

December 31, 1942

Mr. James R. Hoffa
2741 Trumbull Avenue
Detroit, Michigan

Dear Sir and Brother:

Enclosed find copy of a proposed amendment to General Order No. 17 of the ODT.

I am calling your attention particularly to pages 5 and 6.

I am sending this for your information as a member of the National Rubber Committee. No doubt the committee will discuss this matter in its next meeting.

With warmest personal regards,

Fraternally yours,

ACTING FOR GENERAL PRESIDENT

TEF:MM:MW
Enc.
A M

July 29, 1943

Mr. James R. Hoffa, Secretary-Treasurer
Local Union No. 299
2741 Trumbull
Detroit 16, Michigan

Dear Sir and Brother:

I have information to the effect that the Universal Car-loading Company has purchased a controlling interest in the Interstate Motor Freight System. Universal, as you know, is the New York Central Railroad. Interstate, as you probably know, has purchased the Motor Freight Division of the Indiana Railroad.

An Interstate Commerce Commission hearing is to be held this week to decide whether or not I. C. C. will permit the acquisition of the Indiana Railroad. I understand it is to be denied although the sale has been consummated and Interstate is operating Indiana Railroad equipment.

Another item of interest, as you undoubtedly know also, is that John Bridge has perfected the merger of Great Central and LaChrono-Benedict. There is some talk that Cloverleaf and Consolidated, both of which are controlled by Don Smith and Al Matthews, with some of Harry Bylinga's money, will be taken in by Bridge.

My thought is that it is another Railroad move to control or kill the trucking business. I will appreciate any information you have on these matters.

Fraternally yours,

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

TFB:EH

CC: FRED TOBIN

Edw. J. Sweeney

July 20, 1943

Mr. Wm. Green, President
American Federation of Labor
A. F. of L. Bldg.
Washington, 1, D. C.

Dear Sir and Brothers:

I have your letter of July 12, 1943 which is in further reference to a case of alleged discrimination against negroes by our Local Union No. 299 located in Detroit, Michigan.

I note that the President's Committee of Fair Employment Practice has again called upon you to bring this case to the attention of this office in the hope that we may bring about a satisfactory settlement.

I want to emphasize to you the policy of the International Teamsters which is the same policy as the A. F. of L., no discrimination because of race, creed or color. This has always been the instructions to our affiliated local unions.

However, I am sure that you are aware that recently there was a race riot in the City of Detroit. Immediately the local union officials called me on the phone for instructions on what to do about their colored members and particularly the colored business agents working for us in that district. I instructed the local union officials to send the colored business agents home as well as any of their members who, in their opinion, would be molested.

I have conferred with Mr. James Hoffa, Secretary-Treasurer of Local No. 299 on this particular case. He advises me that there has been or will be a hearing on this matter in the City of Detroit in the very near future. I am again writing to Brother Hoffa today in an effort to bring about a settlement in this case.

299

Mr. Wa. Green, President

2.

July 20, 1943

You can rest assured of our cooperation to the fullest extent
in matters of this kind and particularly at this time.

Warmest personal regards.

Fraternally yours,

TEF:EM

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

CC: MR. JAMES R. HOFFA
LOCAL UNION NO. 299

29
July 20, 1943

Mr. James R. Hoffa, Secretary-Treasurer
Local Union No. 299
2741 Trumbull
Detroit, 16, Michigan

Dear Sir and Brother:

Enclosed herewith is copy of letter addressed to President Tobin under date of July 12, 1943 from President Green of the American Federation of Labor. This is in further reference to our recent correspondence regarding an alleged discrimination case against negroes by your Local No. 299.

I am also enclosing copy of a letter I have addressed to President Green in answer to his letter of July 12th for your information.

Please advise me the outcome of this case or what the status is at the present time and if it is not settled what the actual conditions are.

Warmest regards.

Fraternally yours,

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

TEF:EH



AMERICAN FEDERATION OF LABOR

Executive Council

President, WILLIAM GREEN

Secretary-Treasurer, GEORGE MEANY
A. F. of L. Building, Washington, D. C.

First Vice-President, WILLIAM L. HUTCHESON,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice-President, MATTHEW WOLL,
570 Lexington Ave., New York, N. Y.
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Railway Clerks' Bldg., Cincinnati, O.
Sixth Vice-President, DANIEL J. TOBIN,
222 East Michigan St., Indianapolis, Ind.

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815 Fifteenth St., N. W., Washington, D. C.
Eighth Vice-President, W. D. MAHON,
263 Verdon Highway, East, Detroit, Mich.
Ninth Vice-President, FELIX H. KNIGHT,
400-408 Carmen's Bldg., Kansas City, Mo.
Tenth Vice-President, EDWARD FLORE,
422 Sidway Building, Buffalo, N. Y.
Eleventh Vice-President, HARVEY W. BROWN,
Machinists' Bldg., Washington, D. C.
Twelfth Vice-President, W. C. BERTENBERRY,
Delaware at Twelfth Street, Indianapolis, Ind.

Thirteenth Vice-President, W. C. DOHERTY,
408 A. F. of L. Bldg., Washington, D. C.

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4
CABLE ADDRESS AFEL.

Washington, D. C.

July 12, 1943

Mr. Daniel J. Tobin, President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers
of America
222 East Michigan Street
Indianapolis, Indiana

Dear Sir and Brother:

On May 5, 1943, I wrote to you calling your attention to a case of alleged discrimination against Negroes by Local No. 299 of your International in Detroit, Michigan.

The President's Committee on Fair Employment Practice has called upon me to bring this case again to your attention in the hope that you may use your good offices to reach a satisfactory settlement of the complaint. It is pointed out by the Committee that the new Executive Order under which the Committee was reorganized contains a specific provision forbidding discrimination by labor organizations because of race, creed, color or national origin. Because of the outstanding record of the International Brotherhood of Teamsters of furthering non-discrimination in the ranks of the labor movement, I sincerely hope that you will find it possible to help expedite the settlement of this case.

Fraternally yours,

President
American Federation of Labor

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

BY DIRECT WIRE FROM
WESTERN UNION

1223

SYMBOLS
DL = Day Letter
NL = Night Letter
LC = Deferred Cable
NLT = Cable Night Letter
Ship Radiogram

A. N. WILLIAMS
PRESIDENT

NEWCOMB CARLTON
CHAIRMAN OF THE BOARD

J. C. WILLEVER
FIRST VICE-PRESIDENT

The filing time shown in the date line on telegrams and day letters is STANDARD TIME at point of origin. Time of receipt is STANDARD TIME at point of destination

WU BA24 10=DETROIT MICH JUL 7 921A

THOMAS E FLYNN=ACTING PRESIDENT=

REC'D JUL 7 1943

PLEASE SECURE HOTEL RESERVATION FOR ME THERE BEGINNING JULY 13=

JAMES R HOFFA.

852A.

Harrison

13.

299

December 23, 1942

Mr. James R. Hoffa, Secretary-Treasurer
Local Union 299
2741 Trumbull Avenue
Detroit, Michigan

Dear Sir and Brother:

Enclosed find copy of a letter addressed to President Tobin, under date of December 21, 1942, signed by Festus Hairston, a member of your local union. The letter explains itself, and I will appreciate your comments before answering same.

I desire to point out to you the policy of this International Union, which is no discrimination regarding race, creed or color. This same situation has come up in one or two other localities in the past few months, the last one being in Pittsburgh. We were assured by the local union that they were not discriminating and would allow this colored man to continue working.

I also wish to advise you that there is an agency set up in Washington by the government for the protection of the colored people to handle any of their troubles of this kind. There is no doubt but that this case will be appealed to this agency if this man is not allowed to work at this job.

However, I will not answer this letter until hearing from you.

Fraternally yours,

TEF:MM
Enc.

ACTING FOR GENERAL PRESIDENT

ONE FLAG



ONE COUNTRY

8774 Cameron Street,
Detroit, Michigan
Dec. 21st, 1942

Mr. Daniel J. Tobin,
222 Michigan Ave.
Indianapolis, Ind.

Dear Sir:

I am asking your full consideration of my case. Reviewing the fact of the present shortage of experienced Truck Drivers in the defense area of Detroit, I have appealed to Mr. Hoffa, President of local 299, of which I am a member.

I have complete equipment for highway hauling, 41 - Ford Tandem Truck and 4 wheel trailer.

I secured a position with a firm doing Vital Defense Work, but for verification of my membership of local 299 A.F.L. the firm inquired and were assured of my membership, but the union on finding that I am a Negro, would not give their consent for me to have the job.

The firm is willing with no discrimination shown whatever, but without my local's consent, I cannot be employed doing work of this type in this Defense Area.

At present Mr. Tobin, there are no Negroes employed in this type of work from local 299.

I find this type of work from past experience, my very best in aiding Defense.

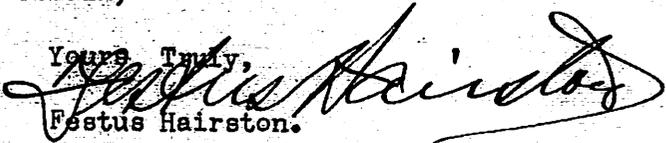
There is no question of the Negroes patriotism or sacrifices for the preservation of our Democracy.

Your assistance, Mr. Tobin, in this matter, would be greatly appreciated.

Thanking you,

I remain,

Yours Truly,


Festus Hairston.

May 13, 1943

Mr. William Green, President
American Federation of Labor
Washington, D. C.

Dear Sir and Brother:

This will acknowledge receipt of your letter of May 5, 1943, addressed to President Tobin, to which you attached a copy of a memorandum from the files of the President's Committee on Fair Employment Practice, involving the case of the application of the President's Executive Order No. 8802, involving our Local Union 299, of Detroit, Michigan, and Mr. Festus Hairston, in which the Committee alleges discrimination because of his color.

This will advise you that I am taking this matter up with the officers of our Local Union 299.

Thanking you for your interest in this matter, with warmest personal regards,

Fraternally yours,

ACTING FOR DANIEL J. TOBIN,
GENERAL PRESIDENT

TEF:MM

May 13, 1943

Mr. James P. Hoffa, Secretary-Treasurer
Local Union 299
2741 Trumbull Avenue
Detroit, Michigan

Dear Sir and Brother:

With further reference to our telephone conversation the other day, enclosed herewith is a copy of a letter addressed to President Tobin, under date of May 5, 1943, from William Green, President of the American Federation of Labor, to which is attached a copy of a memorandum from the files of the President's Committee on Fair Employment Practice, which involves your Local Union 299 and Mr. Festus Hairston, 8774 Cameron, a member of your organization, in which they are claiming that your organization is discriminating against Brother Festus because of his race or color.

I am sure that you realize that the International Brotherhood of Teamsters does not discriminate against any individual because of race, color or creed.

I will appreciate your checking into this matter and advising me what the situation is.

Fraternally yours,

ACTING FOR DANIEL J. TOBIN,
GENERAL PRESIDENT

TEF:MM
Enc. 2

Enc.
JEM:MM

ACTING FOR DANIEL J. LOBIN,
GENERAL PRESIDENT

Fraternally yours,

I am under the impression that you know about this matter,
and no doubt Fred Lobin will accompany you to this meeting,
Monday afternoon.
The hearing regarding the movement of freight by boat
from Cleveland to Detroit is postponed until Monday after-
noon at 2:30.

Enclosed find copy of a telegram received at this office
from John L. Rogers of the Division of Motor Transport,
ODT.

Dear Sir and Brother:

Mr. James Hoffa, Secretary-Treasurer
Local Union 299
2741 Trumbull Avenue
Detroit, Michigan

May 11, 1943

299



AMERICAN FEDERATION OF LABOR

Executive Council

President, WILLIAM GREEN

Secretary-Treasurer, GEORGE MEANY
A. F. of L. Building, Washington, D. C.

First Vice-President, WILLIAM L. HUTCHESON,
Carpenters' Bldg., Indianapolis, Ind.
Second Vice-President, MATTHEW WOLL,
570 Lexington Ave., New York, N. Y.
Third Vice-President, JOSEPH N. WEBER,
621 Alta Drive, Beverly Hills, Los Angeles, Calif.
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260 Vernor Highway, East, Detroit, Mich.
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422 Sidway Building, Buffalo, N. Y.
Eleventh Vice-President, HARVEY W. BROWN,
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Delaware at Twelfth Street, Indianapolis, Ind.

Thirteenth Vice-President, W. C. DOHERTY,
493 A. F. of L. Bldg., Washington, D. C.

LONG DISTANCE TELEPHONE NATIONAL 3870-1-2-3-4

CABLE ADDRESS AFEL.

Washington, D. C.

May 5, 1943

Mr. Daniel J. Tobin, President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers
of America
222 East Michigan Street
Indianapolis, Indiana

Dear Sir and Brother:

I am submitting to your attention the attached copy of a memorandum from the files of the President's Committee on Fair Employment Practice which involves a case of the application of the President's Executive Order No. 8802. The complaint before the Committee alleges discrimination involving Local Union No. 299 of your International.

It is the established procedure of the President's Committee in cases involving unions to afford the opportunity for adjustment of complaints through the officers of the International unions concerned. To avoid the possibility of direct action by the Committee, I am transmitting this information to you with the request that you give it the necessary attention and take appropriate action at the earliest opportunity.

Fraternally yours,

President
American Federation of Labor

Enclosure

From a Memorandum from the
President's Committee on Fair Employment Practice
submitted to President Green

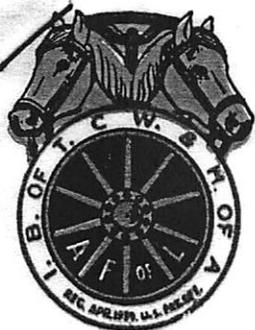
Mr. Festus Hairston, 8774 Cameron Street, Detroit, Michigan, has filed with this office a complaint alleging that although he is a member of Local #299, Brotherhood of Teamsters, Chauffeurs, and Helpers, A.F. of L., he has been refused the opportunity to take a job as a highway operator, on long hauls, because of his race and color. Mr. Hairston declares that he has been offered a job as a highway operator by the White Star Trucking Company, but the business agent of the union stated to our investigator that the highway truck drivers voted against permitting Mr. Hairston to be transferred to highway work. One of the factors in this vote is that highway operators must sleep on their trucks and, where two operators man a truck, they must share the one sleeping place.

The Business Agent of Local #299 is Mr. James Hoffa and his address is 2741 Trumbull Street.

This office understands that there is a twelve state agreement or "understanding" among locals of the Brotherhood of Teamsters, Chauffeurs, and Helpers that no Negro truck driver will be permitted in long haul interstate operations, one reason being that long haul truck driving necessitates the drivers' sleeping on their trucks, sharing the one bunk available. Both by itself and because of its multi-state ramifications, I have listed this case as one of those to be heard in the Detroit hearing.

It is common knowledge in the Detroit area that there is a scarcity of highway transportation for the moving of goods, especially food stuff, and that one of the bottle-necks in this transportation is the availability of trained truck drivers. We have taken up this complaint informally with Mr. Cushman, Deputy Director of the Area Office of the War Manpower Commission, and he is of the opinion that the War Production Board, Office of Defense Transportation and War Manpower Commission will all be interested in correcting the situation which keeps men like Mr. Hairston from working where they are most needed in the war effort--this case in highway trucking.

Before taking this case up with the three agencies above mentioned I thought you may want to allow President William Green to take up the case with Mr. Daniel Tobin, President of the International Brotherhood of Teamsters, Chauffeurs, and Helpers, to clarify and correct this situation within the union organization. So far Mr. Hoffa, the business agent, has considered Mr. Hairston's complaint an intra-union matter and he denies that the vote against him was based on race or color. If this situation is not corrected soon the local teamsters union will have to be called in our public hearing despite the fact that the International Union, as I understand it, is favorably disposed towards Negro members and has a large number on its membership rolls.



INTERNATIONAL BROTHERHOOD OF TEAMSTERS·CHAUFFEURS·WAREHOUSEMEN&HELPERS OF AMERICA

AFFILIATED WITH THE
AMERICAN FEDERATION OF LABOR

Chicago 2, Illinois

July 26, 1943

Thomas E. Flynn
Acting for the President
222 East Michigan Street.
Indianapolis, Indianapolis

Dear Sir and Brother:

Acknowledging your letter of July 21, 1943, with enclosed copy of a communication to President Tobin from Boris Shishkin, under date of July 15, 1943.

The quotation which you set forth in your letter and which is contained in Shishkin's letter of July 15, has no foundation in fact, whatsoever.

It so happens I sat in on a meeting with Brother James Hoffa, at which time an investigator, whose name I cannot recall, from the Office of Emergency Management President's Committee on Fair Employment Practice, was in Detroit, and during that time we pointed out what results might possibly follow from a negro going to work on our over-the-road trucks, but in no instance, then or at any other time, has this Council taken any position whatever except to abide by the provisions of the Constitution of this International Union.

If the subject matter were to be brought up on the floor during a meeting of the Central States Drivers Council, I would immediately object to it being discussed in the light of the provisions of our Constitution, and in the event that the Council continued any such discussion over my protests, I would immediately have notified the International Office.

So long as I am in the capacity of Director of the Central States Drivers Council as an employe of the International Union, I certainly would not participate or permit the Council to take any action which is in contradiction to the provisions of the International Constitution and if I were unable to control the Council in a matter of this kind, I would immediately, forthwith, notify the International Office.

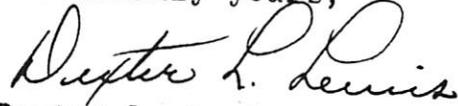
Shishkin (S)

Thomas E. Flynn -2

July 26, 1943

It might be well for President Tobin to determine who lodged any such complaint before this committee and get the facts out in the open.

Fraternally yours,



Dexter L. Lewis
INTERNATIONAL REPRESENTATIVE, DIRECTOR
CENTRAL STATES DRIVERS COUNCIL

DLL:es

July 21, 1943

Mr. Dexter L. Lewis, General Organizer
10 North Clark Street
Chicago 2, Illinois

Dear Sir and Brother:

Enclosed herewith is a copy of a letter received at this office, under date of July 15, 1943, addressed to President Tobin, from Boris Shishkin, a member of the President's Committee on Fair Employment Practice.

I have had previous letters and complaints regarding this case, which I have forwarded to Brother Hoffa at Detroit. As late as yesterday, I again had a communication from President Green regarding this matter, and I assured President Green that our organization practiced a policy of no discrimination because of race, color or creed.

My purpose in calling this matter to your attention is the statement contained in this letter (which I quote),

"In the complaint before the Committee it is claimed that there exists an agreement among the Locals of the Brotherhood in twelve states that no Negro truck drivers will be permitted in long-haul interstate operations."

If the Central States Area has taken this position, we know nothing about it in this office, and this would not be consistent with the policy of the International Union as I outlined it above.

I ask that you immediately take this up with the delegates there in session in Chicago and give me an answer at your earliest possible convenience.

Boris Shishkin

'8" file

Dexter L. Lewis - 2 - July 21, 1943

With warmest regards,

Fraternally yours,

TEF:MM

Enc.

A M

CC: James R. Hoffa-Local 299

ACTING FOR DANIEL J. TOBIN,
GENERAL PRESIDENT

August 30, 1943

Mr. James R. Hoffa, Secretary-Treasurer
Local Union 299
2741 Trumbull Avenue
Detroit 16, Michigan

Dear Sir and Brother:

In further reference to the letter written you under date of August 27, 1943, relative to Boris Shishkin, member of the President's Committee on Fair Employment Practice, calling the General President's office in reference to alleged discrimination by Local Union 299, I am enclosing a copy of a letter that reached the General President's office this morning, in confirmation of the telephone conversation of last Friday.

Kindly advise on this matter as soon as possible so some reply can be made to this member of this committee.

Looking forward to hearing from you at once, remain

Faternally yours,

FDB:MM
Enc.

GENERAL ORGANIZER & AUDITOR

"2"

August 27, 1943

MEMORANDUM FOR FILE

At about 3:45 P. M., Friday, August 27, 1943, Mr. Boris Shishkin, President of the Committee on Fair Employment Practice, Office for Emergency Management, Washington, D. C., called from AFL headquarters in Washington in reference to status of legal members on interstate trucks and discrimination by Local Union 299 against negroes and stated he had two new cases filed, and he is trying to avoid issuing an executive order and was anxious to have some reply by Monday morning, August 30, 1943.

The subject matter was again taken up with Hoffa as no reply to letter under date of July 20, 1943, was found in the files.

F. D. BROWN

FDB:MM

August 27, 1943

Mr. James R. Hoffa, Secretary-Treasurer
Local Union 299
2741 Trumbull
Detroit 16, Michigan

Dear Sir and Brother:

Kindly advise if you made any reply to Acting for the General President Thomas E. Flynn's letter under date of July 20, 1943, in reference to alleged discrimination against negroes on interstate trucks by Local Union 299. If so, please send copy of reply.

Mr. Boris Shishkin, President of the Committee on Fair Employment Practice, Office for Emergency Management, Washington, D. C., just contacted International headquarters and stated that they had two additional complaints filed.

Awaiting your reply,

Fraternally yours,

FDB:MM

GENERAL ORGANIZER & AUDITOR

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



September 18, 1944

Mr. Daniel Tobin
General President
International Brotherhood of
Teamsters, Chauffeurs,
Warehousemen and Helpers
222 East Michigan
Indianapolis, Indiana

Re: Michigan Trucking Assn.

Dear Mr. Tobin:

You will recall at our conference of August 25 at your offices we discussed the refusal of Local 299 of the Teamsters, Detroit, Michigan, to admit Negroes to membership. At that time you suggested and we agreed that it would be advisable to have a conference in about two weeks at which time Mr. James Hoffa, Business Manager of Local 299, could be present.

I know you have been busy with weighty matters, but I should appreciate knowing when we could have such a conference.

Very truly yours,

Will Maslow

Will Maslow

Director of Field Operations

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

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

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

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

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

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

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

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

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

Joseph Smith
O. Furvey
Henry Adams

March 1944
August 1944
March 1945

Detroit Delivery Co.
U. S. Truck Co., Inc.
Douglas Trucking Co.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Charles Joiner
Paul Beasley
Kermit Belcher

April 25, 1945
January 4, 1945
July 7, 1944

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Dewey Windom	July 13, 1944
O. Purvey	August 1944

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

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

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

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

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

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

WASHINGTON, D. C., May 18, 1945

PRESIDENT'S COMMITTEE ON
FAIR EMPLOYMENT PRACTICE

By Malcolm Ross
Chairman

277
April 26, 1951

Mr. James Hoffa,
2741 Trumbull Ave.,
Detroit, Michigan

Dear Sir and Brother:

Enclosed find copy of a letter received in this office this morning signed by Woodford Emms, 6543 Woodrow Avenue, which is self-explanatory.

Of course, you realize this is a ticklish question and I would appreciate your advising me in case this matter is brought to the Governmental Agencies.

Fraternally yours,

TEF/mvc
Encl:

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

Woodford Ennis
6543 Woodrow Ave
Detroit, Mich.

International Brotherhood of Teamsters,

Dear Sir:

I have been instructed to write you to see if you could throw some light on the activity and the policy of local 299 of Detroit, Mich. the discriminatory practice against colored over-the-road drivers, which they exclude from their local.

We like any other race have to measure up to or comply to all demands of society and our government, there are no exemptions made for us because we happen to be of the darker race and of a minority group, so, I can't understand why we can't be given the same chance in earning a living as we are given in helping to bear the national burden.

Our Democratic way of life is supposed to be to give each and every man an equal chance to earn his living as long as he qualifies for the job he is seeking, but not so with Local 299 here in Detroit. I'm speaking from experience as Mr. Milton Lloyd and I were told that we could not operate in and out of Michigan even though employed and had been for six months and our equipment was also registered and licensed here in the state and carried M.C.S.P. plates. We were employed by the Scarpan Frt. Lines at 14900 West Warren, Dearborn, Mich and the union refused to let our employers renew our lease Jan. 1st 1951, the union also refused us membership as over-the-road drivers but tried to get us to work for the Texas Cartage Co. which only does city work and of course they could not use equipment as large as ours, so we are now forced to seek employment, outside the state. As I understand it the union is supposed to govern its membership and not free enterprise, something that the public contributes to. Now I'm sorry if I sound a little harsh but it very known that Local 299 controls and dictates to several Frt. Companies here in Detroit, which was the case with Scarpan Frt. Lines and have proof to that effect.

We have also been told by several companies that they would be glad to hire us if the Union would permit, so it seems as if the union is dictating and at the same time discriminating.

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS

OFFICE OF
THOMAS E. FLYNN
EXECUTIVE ASSISTANT TO THE
PRESIDENT

222 E. MICHIGAN ST.
INDIANAPOLIS 4, IND.

Can't something be done so that we can have a chance to earn
a living without being forced to leave our state to do it.
Would appreciate an answer or advice.

Yours truly,

Woodford Ennis.

C
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P
Y

INTERNATIONAL BROTHERHOOD
OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS
OFFICE OF
THOMAS E. FLYNN
EXECUTIVE ASSISTANT TO THE
PRESIDENT
222 E. MICHIGAN ST.
INDIANAPOLIS 4, IND.

Wesley Ennis
6543 Wessell Ave
Detroit, Mich

International
Brotherhood of Teamsters
Dear Sir:

①
REC

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We like any other race have to measure up to or comply to all demands of society and our governments, there are exemptions made for us because we happen to be of the darker race and of a minority group, so, I can't understand why we can't be given the same chance in earning a living as we are given in helping to bear the national burden.

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to earn his living as long as he qualifies for the
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We have also been told by several Companies that they would be glad to hire us if the Union would permit, so it seems as if the union is dictating and at the same time discriminating.

Can't something be done so that we can have a chance to earn a living without leaving our state to do it. Would appreciate an answer or advice.

Yours Truly
Worford Eunis

April 23, 1951

Mr. James R. Hoffa,
2741 Trumbull Ave.,
Detroit 16, Mich.

Dear Sir and Brother:

Enclosed find a copy of a letter received in this office this morning, also a copy of a letter which I have directed to the writer.

His letter is self-explanatory and is referred to you for your information and disposition.

Fraternally yours,

AE/MMH
Encls

AL EVANS,
GENERAL ORGANIZER

(Local 987)

April 4, 1951

George C. Shelp, Bus. Repr.,
Local Union 299,
2741 Trumbull Ave.,
Detroit, Michigan

Dear Sir and Brother:

Please refer to your letter of April 2, 1951 in which you request benefits for your members who were on strike from March 16th to March 26th against Detroit Tullar Envelope Company.

We refer you to Article XII, Section 5 of the International Constitution, "Strike benefits in strikes recognized as properly subject to the payment of strike benefits or relief in cases of lockouts, etc., shall be paid to all members in good standing at the rate of \$10.00 per week, and will be payable at the end of the second week of the strike or lockout; but in no case shall a fraction of a week's strike pay be allowed nor the first week of a strike or lockout be paid for....."

Since your members were on strike only eleven days no benefit checks will be forthcoming.

Fraternally yours,

TEF/mvc

ACTING FOR DANIEL J. TOBIN
GENERAL PRESIDENT

Woodward
1-6434
1-6435
1-6436
1-6437



**International Brotherhood of Teamsters, Chauffeurs
Warehousemen and Helpers of America**

Affiliated with the American Federation of Labor and
the Detroit and Wayne County Federation of Labor

LOCAL UNION NO. 299

2741 TRUMBULL AVENUE



DETROIT 16, MICHIGAN

April 2, 1951

Mr. Thomas E. Flynn, Acting for President
International Brotherhood of Teamsters
2 22 East Michigan Street
Indianapolis, Indiana

Dear Sir and Brother:

In regard to the Detroit Tullar Envelope strike, kindly
advise when our members may expect their benefit checks?
They were on strike from Friday noon, March 16th to Mon-
day, 7 a.m. March 26th.

Thanking you for an early reply hereon, we remain,

Fraternally yours,

LOCAL UNION NO. 299

George C. Shelp m.
George C. Shelp
Business Representative

GCS/vb