

SURVEY - MISSOURI STATE EMPLOYMENT SERVICE

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URBAN LEAGUE OF KANSAS CITY

FOR SOCIAL SERVICE AMONG NEGROES

AFFILIATED WITH NATIONAL URBAN LEAGUE

"NOT ALMS, BUT OPPORTUNITY"

1905 VINE STREET

KANSAS CITY, MISSOURI

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August 9, 1934.

Mr. Lawrence A. Oxley
Commissioner of Conciliation
Department of Labor
Washington, D.C.

My dear Mr. Oxley:

I am glad to know that you are planning a trip to the Middle-West, including the State of Missouri, sometime in the early fall. For I believe that two or three days spent in Kansas City when you can give your attention almost wholly to matters of Negro labor will be undoubtedly of much good.

As I told you in my last letter for practically one year now we have been agitating the matter of the placement of a Negro as an interviewer in the United States Employment office, as well as securing the appointment of one on the State, as well as local Advisory Committee. For I think you will agree with me that the interest of the Negro can best be taken care of by him, but it is my humble opinion that your appointment to the Department of Labor as well as the appointment of other Negroes to the various departments in Washington, as evidenced of this fact.

We have had an exchange of many letters with Mrs. Edna Cruzen, State Commissioner of Labor on this matter and each time she simply promises to see us on her next visit to Kansas City but when she gets to Kansas City she is always too busy to see us. A letter received from Miss LaDame of the Federal Employment Service last October, stated that with the reorganization of the employment service on July 1, 1934, cognizance would be taken of the problems of special groups and that the offices would be organized along these lines. He stated further that the Negro would be one of these groups.

Shortly after the National Conference of Social Work which met here I wrote Mr. Persons, quoting from the letter referred to above. He referred the letter to Miss LaDame. In her letter she informed me that the offices of the United States Employment Service held at Jefferson City, this State held in June, the appointment of Negroes as interviewers was discussed and that Mrs. Cruzen was instructed to confer with me relative to this matter. I immediately wrote Mrs.

Mr. Laerence A. Oxley---#2

Cruzen, in fact have written her twice but to date, " nothing accomplished, nothing done."

I feel that it is necessary in order to get further with apportionment of Negroes to these relief projects and the adjustment of labor matters in this new deal program, that the Negro ought be represented, not only on these special Boards and Advisory Committees, but as interviewers in the placement Bureau in Kansas City. The Bureau is seeking jobs and it appears that only when viewed with a "kind here ", we get any placements whatsoever, except those that come through the relief agency and I do know that those in charge of our relief placements see to it that an equitable number of Negroes are sent on the jobs, but we have found that when replacements are made, and these through the placement Bureau, many Negroes have been replaced by whites.

If you can assist us in this situation, we will certainly appreciate it and I trust you will give this matter your careful consideration.

With best wishes, I am

Very truly yours,



W. Robert Smalls
Executive Secretary.

WRS-J

August 25, 1936

Mrs. Mary Edna Cruse, Director
Missouri State Employment Service
Capital Building
Jefferson City, Missouri

Dear Mrs. Cruse:

This letter will be presented by Mr. Lawrence A. Oxley, who is an assistant in the office of the Secretary of Labor.

Mr. Oxley has a very accurate knowledge and understanding of the Employment Services, and has rendered to Mr. Burr and myself a great many valuable services in the course of the past two years.

We have been fortunate to secure the services of Mr. Oxley for the second and third weeks in September. During that time, Mr. Oxley will visit a number of cities, including Jefferson City, St. Louis, and Kansas City, for the purpose of a report to my office concerning certain factors affecting the Employment Service. The particular purpose, of course, is to assist the local management as well as ourselves in evaluating the services of the employment offices to negroes.

You will find Mr. Oxley's approach very constructive, and I know that you will welcome his visit, and extend to him every practicable assistance and cooperation.

Very truly yours,

W. Frank Persons
Director

WFP:ys
Copies to; Mr. Oxley
Mr. Burr
Mr. Ruml

MISSOURI STATE EMPLOYMENT SERVICE

State - Active File as of June 1, 1936

Total (All Persons)	122,102	(% Negro 27.1)
White Men	68,118	
White Women	20,995	
Colored Men	19,005	
Colored Women	13,984	

Missouri - Placements of all Offices - From January 1, 1935 to January 1, 1936

Total (All Persons)	47,276	(% Negro 17.6)
White men	30,490	
White Women	8,479	
Colored Men	6,337	
Colored Women	1,970	

St. Louis - Active File as of June 1, 1936

Total (All Persons)	70,412	(% Negro 34.1)
White Men	33,874	
White Women	12,528	
Colored Men	12,908	
Colored Women	11,102	

Kansas City - Active File as of June 1, 1936

Total (All Persons)	24,239	(% Negro 25.2)
White Men	14,212	
White Women	3,909	
Colored Men	4,043	
Colored Women	2,075	

POPULATION * MISSOURI

(U.S. Census)

Year	Total	Negro	%Negro	Percent Increase	
				Total	Negro
1910	3,293,335	157,452	4.8	-	-
1920	3,404,055	178,241	5.2	3.4	13.2
1930	3,629,367	223,840	6.2	6.6	25.6
1933 (July 1, est.)	3,668,000	239,000*	6.5	1.0	6.7

ST. LOUIS

1910	687,029	43,960	6.4	-	-
1920	772,897	69,854	9.0	12.5	58.9
1930	821,960	93,580	11.4	6.3	34.0
1933 (July 1, est.)	830,300	99,200*	11.9	1.0	6.0

KANSAS CITY

1910	248,381	23,566	9.5	-	-
1920	324,410	30,719	9.5	30.7	30.4
1930	599,746	38,574	9.6	25.2	25.6
1933 (July 1, est.)	412,600	43,500*	10.5	3.2	12.8

*1933 estimates are for colored people; however non-Negro persons only comprised 2.9% of colored people in Missouri in 1930.

RELIEF - MISSOURI

Families On Relief:

<u>Date:</u>	<u>Total</u>	<u>Negro</u>	<u>% Negro</u>
October 1933	57,165	15,121	26.4

Persons On Relief:

<u>Date:</u>	<u>Total</u>	<u>Negro</u>	<u>% Negro</u>
October 1933	203,503	45,427	22.3
May 1935	625,682		
October 1935	463,227		
December 1935	376,658		
May 1936	43,076		

ST. LOUIS

Persons On Relief:

<u>Date:</u>	<u>Total</u>	<u>Negro</u>	<u>% Negro</u>
October 1933	84,463	32,110	38.0

Resident Families & Single Persons:

<u>Date:</u>	<u>Total</u>
May 1935	40,650
October 1935	39,176
December 1935	35,290
May 1936	9,239
May 1937	10,200
October 1937	8,271

KANSAS CITY

Persons In Relief Families:

<u>Date:</u>	<u>Total</u>	<u>Negro</u>	<u>% Negro</u>
October 1933	28,343	6,883	24.3

Resident Families & Single Persons:

<u>Date</u>	<u>Total</u>
May 1935	16,327
October 1935	15,661
December 1935	15,738
April 1936	5,963
May 1937	3,994
October 1937	5,184

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MISSOURI STATE EMPLOYMENT SERVICE
Affiliated With
UNITED STATES EMPLOYMENT SERVICE

September 15, 1936

Mr. Lawrence A. Oxley,
Office of the Secretary of Labor,
Department of Labor Building,
Washington, D. C.

Dear Mr. Oxley:

We wish to submit the following information, that we are capable of compiling from our office records at this time:

Total Active File as of June 1, 1936	- - - -	122,102
White men	- - - -	68,118
White women	- - - -	20,995
Colored men	- - - -	19,005
Colored women	- - - -	13,984
Total Active File for St. Louis as of June 1, 1936	- - - -	70,412
White men	- - - -	33,874
White women	- - - -	12,528
Colored men	- - - -	12,908
Colored women	- - - -	11,102
Total Active File for Kansas City as of June 1, 1936	- - - -	24,239
White men	- - - -	14,212
White women	- - - -	3,909
Colored men	- - - -	4,043
Colored women	- - - -	2,075

Placements of all Offices from Jan. 1, 1935 to Jan. 1, 1936	- - - -	47,276
White men	- - - -	30,490
White women	- - - -	8,479
Colored men	- - - -	6,337
Colored women	- - - -	1,970

We are not able to furnish the total referrals and placements separately from our Kansas City and St. Louis offices, as we do not have this broken down by white and colored.

Hoping that this information will be satisfactory, we remain

Yours very truly,

Frank Hume,
Statistician.

RF

NOTES ON MISSOURI STATE EMPLOYMENT SERVICE

JEFFERSON CITY, MISSOURI
9-8-36

Persons Interviewed

President Florence, Lincoln University.
J E Mitchell, Editor, St Louis, Argus.
Mrs Crusen, State Director M S E S
The Assistant Director, M S E S

It was my privilege to address a state-wide meeting of Employment Service Managers, held in the State Employment Service Office, State Capitol, Jefferson City, Missouri, on this date.

Mrs Crusen promised to have the State Statistician prepare Tables, "January-June, 1936 inclusive", covering registrations, referrals and placements with an occupational break-down and racial break-down; also the active file as of December, 1935.

KANSAS CITY, MISSOURI
9-9-36

Conference with Thomas A Webster, Executive Secretary, Kansas City Urban League:

"Offered use of Industrial Secretary, and agreed to pay part of the wages or give service full time of such staff member."

Mrs Crusen replied, "We have not sufficient space nor money to avail ourselves of this cooperation."

"Local office refuses to register Negro women for any type of work other than domestic service."

"Early in the year, an examination was held to prepare an eligible list for Senior and Junior Interviewers. About one dozen Negroes (all college graduates) took the test. To date, none ^{has} ~~have~~ heard from the examination. Inquiry at the local and state Employment Service offices brought the reply, 'We are not ready to give out results of the examination.' "

"Because of the refusal to list Negro men and women for the types of work for which they are qualified, when calls come for clerical workers on Government projects, we are told that none are available, - that is Negroes, - because none can be found listed in the active file."

Conference with Mr Hugh S O'Neill, Assistant Manager, Kansas City, Missouri U S Employment Office:

Mr O'Neill has charge of Union Labor, - that is, skilled placements. He stated that Negroes have membership in the following local unions: Brick and Plasterer, Hod Carriers, and Building Laborers. There are no Negroes who have membership in any skilled craft organization in Kansas City.

Compare statement of Mr O'Neill with Tables of Placement furnished by State office.

There is a Sewing Project for Negro women in Kansas City, employing about 150 persons.

When questioned as to the placement of Negro workers on PWA projects, in Kansas City, Mr O'Neill stated, most contractors, when asked, "Can't you take a few Negroes on this requisition?" replied, "No, we have never tried to mix them." Only one contractor in Kansas City has used Negro building trades workers.

It is interesting to note that while I was in Kansas City, the Missouri-Pacific Railroad made requisition on the Employment Service office for 100 Negro workers, and this number was released from WPA projects and directed to report to the Missouri-Pacific Railroad. This would indicate an acute shortage of common labor in this area.

ST LOUIS, MISSOURI
9-10-36

Persons Interviewed:

Mr Kammerer, Office Manager
Mr Jones, Assistant Office Manager
Mr Julius Streater, Senior Interviewer
Miss Edith Smith, Industrial Womens' Division
Mr James R Porter, Director Division of Hotels and Institutions
Miss Francis Ferguson, Senior Interviewer in the Domestic Service
Division.

Mr Kammerer stated, "The last Merit examination for the selection of Junior and Senior Interviewers was held February 28-29, 1936."

Much time was spent in my conference with Mr Kammerer, discussing the possibility of adding competent Negro personnel to the St Louis Employment Service Staff. Mr Young stated that there were some Negroes on the eligible list from the last examination. Mr Kammerer stated also that he was so pleased with the efficiency of Mr Streater, the Negro Senior Interviewer, that he planned to request authority to promote him immediately, to a higher grade, and to assign him to the Unskilled Common Labor Section of the local office.

Notes on Conference with Miss Smith:

Miss Smith stated that the major occupational opportunity for Negro women in the lower bracket was in the Nut Industry. In this work, these women received from \$5.00 to \$10.00 per week, prior to the organization by white organizers from the North. A strike of these women was called for higher wages, and as a result, all Negro women were replaced with white women. 5% of the labor in all of the Bag factories in St Louis was Negro; 60% of the labor in the Rag factories is Negro; wages in the Bag factories range from \$8.00 to \$15.00 per week, - that is, based on individual production. In the Rag factories the workers, 4 days to a week, received from \$1.00 to \$1.25 per day. It is significant to note that there are no Negro operatives in any of these factories.

Most of the slaughter houses secure their employees "at the gate."

There is a Commission house which employs a large number of Negroes as chicken pickers. For this work, they receive 2, $2\frac{1}{2}$ and 3 cents per chicken. It is possible to average \$2.50 a day.

In the Laundry industries, there is a State maximum week of 54 hours, the average salary being \$10.00 per week. Because of the larger wages paid in the factories, - that is, Nut, Bag, Rag, etc., Negro applicants in this lower bracket constantly refuse offers of Domestic work at \$5.00 to \$7.00 per week."

Notes on Conference with Mr Porter:

Mr Porter made the best impression on me of any of the persons interviewed. He seems to have an intelligent appreciation of the problems faced by the Negro worker. He was of the opinion "that Negroes are not losing out in hotel and service jobs in St Louis. Maids in all of the better and second class hotels have been, are now, and indications seem to point to the fact that they will continue to be Negroes. Wages in this group are \$30.00 per month, plus meals, or \$8.00 per week for an 8 hour day. There are no Negro elevator girls." Mr Porter was particularly interested in some progress of placement for the exceptionally high type Negro girl applicant. He told the story of a man who had registered as a teamster, and they had no calls for teamsters, so he suggested that the man accept a job in the Scullins' Steel Corporation, which he did, and he is making good at the present time. Mr Porter also told of the unusual situation at the Scullins' Steel plant, where all white labor was replaced with Negro labor, and this was not the result of any labor difficulty at this plant.

NOTE:

Mr Porter also told what might be termed, a "heart interest story"

regarding a Negro girl of Indian, Negro and French mixture, who presented a problem to his office for placement. Mr Porter was formerly secretary to the President of the Frisco Railroad.

Notes on Conference with Miss Ferguson:

Miss Ferguson stated that about 75% of her active file, which includes domestics, chauffeurs, etc., was Negro. The median weekly wage of this group, not including the chauffeurs, is \$5.00. The labor supply in this bracket is very low. Miss Ferguson stated that there was great need for a course in household training, for both white and Negro girls in St Louis. She further stated that about 50% of the placements in the division were permanent.

A Miss Helen Gaugh, Junior Interviewer, specializing in interviewing Negro women applicants in this division.

Information Furnished by H T Kealing, Industrial Secretary, Kansas City Urban League:

Active File, December, 1935
1st 6 months

Total Registrations.....1467
New Registrations..... 314
Old Registrations..... 185
Re-registrations.....2790
TOTAL.....4756

Total Requisitions..... 422
Total Referrals..... 427
Total Placements..... 327
(about 2/3 temporary)

Personal visits to Industrial
Plants..... 74

Mr Kealing was of the opinion that employment for our group was on the upward trend. Wages have improved from a \$3.00 to \$4.00 per week level to a \$5.00 to \$6.00 to \$10.00 per week level. Most of the placements, however, are temporary in character, and are as porters, domestics, and

common laborers. 2/3 of the workers in the packing plants in Kansas City are Negroes. Mr Kealing also told of the displacement of Negroes in the larger department stores of Kansas City, more particularly, John Taylor's, Peks, and Wolfe's Mens' Clothing, where Negro janitors have been displaced.

STATE OF MISSOURI

REPORT ON THE AVAILABILITY
OF THE MISSOURI STATE EMPLOYMENT SERVICE
TO NEGROES.

BY

Division of Negro Labor
Lawrence A. Oxley, Chief

October 21, 1936

October 21, 1936

MEMORANDUM:

To Mr. Persons;
From Mr. Oxley

Attached hereto please find a report on the availability of the Missouri State Employment Service, affiliated with the United States Employment Service (including St. Louis and Kansas City) to Negroes.

Our problem in this study was to investigate the present status of Negro labor in Missouri and to learn whether the United States Employment Service is being used and whether it is giving its best service to Negroes.

The field trip was most productive and valuable in gathering first-hand data.

luc.

cc: Mr. Furr

I.

INTRODUCTION

This report consists of three parts. In Part One the trends in total population and Negro population of Missouri, St. Louis, and Kansas City are discussed for the period 1910-1930; also available relief in October 1933; chief occupations for Negroes; and the principal industries of Missouri.

Part Two deals with the field trip and personal observations and interviews held with staff members of the Employment Service Offices, and finally the conclusions reached.

Part Three gives an analysis of the active files and placements made by the Missouri State Employment Service.

II.

TABLE OF CONTENTS

	Page
Introduction	I
Summary and Recommendations	III
Body of Report	1 - 24
I. Background Material	
Population	1
Relief	5
Occupations	8
Industries of Missouri -- Potential Employment for Negroes	10
II. Field Trip	13
List of Interviews and Conferences	13
General Conclusions From Interviews	20
III. Analysis of Missouri State Employment Service Files	22
Conclusion	24

III:

SUMMARY AND RECOMMENDATIONS

Summary:

1. The growth in the total population of Missouri has been fairly moderate over the period 1910 - 1933. Negro population has increased more rapidly than the population of the other races. Urban centers in Missouri, mainly St. Louis and Kansas City, had a higher rate of growth in total population than the state, especially of Negroes.

2. Only 5.5% of the total population of the state or 203,503 persons were on relief, October 1933. Negroes did not fare as well as other races, and formed 23.3% of the relief load. The percent of Negroes on relief in St. Louis was much higher than the state figure, while the percent accepting relief in Kansas City was lower than the state's 23.3%.

3. Negroes in Missouri are employed on farms, as unskilled workers in the heavy industries, trade, and transportation and the customary jobs in domestic and personal service. Thus we find the employment turnover high and underemployment a problem. Employment for skilled Negro workers and college graduates is becoming more pressing.

4. The leading industries of Missouri, also of St. Louis and Kansas City, employ no Negroes, or none above the classification

IV.

of unskilled workers. These industries use large amounts of machinery and skilled white operatives, Negroes being given no opportunity to work in this capacity.

5. Fourteen conferences and interviews were had with various members of the state and city personnel of the State Employment Service, also Negro civic leaders of Jefferson City, St. Louis, and Kansas City. A state-wide meeting of Employment Service managers was addressed in Jefferson City.

6. There is evidence of discrimination in registering Negroes at the U. S. Employment Offices. No Negro clerks are employed on government projects. A dozen Negro college graduates took a senior and junior interviewer examination in February, but the ratings cannot be learned.

7. The Kansas City Urban League office has been quite successful in placing Negro workers. Negroes have been displaced as janitors in several Kansas City department stores. No Negroes hold membership in any skilled craft union in Kansas City.

Most of the work done by Negroes in St. Louis is unskilled, and the wage scale is low. A course in household training is needed for both white and Negro girls.

5. On June 1, 1936, Negroes had a total of 32,989 active cases in the files of the Missouri Employment Service offices, or 27.1% of the total 122,102 cases.

V.

The Negroes of St. Louis comprised 34.1% of the total number registered in the city, while 25.24% of those having active cases in Kansas City were Negroes. Between January 1, 1935, and January 1, 1936, 47,276 persons in the state were placed by the Employment Service; 8,307 or 17.6% of this number were Negroes.

RECOMMENDATIONS:

In view of the apparent laxity on the part of the Missouri State Employment Service to aid Negro skilled and white collar workers, and in view of the fact that Negroes of Missouri are in need of new occupational opportunities it is recommended:

1. That two Negroes be selected from the Senior and Junior Interviewers' list and placed in the Kansas City Employment Service office; and that another Negro interviewer be added to the St. Louis Employment Service office.

2. That Negroes be allowed to register for the various types of work that they are capable of doing and an honest effort be made by the State Employment Service to place skilled Negro workers:

~~and that the State Employment Service be organized to do this.~~

3. That the WPA household training course be given in St. Louis for white and Negro girls seeking employment in homes.

PART I

BACKGROUND MATERIAL

MISSOURI

Population - Analysis:

The growth of the total population in Missouri as a whole has not been so striking as in the case of the north central states already studied. The population of Missouri has, however, experienced considerable increase. It grew from 3,293,335 in 1910 to 3,404,055 in 1920 or 3.4%; from 1920 to 1930 it increased from 3,404,055 to 3,629,367 or 6.6%. The Bureau of the Census further estimates that by 1933 the population of the state had reached 3,668,000, representing a percent of increase of 1.06% over 1930. However, while the total population of the state has not shown the astounding increase typical of the north central states already studied, the Negro population has increased in this rapid manner. From 1910 to 1920 the Negro population rose from 157,452 to 178,245 or 13.2%. This was indeed a rapid upward movement in Negro population but the rate of increase became much more rapid during the next decade. From 1920 to 1930 Negro population increased to 223,840 or 25.6%. Census estimates placed the Negro population in 1933 at 239,000 which represents a percent of increase of 6.7% over 1930. That the Negro population has increased much more rapidly than the total population can be seen from the fact that the Negro percent of the total has increased about one-third during the

period 1910 to 1933. The Negro formed 4.8% of the total population in 1910, 5.2% in 1920; 6.2% in 1930, and 6.5% in 1933.

As it has been our experience before, it will be expected that the occupational status of the Negro in Missouri would be far from secure since Negro population has experienced such a rapid increase. And this is exactly what happened according to the Unemployment Relief Census of 1933. We will find in relief figures that Missouri has well above the normal number of Negroes on relief.

Population - St. Louis:

Population in the city of St. Louis showed a much larger increase from 1910 to 1933 than the population of the entire state of Missouri. This is especially true for the period 1910 to 1920 when the total population increased from 687,029 to 772,897 or 12.5%. From 1920 to 1930 it increased to 821,960 or 6.3%; and the Bureau of the Census estimates that by 1933 the population of the city had reached 830,000 persons.

While total population in St. Louis increased at a much more rapid pace than the total population in the state of Missouri, Negro population in St. Louis also increased more rapidly than Negro population in the entire state. It should be noted too that the rate of increase of Negro population in St. Louis was far above that of any other race. Thus, Negro population increased from 43,960 in 1910 to 69,854 in 1920, which represents the astounding percent of increase of 58.9%. Again

3.

it increased from 69,854 in 1920 to 93,580 in 1930 or 34%. The Census Bureau estimates that the population of St. Louis in 1933 was 99,200 which means a percent of increase of 6% over 1930. The exceptionally rapid increase of Negro population in St. Louis can also be seen from the Negro percent of total population which almost doubled during the period 1910 to 1930. It rose from 6.4% in 1910 to 9% in 1920 and then to 11.4% in 1930 and to 11.9% in 1933.

This rapid rise of population in St. Louis which resulted for the most part from the migration of Negroes to take advantage of the opportunities opened by an expanding war time industry and their migration during the boom period 1922-1929 has resulted in a very tenuous occupational status for the Negro in St. Louis. A contracting industrial economy in that city left a great portion of the Negroes stranded. This also will be seen during the discussion of the relief situation in St. Louis. Terrific racial conflicts resulting from this migration were brought to head by the East St. Louis and St. Louis riots.

Population - Kansas City, Missouri:

The rate of growth of population of Kansas City, Missouri has been, to say the least, significant. The population increased at a much more rapid rate than any other city in the state. Thus, it grew from 248,381 in 1910 to 324,410 in 1920, experiencing a percent of increase of 30.7. This population took another upward leap during the

4.

decade 1920 - 1930 reaching 399,746 during the latter year representing an increase over 1920 of 23.2%. The Census Bureau also estimates the present population of the state at 412,600, almost double what it was in 1910. Surprisingly enough Negro population in Kansas City has increased at almost the exact rate as the total population. It gained from 23,566 in 1910 to 30,719 in 1920 which represents a percent of increase of 30.4 during this period. The total population rose 30.7% during the same period. The Negro population reached 38,574 by 1930 which is a gain of 25.6% over 1920 while the total population increased 23.2% during the same period. According to the Census estimates the Negro population now stands at 43,500 persons, ^{(estimate, 1933).} The regular and even increase of Negro population is again demonstrated by the fact that the Negro percent of the total population has remained almost constant during the 1910 - 1933 period. In 1910 the Negro formed 9.5% of the total population, in 1920, 9.5%, and in 1930, 9.6%.

The astounding increase of the Kansas City population appears not to have resulted in occupational chaos when the depression struck as will be attested to later on by the small percentage of relief in the city. It is, however, interesting to note that the regular and proportional increase of the Negro population in the city of Kansas City has resulted in the lower displacement of Negroes for jobs than was the case in St. Louis where the Negro increased all out of proportion to the total population. However, the rapid increase in Negro population has resulted in an unsound occupational position for the race in the

state and in Kansas City and St. Louis. The influx of Negroes into Missouri, too, has caused the rise of the racial attitudes which, while they are not completely fixed, are sufficiently volatile to require the most adroit handling.

Relief - Missouri:

The relief situation for the state of Missouri according to the 1933 Unemployment Relief Census was not unduly grave. In fact only 203,503 of the state's 3,668,000 persons were on relief, or only 5.5% of the total population were forced to accept relief aid. This is indeed a low figure when the percent of persons on relief in other states is compared. The Negro, however, did not fare as well as other races in the state for 45,427 or 23.3% of the 157,452 Negroes in the state were forced to accept relief. This can, of course, be partly explained by the rapid increase of Negro population in Missouri which was far above that of the total population. But such a wide discrepancy between the number of Negroes on relief and other races on relief cannot entirely be explained in a state such as Missouri where Negroes have been in a large number for a long period other than by the adverse effect of racial occupational attitudes.

It should be pointed out that the percent of persons on relief both for the Negro and for the total population was much higher in urban than in rural areas. This discrepancy was even greater among

Negroes, for in urban areas they formed 29.2% of all persons on relief and in rural areas only 4.7%. This is of course explained by the rapid growth of Negro urban population in the past 30 years but it must be partly attributed to the fact that the rural Negro can easily achieve creature comforts. It should also be remembered that the accessibility of relief to rural persons is not as simple as in the case of urban persons. This large proportion of Negroes on relief in urban centers as compared with rural it will be remembered was also encountered in West Virginia.

Relief - St. Louis and Kansas City:

The relief situation in St. Louis was considerably worse than that of the entire state. 84,463 of the total population in St. Louis was on relief in 1933 or 10.1%. Of this number 32,110 were Negroes. In other words Negroes who formed only 11.9% of the total population in 1933 formed 38% of the persons on relief in that year. This is indeed a high figure for relief and it is one of the highest that we have encountered in this survey. The high percentage of Negroes on relief in St. Louis may be attributed partly to the increase of Negro population in that city during the last 20 years. Those who secured unskilled and laboring jobs became unemployed when the period of industrial contraction set in. Illustrative of this point, one has only to observe the occupational status of the Negro in St. Louis as described later on.

Although Kansas City during the past 30 years has grown at a much more rapid rate than St. Louis, she appears to have been better able to take care of her people occupationally during the depression. Only 28,343 of Kansas City's 412,600 persons were on relief in 1933. Only 6.8% of the total population of Kansas City, then, was on relief in 1933, while 10.1% of the population of St. Louis was on relief. Similarly the Negro in Kansas City fared better than the Negro in St. Louis. Of the 43,500 Negroes in Kansas City, 6,883 were on relief or 24.2% of the total Negro population was forced to accept relief in 1933, while 38% of the Negroes in St. Louis were entirely without means of support. The position of the Negro in Kansas City compares favorably with his position in the state of Missouri for it will be remembered that the Negro formed 29.2% of the total urban relief roll in the state. But it must be remembered that while the Negro in Kansas City fared well compared to the Negro in the rest of Missouri, his lot was far from a happy one in this city where he formed only 10.5% of the total population but composed 24.2% of the relief load. This is indeed high when compared with other cities in the United States and is again due to the rapid increase of Negro population in the city and the resulting weak occupational position of the Negro. It will be remembered that the Negro population in Kansas City almost doubled in 33 years.

OCCUPATIONSMissouri:

Important occupations for Negro males in the state of Missouri include farming; coal mine operatives; quarry operatives; carpenters; firemen (except locomotive and fire department); mechanics, automobile factories, garages and repair shops; painters, glaziers and varnishers; plasterers and cement finishers; operatives, clothing industry; operatives, general iron, steel and vehicle industries; operatives in slaughter and packing houses; laborers in blast furnaces; steel rolling mills, brick tile and terra cotta factories, chemical and allied industries, slaughter and packing houses; laborers general and non-specified industries; chauffeurs, truck and tractor drivers; draymen, teamsters and carriage drivers; garage laborers; laborers on road and street, and on steam railroads; insurance agents and managers; laborers in coal and lumber yards and warehouses; laborers, porters and helpers in stores; retail dealers; salesmen; guards, watchmen and doorkeepers, and laborers in public service; clergymen; musicians and teachers of music; physicians and surgeons; teachers; and various personal service occupations; janitors and sextons; clerks (not in stores); and watchmen.

Important occupations for Negro females in Missouri are in skilled and unskilled types of work in and out of the tobacco factories, and the usual work of farms; general factory laborers; saleswomen;

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teachers (1,028); trained nurses; domestic and personal service; boarding and lodging house keepers; housekeepers and stewardesses; restaurant, cafe, and lunchroom keepers; and clerks (not in stores).

In short it will be observed that the Negro has his traditional occupational position in Missouri. For the most part he is again the laborer and occasionally the semi-skilled operative in heavy industry, transportation and communication, trade, and domestic service. It is, however, satisfying to note that considerable progress has been made into the white collar group. A sound advancement has been made into the teaching profession and some progress has also been made into the skilled building trades. Considerable more progress must be made in the white collar occupations and in the skilled trades as large groups of Negro boys and girls are graduating each year from high school and college finding no avenue of employment open to them.

Occupations - St. Louis:
Many Negro women in the city make their living by sewing in their homes, while others work as operatives in cigar and tobacco factories, food and allied industries, textile factories, general laborers in industry; teachers in schools; trained nurses; barbers and other personal and domestic service occupations; boarding and lodging house keepers; housekeepers and stewardesses; laundry operatives; restaurant and lunch-room keepers; and clerks (save in stores).

In conclusion, then, the occupational picture for the Negro in St. Louis is not materially different from that of the entire state of

Missouri and similar conclusions apply.

Occupations - Kansas City:

Important occupations for Negro females in Kansas City are the same as those we have found Negro women engaged in in other cities, with the exception of operatives in factories.

The occupational picture of the Negro in Kansas City is slightly different from that in St. Louis and in the state of Missouri. He is more largely in domestic and personal service group in Kansas City than in any other group of occupations; and his advancement into semi-skilled and skilled industrial positions is less marked, as is also his advancement into white collar and professional positions. Laboring and positions in domestic and personal service, trade and transportation account for most of the employment for the Negro in Kansas City.

Industrial Activity for Missouri - Potential Occupational Opportunities for Negroes:

Important industries in the state of Missouri are those which produce the following products: Boot and shoe findings; boots and shoes; bread and bakery products; butter; electric and steam railroad cars; chemicals; clothing, all types; confectionary; electrical machinery and apparatus; flour and grain mill products; foundry and machine shop products; furniture; malt liquors; meat packing; paints and varnishes; printing and publishing; railroad repair shops; shirts; and steel-works and rolling-mill products.

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A representation of only the leading industries in Missouri does not give the complete picture of potential occupational opportunities as they relate to the Negro, for a great deal of the wealth of the state is made up of numerous small industries. But of the larger industries, it is clear that the following are reservoirs of greater opportunities for Negroes; those producing boots and shoes; bakery products; dairy products; clothes of all types; confectionery; electrical machinery and apparatus; flour and grain mill products; furniture; liquors; paints and varnishes; and printing and publishing.

Industrial Activity for St. Louis - Potential Occupational Opportunities for Negroes:

Important industries for St. Louis are those producing boots and shoes, other than rubber; boxes, paper; bread and other bakery products; cars, electric and steam railroad; chemicals; clothing (except work clothing), men's, youths', boys'; clothing, women's; electrical machinery, apparatus and supplies; foundry and machine-shop products; furniture, including store and office fixtures; liquors, malt; meat packing, wholesale; nonferrous-metal alloys; nonferrous-metal products, except aluminum; paints and varnishes; printing and publishing, book, music, and job; printing and publishing, newspaper and periodical; railroad repair shops, steam; shirts (except work shirts) and nightwear, men's; stamped ware; enameled ware, and metal stampings; enameling, japanning, and lacquering; steel works and rolling-mill products; and

12.

stoves and ranges (other than electric) and warm-air furnaces.

The industrial scene as it relates to potential opportunities for Negroes, then, is not materially different in St. Louis than in the state of Missouri. Industries in the St. Louis industrial area in which the Negro may find new opportunities are those highly mechanized, using, therefore, predominantly skilled operatives and producing mainly consumers' goods.

FIELD TRIPLIST OF INTERVIEWS AND CONFERENCES

Persons Interviewed in Jefferson City, September 8, 1936:

Mrs. Cruzen, State Director of Missouri State Employment Service.
 The Assistant State Director of Missouri State Employment Service.
 President Florence of Li cola University, Jefferson City, Missouri.
 J. E. Mitchell, Editor, St. Louis Argus.

Conferences in Kansas City, Missouri, September 9, 1936:

Thomas A. Webster, Executive Secretary, Kansas City Urban League.
 H. T. Keeling, Industrial Secretary, Kansas City Urban League.
 Hugh S. O'Neill, Assistant Manager, Kansas City, Missouri, U. S.
 Employment Service.

Interviews of Employment Personnel in St. Louis, Missouri, Sept. 9, 1936:

Mr. Kuchnerer, Office Manager.
 Mr. Jones, Assistant Office Manager.
 Mr. Julius Streater, Senior Interviewer.
 Miss Edith Smith, Industrial Women's Division.
 Mr. James A. Porter, Director Division of Hotels and Institutions.
 Miss Francis Ferguson, Senior Interviewer in the Domestic
 Service Division.

Conference with Mrs. Cruzen, State Director of Missouri State Employment Service:

When your special agent arrived in Jefferson City, he learned from Mrs. Cruzen, that there was to be a state-wide meeting of Employment Service Managers in the State Employment Service Office, and an invitation was extended to him to address the group. His talk was followed by a round table discussion of the Negro laborers' problems. This meeting was most interesting and proved to be very productive.

Conference with Mr. Thomas A. Webster, Executive Secretary,
Kansas City Urban League:

The conference with Mr. Webster brought to light that there has been discrimination in the registering of negro men and women for the type of work for which they are qualified. To aid in the placing of Negroes, the Kansas City Urban League offered Mrs. Cruzen, State Director of the Missouri State Employment Service, the use of the League's Industrial Secretary, and agreed to pay part of the wage or to give the full time service of this staff member. The State Director informed Mr. Webster that neither sufficient space nor money was available to allow them to take advantage of this cooperation.

In the spring of 1936, an examination was held to prepare a list from which Senior and Junior interviewers could be appointed. About one dozen Negroes (all college graduates) took the test. To date, none has heard from this examination. Mr. Webster inquired at the local State Employment Service offices to learn the ratings of the applicants. His inquiry resulted in the following reply, "we are not ready to give out results of the examination."

Important quotations from the interview with Mr. Webster:

"Local office refuses to register negro women for any type of work other than domestic service."

"Because of the refusal to list negro men and women for the types of work for which they are qualified, when calls come for clerical workers on government projects, the Employment Office at that time are available, -that is negroes,- because none can be found listed in the available files."

Interview with Mr. T. H. Kealing, Industrial Secretary,
Kansas City Urban League:

Mr. Kealing has been quite active and successful in placing Negroes through the Urban League office. He was of the opinion that employment for the group was on the upward trend. Wages formerly \$3.00 to \$4.00 a week have risen to a \$5.00, \$6.00 and \$10.00 per week level. Most of these placements made however, are temporary in character, and are as porters, domestics, and common laborers.

The Industrial Secretary furnished the following information from their files:

Active Files December, 1935: (First Six Months)

Total Registrations	1,467
New Registrations	514
Old Registrations	165
Re-registrations	<u>2,790</u>
TOTAL	4,756

Total Requisitions	422
Total Referrals	427
Total Placements	327

(About two-thirds of these placements are temporary.)

Mr. Kealing has made seventy-four visits to Industrial Plants. He stated that two-thirds of the workers in the packing plants are Negroes. Mr. Kealing also told of the displacement of Negroes in the larger department stores in Kansas City, more particularly, John Taylor's, Peks, and Wolfe's Mens' Clothing, where Negro waiters have been displaced.

Conference with Mr. Hugh S. O'Neill, Asst. Director, Kansas City, Missouri, U. S. Employment Office:

Mr. O'Neill has charge of Union Labor, i.e., skilled placements. He stated Negroes have membership in the following local unions: Brick and Plasterers, Bus Carriers, and Building Trades. There are no other Negro members in any/skilled craft organization in Kansas City.

There is a Sewing Project for Negro women in Kansas City, employing about one hundred and fifty.

During the conference Mr. O'Neill was questioned about the placement of Negro workers on P.W.A. projects in Kansas City. He stated most contractors, when asked "can't you take a few Negroes on this requisition?" replied, "No, we have never tried to mix them." "Only one contractor in Kansas City has used Negro building trades workers."

It is interesting to note that while your representative was in Kansas City, the Missouri Pacific Railroad made requisition on the Employment Service Office for 100 Negro workers, and this number was released from P.W.A. projects and directed to report to the Missouri Pacific Railroad. This would indicate an acute shortage of colored labor in this area.

Interview with Personnel of the St. Louis, U.S. Employment Office:

Much time was spent in the conference with Mr. Anderson the office manager, discussing the possibility of adding competent Negro personnel to the St. Louis Employment Service staff. He stated that, "The last merit examination for the selection of Junior and Senior interviewers was held February 1, 1939, 1938." While in the office it was learned that there were no Negroes on the eligible list from the last examination.

Mr. Kammerer is so pleased with the efficiency of Mr. Director, the Negro Senior Interviewer, that he planned to request authority to promote him immediately, to a higher grade, and to assign him to Unskilled Common Labor Section of the local office.

Conference with Miss Edith Smith, Industrial Women's Division:

The employment situation for Negro women in St. Louis was discussed with Miss Smith. She stated that the major occupational opportunity for the unskilled Negro women was in the hat industry. In this work they had received from \$5.00 to \$10.00 per week prior to the organization by white organizers from the North. A strike of these women was called for higher wages, and as a result all of them were replaced with white women.

Many Negro women work in the bag and rag factories. Five percent of the labor in all the bag factories in the city and sixty percent of the labor in the rag factories is Negro. Persons working in the bag factories are able to make much more than those employed in the rag factories. Wages in the former plants range from \$4.00 to \$15.00 per week - that is, based on piece work, while the workers in latter factories are employed four days a week and receive from \$1.00 to \$1.25 per day. It is significant to note that there are no Negro operatives in any of these factories.

There is a Commission house which employs a large number of Negroes in chicken picking. They are paid 1, 2, and 3 cents per chicken for this work. It is possible to average \$4.50 per day.

The state of Missouri has a state maximum week of 54 hours covering four days, the average salary earned by the female employees

being \$10.00 per week. Because of the larger wages received in the laundries, nut industry, and bag factories, unskilled Negro women constantly refuse offers of domestic work at \$4.00 to \$7.00 per week.

In addition to the type of work outlined above, a number of Negro females are employed cleaning and packing chitterlings, cleaning pigfeet and other jobs of this nature in slaughter and packing houses. White women work as operatives in the lard and shortening divisions, - no Negroes are employed as skilled operatives. Little use of the United States Employment Service is made by the slaughter and packing plants, employees (both male and female) being secured "at the gate."

Conference With Mr. Porter, Director of the Division of Hotels
And Institutions:

Mr. Porter, who was formerly secretary to the President of the Frisco Railroad, made the best impression of any of the staff members interviewed. He seems to have an intelligent appreciation of the unemployment and other problems faced by the Negro worker. It is Mr. Porter's opinion that Negroes are not losing out in hotel and service jobs in St. Louis. Maids in all of the better and second class hotels have been, are now, and indications seem to point to the fact that Negro women will continue to be employed for this work. Wages in this group are \$12.00 per month, plus meals; or \$4.00 per week for an 8 hour day.

Some progress has been in the placement of the exceptionally high type Negro hotel applicant. Mr. Porter was particularly interested in the present case.

In discussing male labor he told of a man who had registered as a teacher, but as the Employment Service had no call for teachers, it was suggested that the Negro applicant accept a job in the Scullins' Steel Corporation. The suggestion was taken and the man is doing good in the mill at the present time. A rather unusual situation exists at Scullins—all white labor has been replaced with Negro labor, but this was not the result of any labor difficulty at this plant.

Conference with Francis Ferguson, Senior Interviewer in the Domestic Service Division:

Mrs. Ferguson stated that approximately 75% of her active file, which includes domestic chauffeurs, etc., was composed of Negroes. The median weekly wage for this group, with the exception of chauffeurs, is \$8.00. Mrs. Ferguson stated that there was great need for a course in household training, for both white and Negro girls in St. Louis. The return from such training would be most beneficial to the prospective employee as well as employer as about 50% of the placements made by this division of the Employment Service were women. Negro women applicants in this division are interviewed by Mrs. Helen Gough, Junior Interviewer.

DEFINITIONS FROM INTERVIEW AND CONFERENCE

Employment opportunities for Negroes in Missouri are limited. Besides having to face the problem of unemployment, many of the Negro males and females, who do find work, are hampered by underemployment. As long as the United States Employment Services Offices of St. Louis and Kansas City do not register Negro applicants for the various types of work they are capable of doing, and as long as apparently little effort is made to place Negroes unless the employment requisition specifies Negro, the Employment Service will be of little value to the Negroes seeking employment. Then too, the purpose of Public Works Administration projects, i.e., to alleviate unemployment, is being defeated. The number of Negroes working on P.W.A. projects is very small, and there are no Negro clerical workers on Government projects. Several Negro Senior and Junior Interviewers should be added to the staffs of the St. Louis and Kansas City offices. Inasmuch as a number of college graduates have taken the test no difficulty should be encountered in picking competent and trained individuals. More special attention should be given to help Negro workers secure membership in the skilled craft unions. There can be no skilled placements on projects until this is done. Real advancement in unemployment relief and employment can only be made by placing these skilled operatives in the technical industries of Missouri.

21.

A course in domestic service should be instituted in St. Louis for both white and negro girls. The wage level for those engaged in household work can be raised by giving the women this training, and the permanency of placements increased.

PART IIIANALYSIS OF MISSOURI STATE EMPLOYMENT SERVICE FILES:

Part I of this report outlines the population growth of Missouri; the persons on relief; and trends in occupations that Negroes follow. In Part II the facts gathered from personal interviews on the field trip are set forth, giving one a better understanding of the difficulties faced by the Negro wage-earner. And Part III deals with the persons handled by the Missouri State Employment Service.

According to the state office records, there was a total of 122,102 cases on file, June 1, 1936. Negroes made up 27.1% of this number or had 32,989 cases—19,005 men and 13,984 women. There were 70,412 total active cases of all races in St. Louis; 24,010 Negroes of the city being registered, and comprising 3.1% of this total number seeking employment through the Missouri Employment Service. Negro men had 12,908 cases and Negro women had 11,102 cases. As would be expected, this percentage for St. Louis is higher than that for the state. Kansas City had a total of 24,239 active cases on June 1. Negroes of the city with 6,118 total cases made up 25.24% of the total number of people registered; this number was made up of 4,043 Negro men and 2,075 Negro women.

The State Office was not able to furnish us information pertaining to total referrals and placements separately for Kansas

City and St. Louis, or by occupations. Placements made by all offices may not be interpreted in light of the active files as Mr. Kame, State Statistician, gives placements made January 1, 1935, to January 1, 1936. He notes that a total of 47,276 persons were aided in securing work. This number was made up of 38,969 white workers and 8,307 Negro workers. He finds that 4,537 Negro men and 1,970 Negro women were placed, and that 17.6% of the persons securing jobs were Negroes. Comparing this percentage with the total number of Negroes having active cases six months later (June 1, 1936) the fact is revealed that the percentage of Negroes is higher, being 27.1%.

It is unfortunate that there is no break-down of skilled, semi-skilled, and unskilled occupational placements. However, facts set forth in part II would indicate that the majority of the Negroes placed secured work in unskilled occupations.

CONCLUSION

The United States Employment Service offices of St. Louis and Kansas City should study the needs of the Negro workers, especially the skilled and high type white collar Negro. Every individual seeking employment should be allowed to register for the type of work he is capable of doing. Unless this is done unemployment among Negroes will increase because the constant trend is toward the use of more and more machinery in industry, and of course this calls for skilled operatives. We use fewer unskilled laborers today and will use fewer tomorrow. The trained Negroes in St. Louis and Kansas City must be given a greater opportunity to join the various unions and to work in the factories if they may earn sufficient funds to maintain their families. A good service has been rendered by the United States Employment Office in placing unskilled Negro laborers.

Several members of the St. Louis and Kansas City personnel do not have a sympathetic attitude toward the problems faced by their Negro applicants. Local Negro leaders feel that the Negro workers could be rendered greater aid by the United States Employment Service.

POPULATION - BACKGROUND MATERIAL.

State of Missouri:

During the period 1910 - July 1, 1933,* Missouri's total population increased 374,665. The percent of increase in total population between 1910 and 1920 was 3.4%; during the next ten-year interval it was 6.6%; and 1.0% between 1930 and July 1, 1933.* The Negro population has increased from 157,452 in 1910 to 259,000 by July 1, 1933. Rates of increase for the Negro inhabitants: 1910 to 1920, 13.2%; 1920 to 1930, 25.6%; and 1930 to July 1, 1933, 6.7%. These percentages verify the fact that the Negro population of the state has increased much more rapidly than the population of the other races living in Missouri. Negroes formed 4.8% of the population in 1910; 5.2% in 1920; 6.2% in 1930, and 6.5% on July 1, 1933.*

St. Louis:

The total population of St. Louis increased 12.5% between 1910 and 1920. The Negro population more than doubled over the 23 year period being reviewed. There were 43,960 Negroes in St. Louis in 1910, and 69,854 in 1920 (percent of increase, 56.9); and 93,580 in 1930 (percent of increase, 34.0); The colored inhabitants on July 1, 1933 numbered 99,200 (percent increase, 6.0). Negroes comprised 6.4% of the city's population in 1910 and 11.9% of the population on July 1, 1933.*

In the report of the field trip, October 21, 1936, it was pointed out that the rapid rise of Negro population in St. Louis resulting for the most part from: (1) the migration of Negroes to take advantage of the jobs in war time industries; and (2) their movement during the boom period 1922-1929; caused a very tenuous occupational status for Negroes in the city. A contracting industrial economy apparently left great masses of the Negro population in St. Louis stranded.

*July 1, 1933 figures are U.S. Census estimates. The 1933 estimates listed for Negroes include all "non-white", or colored people.

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Kansas City, Missouri
January 3, 1938

TO: DR. Mary H. S. Hayes, Director of Guidance and Placement, NYA

FROM: R. Elliott Searce, Counselor, Junior Placement Service

Copies to: Mr. Will S. Denham, Director M. S.E.S.
Mr. Clark Buckner, State Director NYA
Mr. William M. Kirby, Manager Kansas City M.S.E.S.

During the month of December the Junior Placement Service in Kansas City handled the smallest intake since our inception. We likewise made fewer placements than any other full month we have been operating. This small showing in placements was due to our inability to secure openings in business houses. This territory seems to have suffered quite a business set back; however, the Junior Placement Service suffered a smaller percentage of decrease in placements than any other department in the Missouri State Employment Service. We were not able to make placements of temporary workers in retail organizations for Christmas trade that we had hoped. It seems that businesses in this locality were able to handle the rush without many additions to the regular force.

X The decrease in the intake was due somewhat to seasonal decline of job seekers and also due to the fact that Mr. Clark Buckner, State Director NYA, has decided that in the future the Junior Division would handle only white applicants and also reduced one year the age of those handled. This plan should prove valuable as it will more nearly give the required time for the interviewers to evaluate, counsel and place new applicants handled by the department. We will also have time to do contact work in the afternoons as we had originally planned to do.

Mr. William M. Kirby, Manager of the Kansas City Missouri State Employment Service and Mr. Clark Buckner, State Director of the NYA are heartily in accord with the idea that the Junior Placement Department should do more field work, more vocational guidance, more counseling and thus be able to make more placements of young people who are seeking jobs.

Yours very truly,
MISSOURI STATE EMPLOYMENT SERVICE
William M. Kirby, Manager

By _____
R. Elliott Searce, Counselor, Junior Placement.

RES:NM

NOTES ON ST. LOUIS CONFERENCE.-JANUARY 13, 1938.

1. Arrived in St. Louis at 12:45 P.M.
2. Attended group meeting of fifty white and Negro social workers at the Pine Street Branch Y.M.C.A. Discussed in general problems of unemployment as revealed to the Negro in Missouri, more particularly St. Louis and Kansas City. Five staff members of the St. Louis office in Missouri State Employment Service were present at this meeting.
3. 3:30 P.M. addressed meeting of Race Relations Department of the St. Louis Planning Committee in the auditorium of the Bishop Tuttle Memorial Christ Church Cathedral. Dean Sweet, Chairman of the Race Relations Department, presided. About one-hundred and ~~twenty-five~~ (125) outstanding white and Negro leaders of the city of St. Louis, representing, social, civic, business, industrial, and religious interests were present. Immediately following my talk there was a question period about three quarters of an hour in length, at which time the group very frankly discussed in a constructive way, necessary steps in stimulating a helpful public opinion in the matter of employment of qualified Negro workers in the various occupational and industrial brackets.
4. Mr. C.C. Jones, Assistant Manager of the St. Louis branch of the Missouri State Employment Service and one other member of his staff was present.
5. At 5:30 in the afternoon at the offices of the St. Louis Urban League I met with Mr. John T. Clark and members of his industrial staff and committee to discuss the various techniques in the matter of securing suitable employment for skilled Negro Building Trade workers in St. Louis. This conference adjourned to Mr. Clark's home and was continued over the dinner table, at which time we were guests in Mr. Clark's home.
6. At 8:30 in the evening at the Pine Street Branch Y.M.C.A., a conference was held with local white and Negro representatives of organized labor groups; representing, dining-car waiters, building trade workers and domestic and personal service workers. Present at this meeting also were: representatives of the St. Louis Urban League, Pine Street Branch Y.M.C.A., and case workers from the St. Louis Public Assistance Bureau.
7. At 1:30 I visited the offices of the St. Louis Branch Missouri State Employment Service where I had conferences with Mr. Kammerer, Manager; Mr. C.C. Jones, Assistant Manager and supervisors in the following Divisions: Junior Council, Commercial and Professional Industry, skilled labor, unskilled and common labor, domestic and personal service, hotel and restaurant workers and with the clerical and testing division personnel.

8. In my conference with the Supervisor of the Junior Council Service in answer to my query, how large a part does the Negro applicant play in your Division? He replied, "We do not accept applications from Negroes." I learned subsequently that the Public Assistance Division of the Works Progress Administration in St. Louis established the policy and definite practice of requiring all Negro applicants for relief to not only register with the U.S.E.S on "Form #1" but required such applicants to produce a "Form #2A" signed by an Industrial Secretary of the St. Louis Urban League before they were eligible for relief or assigned to WPA projects.

Out of a staff of approximately sixty-five(65) persons, I noted only one Negro young woman serving in a clerical capacity in the male unskilled labor section. I learned that the only other Negro staff member had been released the day before my arrival in St. Louis. Even though his letter of release stated, "his work was in every particular, satisfactory."

NOTE: There is an apparent determination on the part of the local Manager and staff to maintain a policy of excluding Negroes, no matter how well qualified, from appointment to the staff of the St. Louis office of the Missouri State Employment Service.

Attention is called particularly to the frequent statement made by staff members of the St. Louis office as follows: "We usually refer most of our people to the St. Louis Urban League."

NOTE: No attempt is made to place Negro white collar and professional workers. In general the Negro is not receiving service commensurate with his needs from the St. Louis office and I would suggest that the Regional Field Representative and the National Personnel officers make a searching inquiry and investigation into these facts.

Mr. Clark of the St. Louis Urban League has promised to furnish us with a six months sample of the activities of the employment division of the St. Louis Urban League.

All of these matters I plan to discuss with Mr. Denham, white director of the Missouri State Employment Service at Kansas City, January 14, 1938.

1718 Bellglade Avenue
St. Louis, Missouri
January 25th, 1938

Lieut. Lawrence A. Oxley
Negro Department of Labor
Washington, D. C.

My dear Mr. Oxley:

Enclosed are copies of the papers which
you requested.

Anne C. Simms
Anne C. Simms

COPY

St. Louis Office
3000 Locust Street
St. Louis, Missouri

Missouri State Employment Service

October 16th, 1937

TO WHOM IT MAY CONCERN:

Mrs. Anne C. Simms has been employed as a junior interviewer on the staff of the Missouri State Employment Service in St. Louis continually from September 16th, 1936 until October 15th, 1937. During this time we have found Mrs. Simms to be exceptionally efficient, trustworthy and a capable member of our staff and we have no hesitance in recommending her services to any who may be interested.

Mrs. Simms appointment in this office was in the nature of a temporary assignment and her leaving is no reflection upon her work or ability. Due to financial limitations, over which we have no control, it became necessary that she, as well as several other temporary members of our staff, be dismissed.

The writer would be pleased to further recommend Mrs. Simms at any time.

Very truly yours,

MISSOURI STATE EMPLOYMENT SERVICE

C. R. Kammerer, Manager

CRK/W

Thomas C. Hennings, Jr.
11th Dist. Missouri

C
O
P
Y

Home Address:
742 Federal Bldg.
St. Louis, Missouri

October 17th, 1937
St. Louis, Missouri

Mr. Will S. Denham, Director
Missouri State Employment Service
Capitol Building
Jefferson City, Missouri

Dear Mr. Denham:

Mrs. Anne C. Simms of 1718 Belleglade Avenue, St. Louis has shown me a letter directed to her from you, terminating her employment with the Missouri State Employment Service.

I am very sorry that it seems to have been found necessary to let Mrs. Simms go. When I recommended her to your Commission for employment on May 21st, 1936, I did so in the knowledge that she is an exceptional woman with respect to her background, training and ability. I have also noted that as Junior Interviewer her general average upon her examination was 87.75 and her standing on the eligible list No. 9.

It is very difficult, therefore, for me to understand why one with her rating and her singular qualifications should be subject to dismissal, even though the Employment Service is being reorganized and the force reduced.

I might say that Mrs. Simms had nothing but praise for her treatment and her associates during her services and cherishes ill will for no one, but was advised to present her case to me by mutual friends.

COPY

Mr. Will S. Denham

Page 2

October 17th, 1937

I am hopeful that you may give her circumstances reconsideration and see fit to reinstate her as soon as possible.

I am personally interested in what I believe to be a most worthy and deserving case, and while I do not ordinarily undertake to intercede in these matters, I feel that you will understand the spirit in which this letter is written and do what you can consistently do to placate a large group of Negro citizens who happen to be my constituents, who feel justifiable or not, that probably Mrs. Simms had been subjected to some racial discrimination.

With kindest personal regards, I am

Sincerely yours

TCH-Jr.

MB

COPY

State Administrative Office
Capitol Building
Jefferson City, Missouri

MISSOURI STATE EMPLOYMENT SERVICE

November 2nd, 1937

The Hon, Thos. C. Hennings, Jr.
1114 Market Street
St. Louis, Missouri

Dear Sir:

Your letter of October 17th in behalf of Mrs. Anne C. Simms of 1718 Belleglade, St. Louis, has been called to my attention on my return to the office after a two weeks' absence.

We appreciate your interest in Mrs. Simms, who did very good work in our St. Louis office. Due, however, to a curtailment in government funds, we have been obliged to reduce our staff not only in the St. Louis office but throughout the state. Mrs. Simms was employed on a temporary job, made possible by the use of this emergency government money. If at some time in the future we can again obtain sufficient funds from Washington to increase our staff it may be possible to reinstate Mrs. Simms. You may be sure that if it is at all possible for us to do so, we **will** give the matter our best consideration, and we want to thank you for your recommendation.

Sincerely

Will S. Denham, Director
Missouri State Employment Service

COPY

Thomas C. Hennings, Jr.
11th Dist. Missouri

November 5th, 1937
St. Louis, Missouri

Mrs. Anne C. Simms
1718 Belleglade Avenue
St. Louis, Missouri

Dear Mrs. Simms:

I enclose letter received from Mr. Will S. Denham, Director of the Missouri State Employment Service which is in reply to my letter to him of October 17th.

I sincerely hope that it will be possible for Mr. Denham to reinstate you, and assure you I shall continue to do everything I can for you.

With my kind regards, I am

Sincerely yours,

TCH-Jr.
MB

St. Louis Office
3000 Locust Street
St. Louis, Missouri

COPY

November 9th, 1937

Mrs. Anne C. Simms
1718 Belleglade Avenue
St. Louis, Missouri

Dear Mrs. Simms:

We are enclosing herewith salary check in
the amount of \$52.50, for services rendered during the
period October 16th to October 31st, 1937.

Very truly yours,

Missouri State Employment Service

C. R. Kammerer, Supervisor
District #6

CRK:G
Encl.

SAMUEL W. GREENLAND,
PRESIDENT

HARRY M. PFLAGER,
VICE-PRESIDENT

SAM C. DAVIS,
VICE-PRESIDENT

WILBUR B. JONES,
VICE-PRESIDENT

JOSEPH S. CALFEE,
TREASURER

EARL W. BRANDENBURG,
GENERAL SECRETARY

The Young Men's Christian Association

OF ST. LOUIS AND ST. LOUIS COUNTY

PINE STREET BRANCH
2846 PINE BOULEVARD

FRANK L. WILLIAMS
CHAIRMAN BOARD OF MANAGERS
O. O. MORRIS
EXECUTIVE SECRETARY

JEFFERSON 0702

January 8th, 1938

Mr. Lawrence A. Oxley
Department of Labor
St. Louis, Missouri

My dear friend Oxley:

The following meetings have been planned for your visit in St. Louis Thursday. At 12:15 a meeting with the Social Workers Study Group, at 3:30 P. M. with the Inter-racial Committee of the City is inviting a group of white and colored people to hear you at that time. We will talk with you about this meeting on your arrival. At 8:00 P. M. Thursday night, Sidney Williams is planning a big meeting with the laboring class group. He will talk to you about his plans on your arrival also.

Please see me as soon as you arrive.

Sincerely yours,


O. O. Morris

OOM
/
r

BRANCHES

DOWNTOWN
NORTH SIDE
CARONDELET
JEFFERSON COLLEGE

SOUTH SIDE
RAILROAD
COUNTY

INDUSTRIAL COMMISSION
PINE STREET (COLORED)
ELLEARDSVILLE (COLORED)
WASHINGTON UNIVERSITY

SUMMER CAMPS

NIANGUA—LAKE OF THE OZARKS (Boys)
TACONIC—EUREKA, MO. (Boys)
RIVERCLIFF (COLORED BOYS) BOURBON, MO.

GIFTS AND BEQUESTS TOWARD THE ENDOWMENT FUND WOULD GREATLY AID IN ENLARGING THE WORK OF THE ASSOCIATION