



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  
Joseph Smith

August 2, 1943  
December 1944

Mannion Express Co.  
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. Purvey  
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