Smith was placed on annual leave December 30, 1942 and carried through January 2, 1943 and was then placed on leave without pay from January 3, 1943 through January 14, 1943. On January 14, 1943 he was given a Reassignment Interview and was placed in the position of Janitor in the Maintenance Section on January 15, 1943. His present salary is \$1320 per annum. On previous assignments his salary was \$1440 per annum.
3. Mr. Smith was removed from the three previous position as he was not considered satisfactory and was inclined to be lazy. Upon being removed Mr. Smith appealed to the Civil Service Commission which stated that in its opinion the reason he was unsatisfactory was that he was unqualified to fill these positions. Since January 15, 1943 Mr. Smith has been performing his present job satisfactorily.
4. There is no evidence of discrimination having been practiced against Mr. Smith.



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

September 14, 1944.

Mr. George L. Johnson
Assistant Executive Secretary
President's Committee on Fair
Employment Practice,
Fifth and V Streets, N. W.,
Washington, D. C.

Dear Mr. Johnson:

Receipt is acknowledged of your communication of September 5, 1944, forwarding to this office the complaint of Mr. Wendell P. Sayers, Mill City, Kansas, alleging that racial discrimination was practiced against him in his effort to secure employment as a Stenographer at Lowry Field, Colorado. Inasmuch as Mr. Sayers went to Lowry Field by appointment, I wonder if it would be possible for you to obtain from him the name of the officer or employee who told him that his application could not meet with approval because he was a Negro and that that field was not hiring Negro stenographers. Upon receipt of that information I shall initiate an investigation into his complaint.

Sincerely yours,

Civilian Aide to the Secretary
of War

Excluded

PRESIDENT'S COMMITTEE ON FAIR EMPLOYMENT PRACTICE

SOCIAL SECURITY BUILDING

WASHINGTON, D. C.

Date September 5, 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. Wendell P. Sayers of Hill City, Kansas, under date of August 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

Lawrence W. Cramer
Executive Secretary

George W. Johnston

Enc.

W. L. SAYERS & SON
Attorneys-at-Law

Hill City, Kansas

August 29, 1942

Fair Employment Practice Committee
Social Security Building
Washington, D. C.

Gentlemen:

I am a Negro attorney practicing law in Kansas, and I wish to call attention to the following condition which I found existing at Lowry Field, Denver, Colorado.

On August 25th, by appointment, I called on the Employment Division at Lowry Field, and asked to make application for employment as a stenographer in some department on that field. I was told that my application could not meet with approval because I was a Negro, and that they were not hiring Negro stenographers.

I have a Civil Service rating in stenographic work and as Treasury Enforcement Agent, and my desire for work at Lowry Field was merely an effort on my part to help along in the war effort.

I was told that two very efficient colored girls were trying to get employment as stenographers in the field, but they too were being rejected because of their color. They are both Denver girls, but I did not get their names.

Of course, I was disappointed in being rejected because of color, and I am wondering whether or not such conditions should be permitted to exist in the U. S. Army, when we as citizens are asked to sacrifice and give, for democracy and freedom. What do we get in return for that sacrifice?

I recommend an investigation of that situation at Lowry field, and if I can be of further assistance, kindly advise.

Yours very truly,

s/ Wendell P. Sayers