

Sunday work. Realizing that many were entering the garment trades, an effort was made to ascertain their status, and it was found that at least fifty union shops had some colored workers. They were a new element and brought to the union many perplexing problems which will be discussed in this study.

Such, briefly, were the conditions when the armistice was signed: housekeepers were complaining that their domestic workers had deserted them for their husbands' businesses; it was a matter of much comment that colored women were working on the streets—obviously in positions that involved too much strain for women; the newspapers devoted space to assignments on the colored women workers and carried advertisements for them; factory inspectors noted them as innovations and the unions reported they were in their shops and even that they "had driven the whites from a few shops." With few exceptions, wages were low and were threatening to undermine fair and reasonable standards. A need was felt for more information on the subject, and the Consumers' League decided to undertake this study in order to present information that could be a help in clarifying public thinking.

The Chamber of Commerce expressed its interests in a letter to its members, saying "the League will attempt to discover the number of colored women who have worked in the industries of Philadelphia during the war and the number who are now employed, the nature and quality of their work, with the idea of discovering for what particular work colored women are best suited," and asked them to "co-operate with the Consumers' League to the fullest extent in furnishing information and affording facilities for gathering the necessary data in making this very valuable study." The League is happy to state that the majority of the employers called upon were most generous in their co-operation. The Waist and Dress Manufacturers' Association extended an invitation to visit all its shops. Among the organizations of the city that helped were the following: Armstrong Association, Public Schools, Department of Compulsory Attendance, Young Women's Christian Association, Unions, Society for Organizing Charly and Red Cross. To all of these, and to the friends who contributed time and money, and to the colored workers interviewed, the League extends its very great thanks. . . .

SOURCE Archives of Pennsylvania Historical and Museum Commission (Harrisburg, Pa.). Bracketed material appears as footnotes in the original document.

54. "List of Colored Employees." From employment manager, Pratt & Cady Company, Inc., to C. S. Johnson, director, National Urban League, N.Y., 13 Jan. 1922. Documents labor turnover among black workers by occupation, date of leaving, and reason for leaving.

PRATT & CADY COMPANY INCORPORATED
MANUFACTURERS OF
VALVES, HYDRANTS, COCKS AND STEAMTRAPS
HARTFORD, CONN.

January 13th, 1922.

Mr. Chas. S. Johnson, Director,
National Urban League,
127 East 23rd Street,
New York, N. Y.

Dear Sir:—

I beg to apologize for not being able to forward the information which I promised in my letter of the 12th ultimo.

However, enclosed you will find a list of the colored employees in our employ during the years 1919-20 and 21 inclusive, together with their occupations and their reason for leaving. Letter "D" means discharged.

You will also find a separate list of our present colored employees. Permit me to add that this list of ex-employees reflects the true conditions as they existed in our Plant.

Yours very truly,
PRATT & CADY COMPANY, INCORPORATED
EMPLOYMENT MANAGER
PJS:M

LIST OF COLORED EMPLOYEES

Jan. 5th, 1921

Adams, John	Core helper
Arnold, Love	Cupola Man
Banton, Elmore	Misc. Helper
Bryans, Wm.	Core Helper
Clark, Robert	Cupola man
Cody, Walter	Coremaker
Edney, Isiah	Oiler
Hall, Wm.	Melter
Harris, J.	Mach. Moulder
Jackson, F.	Tester
Jackson, Lonnie	Tumbling Bbl. oper.
Jackson, Willie	Moulder's helper
Jones, Ross	Scater
Lewrett, L.	Cupola tender
Ross, Otis	Coremaker
Thomas, Henry	Trucker
Walker, Stephen	Flaskman

NAME	OCCUPATION	DATE LEAVING	REASON FOR LEAVING
Willis, Jos.	Corehelper		
Willis, Chas.	Furnace man		
McInce, E.	Core helper		
McKenzie, W.	Sand blast operator		
NAME	OCCUPATION	DATE LEAVING	REASON FOR LEAVING
Adams, Rueben	Knockout man	5-28-20	Couldn't wash up at 4:30 P.M.
Allen, Charles	Furnace tender	D 6-9-20	Loafing on job
Allen, Geo.	Grinder	5-4-20	Left without notice
Allen, Will	Trucker	2-13-20	No reason given
Anderson, Herbert	Scater	2-6-20	Didn't take interest in work for the last two weeks he worked
Anderson, Wm.	Grinder	D 1-5-20	Lazy
Anthony, John	Core helper	D 12-19-19	No reason
Andrew, Nathaniel	Helper	5-21-19	Work too heavy
Anthony, Wm.	Yardman	D 3-7-19	Wanted overtime for Washington's Birthday
Arnold, Ernest	Core helper	D 5-6-20	Would do just so much work and no more
Ball, Norman	Grinder	2-2-20	
Banks, Gus	M. Moulder's Helper	10-9-19	Left without notice
Barns, Robert	Yardman	11-22-19	No reason
Bartlett, Jim	Trucker	11-14-19	Moved out of town
Barnett, Harold	Porter	9-8-19	Temporary position
Barlow, Sam	Boiler Maker's Helper	7-14-19	Noise from riveting hammer annoyed him

Bennett, Wm.	Nightman	6-11-19	Didn't show up in a week
Black, Leroy	Helper	6-12-20	Took a 3 weeks vacation and did not return
Black, Claud	Knockout man	5-28-20	Couldn't wash up at 4:30 P.M.
Blanding, Isaac	Helper	D 9-9-19	Too lazy to work
Biggins, Oscar	Mldr's. Helper	5-29-19	Absent without leave
Billington, Henry	Grinder	6-26-19	Not suited to our work
Bonner, James	Yardman	10-18-19	No notice
Brewer, Ben.	Yardman	1-6-20	Left—no reason
Brewster, Otis	Helper	4-3-19	Going South
Brown, Arthur	Porter	3-23-20	Dissatisfied
Brown, Fred	Grinder	D 12-12-19	Very stubborn
Brown, Chas.	Tester	D 9-9-19	Didn't want to work
Brown, General	Mach. Operator	2-25-19	Going South
Bukes, Wm.	Tumbling bbl. "	D 1-22-20	Absolutely no good
Buster, Terry	Trucker	D 9-15-19	Work too hard
Canty, Sherman	Trucker	D 2-6-20	Too old for trucking
Canty, Henry	Helper	12-19-19	Dissatisfied because he couldn't learn business in one day
Calmon, Moses	Nightman	7-14-19	No reason
Calloway, Melvin	Miscellaneous helper	5-29-19	Going South
Carter, Andrew	M. Moulder	2-20-20	Acc't of wages
Chalmers, Homer	Misc. helper	6-9-19	acc't of wages
Cogswell, Alvin	Knockout man	6-17-20	Wouldn't work faster
Coleman, Wm.	Knockout man	D 6-24-20	Wouldn't do as told
Colston, J.	Yardman	12-20-19	No reason
Cooper, C. H.	Grinder	4-21-20	Left without notice

Copeland, Luther	Corehelper	9-26-19	Going to work nights
Cox, Jefferson Countryman, Jas.	Yardman Corehelper	8-19-19 5-3-19	No reason given Account of wages
Crump, Milton	Porter	D 4-1-20	Doesn't apply himself
Daniels, Judge	Yardman	2-21-20	Left without notice
Day, Mose	Mason's tender	D 2-6-19	Couldn't learn to prepare mortar
Davis, Harvey	Porter	5-19-19	Going to work on farm
Dixon, Chas. Dilworth, Edmund	Misc. Helper Nighthman	10-25-19 7-14-19	Death in family No Reason
Dowden, J. W. Ellis, Jos. J.	Snagger Lac Yardman	3-7-19 9-20-19	Laid off Left—no reason
Federick, Walter	Porter	10-4-19	Going to Worcester, Mass.
Fletcher, Geo.	Grinder	4-21-20	Left without notice
Finch, Otis	Helper	6-9-19	account of wages
Frinch, John	Grinder	4-1-20	Left with notice
Frink, Theodore	Yardman	9-30-19	left without notice
Gay, Robert	Trucker	8-14-19	Work too heavy
Geter, Sherman	Corehelper	4-5-20	Work too heavy
Giles, Albert	Helper	4-8-20	Left without notice
Gilbert, Chas.	Trucker	D 3-12-20	Because of illness—excellent worker
Glover, Wm	Helper	3-2-20	Left—no reason
Givens, Jeff.	Yardman	4-19-19	left without notice
Green, Jas.	Assembler	6-30-20	left—no reason
Gurley, C.	Grinder	10-21-19	No reason
Halsey, Ed.	Misc. Helper	D 4-20-20	No reason
Hasty, Wm.	Flaskman	5-28-20	Going South
Harris, Payton	Knockout man	5-28-20	Couldn't wash up at 4:30 p.m.
Harris, Geo.	Helper	2-2-20	No reason

Harris, Dock	Misc. Helper	D 1-15-19	Had been breaking moulds
Hawkins, O. K. Hawley, H.	Trucker Trucker	4-26-20 3-6-20	left without notice left to work elsewhere
Hayes, Olin Hawkins, Boyd. Henderson, Wm.	Gen. Helper Misc. Helper Helper	6-9-19 1-11-19 5-15-20	account of wages left, no reason left without reason
Henderson, Thos. Henley, Ermit	Grinder Tumbling Bbl.	D 3-8-20 7-19-19	low in production working elsewhere
Heightower, John	Window cleaner	6-14-19	out 1 week. Didn't inform foreman
Herziah, James	grinder	D 1-23-20	does not apply himself
Hicks, Essie	Boiler-room helper	1-1-20	Approach of warm weather
Hicks, Bonnie	Trucker	D 11-25-19	arrested for shooting policeman
Hicks, Wm. Hicks, Elbert	Yardman Misc. Helper	D 9-17-19 5-29-19	left—no reason absent without leave
Holoway, Elmore	Tumbling Bbl.	D 10-8-19	fighting in factory
Hodges, Oscarious	Trucker	5-29-19	resigned
Howard, Richard	Corehelper	D 10-29-10	fighting
Holmes, Richard	Nighthman	7-29-19	unsteady worker
Howard, Wm. Hudgins, Jos. Jenkins, Alonzo	Nighthman M.M. Helper Corehelper	6-25-19 12-19-19 5-8-20	Left—no reason leaving town Left—no reason
Jacobs, Arthur Jenkins, Wm. Janson, Jesse Johnson, Wyoert	Helper Helper Porter Helper	12-23-19 D 10-25-19 12-27-19	Left—no reason Work too heavy Unreliable Worked one day—no reason

Johnson, Dwelly	Nightman	7-29-19	Not steady worker
Johnson, Louis	Corehelper	D 2-4-19	Not steady and not to be depended upon
Jones, Essex	Snagger	D 5-28-20	Distributor
Jones, Wm.	M.M. helper	3-23-20	Left—no reason
Jones, Oscar	Sand Blast	D 2-2-20	Not steady
Jones, Chas.	M.M. helper	2-10-20	Left—no reason
Jones, Walter	Chipper	10-3-19	Leaving town
Jones, McCleendon	Tumbling Bbl	10-6-19	Work too hard
Jones, A.	" "	7-25-19	Going South
Jones, Wilber	Helper	6-7-19	Resigned
Jones, Bert	Yardman	D 3-29-19	Went home without reporting to foreman
Kaigler, Henry	Yardman	2-7-20	Left without notice
Kane, Richard	Porter	1-16-20	Acct. of sickness
Kenn, Wm.	Trucker	D 5-6-20	Lazy, Wouldn't work
King, Marcus	Grinder	4-13-20	Recalled to Regiment in U.S.A.
Kimbrough, Chas.	Helper	2-2-20	Account of wages
Kirkland, Jos.	Trucker	3-31-19	Left of own accord
Lewis, Willie	Snagger	6-18-20	Gave no reason
Lee, Julius	Painter	D 5-26-20	Would not do his work
Lee, Leonard	Misc. Helper	2-2-20	Left—no reason
Lewis, David	Yardman	7-28-19	Dissatisfied
Lovitt, Clifford	Corehelper	9-5-19	Account of wages
Logan, I.	Clerk	D 8-16-19	Dishonest
Lumpkin, Allen	Helper	2-20-20	Left without notice
Mackey, Oba	Filer	4-30-20	Going to work on farm
Mackey, George	Grinder	4-30-20	Going to work on farm

Major, Wm.	Yardman	4-15-20	Dissatisfied
Mackey, Reuben	Knockout man	D 3-9-20	Would not do as told
Magee, Willie	Porter	12-19-19	To work elsewhere
Martin, Jesse	Knockout man	6-25-20	Left—no reason
McCullough, Leonard	Furnace man	6-9-20	Continuous absence
McAlpine, F.	Grinder	8-21-19	Unreliable
McKenzie, Wm.	Sand Blast	4-29-20	Disliked job
McKinney, Major	Trucker	7-21-19	Resigned
Messick, Ellsworth	Painter	5-27-20	Wouldn't work
Murray, Cornelius	Corehelper	D 10-29-19	Fighting
Neal, L. N.	Yardman	9-27-19	Dissatisfied
Patterson, Hugh	Helper	6-20-19	Left—no reason
Patterson, J.	Furnace	5-29-19	Ill health
Pleasant, J.	Yardman	4-1-20	Gave notice
Pitmon, Fred	Yardman	3-24-20	Gave no notice
Pina, Manual	Helper	12-23-19	No reason (Portugese colored)
Phillips, A.	Yardman	7-15-19	No reason
Plater, Geo.	Nightman	D 5-22-19	Too slow
Porter, H.	Helper	12-10-19	No reason
Pope, Wm. D.	Grinder	12-24-19	No reason
Pounds, Chas.	Helper	8-5-19	No reason
Pruitt, C.	Tumbling Bbl.	D 3-22-20	Not steady workman
Reddick, W.	knockout man	5-28-20	Couldn't wash up at 4:30 P.M.
Reed, Wm.	Furnace	4-16-20	Moving to Chicago
Rembert, Jas.	Helper	D 1-10-20	Left—no reason
Reid, John	Helper	1-23-20	Left—no reason
Robison, Chas	Nightman	7-29-19	Doesn't work steady
Rutherford, Chas.	Furnace	1-14-20	Unable to satisfy him
Rushin, Wm.	Trucker	9-19-19	Work too heavy

Russell, J.	Yardman	7-16-19	Dissatisfied
Sanders, Jas.	Trucker	3-26-20	Reported sick 3 weeks. No word since
Sales, Lester	M. Helper	1-7-20	Left
Sailor, John	Tumbling Bbl.	8-4-19	Unreliable
Scott, Geo	Sand Blast	D 9-3-19	Absolutely no good
Sherard, J.	Trucker	6-7-20	Left without notice
Shepherd, B.	Helper	4-23-20	Left without notice
Shepard, Fr.	Trucker	12-20-19	Unreliable
Smith, Geo.	Knockout	4-23-20	Leaving City
Smith, Willis	Trucker	1-22-20	Left to go to dentist, didn't return
Smith, Chas.	Helper	9-20-19	Leaving to return to school
Smith, Doc-Emery	Helper	8-26-19	No reason
Smith, Russell	Nightman	6-6-19	Left—no reason
Steward, Walter	Mach. Oper.	6-23-20	Left—without notice
Steward, Randall	Helper	6-15-20	Left—without notice
Stephens, Willie	Trucker	5-14-20	Went home sick—hasn't returned
Stephens, Sun	Helper	3-20-20	Left here sick
Stevens, Charlie	Yardman	9-22-19	Dissatisfied
Stuart, Thos.	Nightman	6-11-19	Left without notice
Sutton, John	Helper	1-12-20	Left—no reason
Taylor, Solon E.	Grinder	4-29-20	Not competent
Taylor, Ed.	Corehelper	4-13-20	Left—no reason
Terry, Jos.	Misc. Helper	1-23-20	Left—no reason
Terry, Lewis	M. Helper	11-10-19	Left—no reason
Thomas, Nelson	Misc. Helper	5-4-20	Left—no reason
Tinsley, Willie	Grinder	4-24-20	To work on farm
Thomas, Joe	Helper	2-16-20	Left—no reason

Tinsley, Cleveland	Misc. Helper	11-10-19	Left—no reason
Tinsley, Jim	Misc. Helper	1-11-19	Left—no reason
Trounman, M.	Porter	11-1-19	Wouldn't work
Truhead, Alec	Tumbling Bbl.	D 10-8-19	Fighting
Traylor, Jos.	Porter	D 4-1-19	Insubordinate
Walker, Stephen	Flaskman	4-23-20	Account of wages
Wallace, Royal	Trucker	2-27-20	Left without reason
Wallace, Otis	Helper	1-27-20	Sickness
Walker, Mora	Yardman	12-22-19	Left—no reason
Walker, Isaac	Yardman	6-17-19	Left without notice
Ward, Jasper	Knockout man	6-25-20	More money at previous position
Webb, Herdell	Trucker	1-17-20	To take an inside job
Weaver, John	Yardman	12-6-19	Wages
White, Acy.	Knockout man	9-2-19	Unsteady
Williams, Allen	Helper	4-24-20	Working in Brickyards
Williams, Sidney	Misc. Helper	10-4-19	No reason
Williams, Davis	Knockout man	D 9-24-19	Didn't work steady
Williams, Henry	Helper	6-9-19	No reason
Willis, Jeffe	Helper	5-19-20	Short hours
Wright, Chas.	Misc. Helper	1-26-20	work too heavy
Wright, Lester	Nightman	7-3-19	No reason
Worrell, Delma	Misc. Helper	D 5-5-19	Refused to hurry
Adams, James	Trucker	12-24-20	Laid off
Arnold, Ellis	Trucker	12-18-20	Laid off
Bell, Arthus	Cupola man	D 11-24-20	Not suited to our work
Bell, Orden	M.M. Helper	D 11-17-20	Staying out without notice
Belle, Harry	Furnace man	D 8-25-20	Refused to be transferred
Berry, Charlic	Tester	12-3-20	Stayed out without notice
Bolling, Wm.	Yardman	8-5-20	Left—no reason

Brewer, Jos.	Knockout man	7-28-21	Work elsewhere—full time
Bradley, Will	Porter	9-4-20	Left without notice
Brown, Jason	Porter	2-3-21	Removed on account of depression
Brown, John	Helper	11-2-20	No reason
Coleman, A.	Trucker	12-17-20	Laid off
Cooper, Geo.	Sand Mixer	8-24-21	Job done away with
Countryman, B.	Corehelper	1-25-21	Unsatisfactory
Daniels, Isiah	Grinder	8-27-20	Going south for good
Davis Alfonso	Painter	8-6-20	Left without notice
Delvatche, Almore	Helper	8-24-20	Refused to be transferred
Denkins, Theo	Trucker	8-24-20	Wished to get through
Dukes, Redher	Knockout	D 11-8-20	Lazy
Dupree, Albert	Moulder	8-5-20	Lacked experience to operate machine
Floyd, Joe	Knockout man	8-10-21	Left—no reason
Fordham, J.	Helper	9-7-20	Left—no reason
Gason, R.	Helper	12-17-20	Laid off
Gillens, Wm.	Helper	9-8-20	left without notice
Grays, Sam	Knockout man	7-30-20	Going South
Hart, Buring	Trucker	1-12-21	Business depression
Hasty, Frank	Corehelper	2-28-20	Left—no reason
Harrell, M.	Misc. Helper	8-24-20	Unsatisfactory
Harris, Wm.	M.M. Helper	8-24-20	Work secured elsewhere
Hayes, Arthur	Misc. Helper	9-9-20	Left—no reason
Heart, Emmitt	Sand Blast	D 9-26-21	not suited to our work
Holsey, Ed.	Helper	10-4-20	Left—no reason
Hunter, J.	Helper	9-15-20	Left—no reason

Ivory, M. L.	Corehelper	12-17-20	Business depression
Jones, Fred	Grinder	9-27-21	Not suited to work
Joseph, Chas.	Trucker	9-11-20	Worked one day—no notice
Jones, Leroy	Assembler	7-31-20	Leaving town
Keen, Chas.	Helper	8-13-20	Going South
Knighon, Cleave	Helper	7-12-20	Left—other position
Lawton, Carl W.	Helper	12-17-20	Laid off—business
Lec, Rupert	Helper	12-17-20	Laid off—business
Lec, John	Helper	12-17-20	Laid off—business
Lewis, Chester	Knockout man	9-13-20	Couldn't stand the dust
Lester, C.	Grinder	D 9-4-20	Not sufficiently active
Lewis, Jim T.	Knockout man	8-12-20	Leaving town
Lowe, Elbert	Helper	12-17-20	a/c business depression
Majors, Jim	Porter	8-31-21	ditto
Madison, H.	Furnace man	12-17-20	ditto
McDougal, L.	M. Helper	7-13-20	Left—no reason
McKinney, C.	M. Helper	8-16-20	Going South
Melrose, N.	Helper	10-4-20	To work in N.Y.
Myrick, J. S.	Mach. Oper.	9-9-20	Domestic troubles
Parrish, Edw.	Grinder	12-22-20	Going South
Perry, Fr.	Sand blast	12-17-20	Business depression
Powell, Thos.	Edy. Helper	9-20-20	No reason
Roberson, Ora	Corehelper	11-2-20	Other position
Ruby, Harry	Trucker	8-14-20	going home
Sheppard, Mack	Stock Helper	6-15-20	lack of work
Slappy, Wallace	Helper	8-7-20	dissatisfied
Sneed, Robert	Trucker	10-9-20	leaving town

Strong, Jos.	Knockout man	9-7-20	Going to Military School
Thorpe, H.	Corehelper	9-25-20	Another position
Thompson, F. O.	M. Helper	8-11-20	Left—no reason
Thornton, R.	Grinder	7-13-20	Left—no reason
Whidow, Z.	Knockout man	12-17-20	Business
Wheeler, H.	Flask man	10-22-20	depression
Wilson, Ulas	Knockout man	12-17-20	Work too hot
Woods, Ulas	Helper	12-17-20	Business
Wright, Benj.	Painter	D 8-26-20	depression
			Did not want to work

SOURCE U.S. Department of Labor, Division of Negro Economics, Record Group no. 174 (National Archives, Washington, D.C.).

55. *Memorandum prepared by A. A. McLaughlin, general solicitor, for James C. Davis, director general of Railroads, U.S. Railroad Administration, 12 July 1921. Discusses the legal claims of black porters; emphasizes discrimination in assignments and wage rates in Alabama, Mississippi, and Virginia.*

United States Railroad Administration

James C. Davis

Director General of Railroads and Agent of the President

Washington

Memorandum for Director General: (through Ins. McLaughlin):

Replying to your attached memorandum of June 21st, 1921, I make the following report with regard to train porter suits:

General Order No. 27 increased the rates of pay of all railroad employees. It did not refer to classes; it simply listed the old rates and opposite each rate was placed the newly established rate. Therefore under General Order No. 27, every railroad employee, regardless of occupation or classification, was given an increase.

Article No. 6 to general Order No. 27, contains the following provision:

Article VI.—Colored firemen, trainmen, and Switchmen.
Effective June 1, 1918, colored men employed as firemen,

trainmen, and switchmen shall be paid the same rates of wages as are paid white men in the same capacities.

It was clearly the intent of this provision to prevent discrimination against colored employees; however, it is equally clear that a colored man would not be given the pay of a white man unless he performed the same class of duties performed by a white man. Nevertheless, controversies arose, as a result of which Supplement No. 12 to General Order No. 27 was issued under date of December 2nd, 1918, as follows:

Supplement No. 12 to General Order No. 27.

Washington, D. C., Dec. 2, 1918.

To carry out the intent of Article VI, of General Order No. 27, and retroactive to June 1, 1918, it is ordered:

1. Employees in a passenger train crew, except conductor, collector, and baggagemaster, qualified and regularly required to perform the following essential duties, will be designated as passenger brakemen or flagmen and paid accordingly:
 - (a) Inspect cars and test signal and brake apparatus for the safety of train movement.
 - (b) Use hand and lamp signals for the protection and movement of trains.
 - (c) Open and close switches.
 - (d) Couple and uncouple cars and engines and the hose and chain attachments thereof.
 - (e) Compare watches when required by rule.
2. Where white brakemen are not employed, the compensation and overtime rule for colored brakemen shall be the same for both passenger and freight services, as for the same positions on the minimum paid contiguous road.
3. This order shall not curtail the duties of employees heretofore classed as "train porters."
4. This order shall not infringe upon the seniority rights of white trainmen.

After the issuance of this Supplement, various colored train porters claimed that they were entitled to the designation of passenger brakemen or flagmen, and that they should be paid accordingly. Such claims were filed principally on the Southern roads—the Alabama & Vicksburg, the Vicksburg, Shreveport & Pacific, the Southern, the Atlantic Coast Line, the Richmond, Fredericksburg & Potomac and the Seaboard Air Line.