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Ohio Bureau of Unemployment Compensation, 1940-1941.

H. C. ATKINSON
ADMINISTRATOR

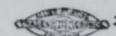
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VERNER E. METCALF, CHAIRMAN
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BOARD OF REVIEW



STATE OF OHIO
BUREAU OF UNEMPLOYMENT COMPENSATION
427 CLEVELAND AVENUE
COLUMBUS, OHIO

December 28, 1940

Rabbi Abba Hillel Silver
East 105th Street - Ansel Road
Cleveland, Ohio

Dear Dr. Silver:

The organization meeting of the Commission on Employment Problems of the Negro has been set for 1 P.M. January 14, 1941, at the offices of the Bureau, at 427 Cleveland Avenue, Columbus.

Columbus has been selected since the majority of members on the Commission are from this city, and since it is a centrally located point for those members who will be forced to travel.

For the convenience of out-of-town members, we plan to restrict the first meeting to an afternoon session.

Sincerely,

Geo B Hammond
Executive Secretary
to the Administrator

GBH:ms

January 3, 1941

Mr. George B. Hammond
State of Ohio Bureau of Unemployment Compensation
427 Cleveland Avenue
Columbus, Ohio

I regret greatly that I will be
unable to attend the organization meeting of the
Commission on Employment Problems of the Negro
on January 14.

With all good wishes, I remain

Very cordially yours,

AHS:BK

H. C. ATKINSON
ADMINISTRATOR

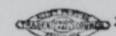
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BOARD OF REVIEW



STATE OF OHIO
BUREAU OF UNEMPLOYMENT COMPENSATION
427 CLEVELAND AVENUE
COLUMBUS, OHIO

January 9, 1941

Rabbi Abba Hillel Silver
East 105th Street at Ansel Road
Cleveland, Ohio

Dear Dr. Silver:

We are enclosing a copy of the report of the Conference Findings Committee recommending the appointment of the Advisory Commission on Employment Problems of the Negro.

You will find many other points of interest to Commission members in this comprehensive report.

We are looking forward to seeing you in Columbus on next Tuesday.

Sincerely,

Geo B Hammond

Executive Secretary
to the Administrator

GBH:ms
Enclosure

OHIO STATE CONFERENCE ON EMPLOYMENT PROBLEMS OF THE NEGRO
February 7, 1940

REPORT OF CONFERENCE FINDINGS COMMITTEE

The Ohio State Conference on Employment problems of the Negro was held Wednesday, February 7, 1940, from 9:30 a.m. to 3:30 p.m. in the Main Hearing Room of the State Office Building, Columbus, Ohio.

Undoubtedly, the major outcome of the conference was a broader understanding and awareness on the part of all present of the fact that unemployment among the Negro group is more acute, far-reaching and complicated than is usually understood. Interwoven with Negro unemployment are many other related social and economic problems which make the plight of the Negro of particular importance to every citizen and taxpayer in Ohio.

Although the Negro constitutes less than five per cent of the total population of Ohio, he comprises from ten per cent of the relief clients in some communities to sixty per cent in others. This means either a lack of adequate income or no income and, in turn, contributes to delinquency, poor health, over-crowded and sub-standard housing and family disintegration.

Certain factors were noted which contribute to the disproportionate employment of Negroes in relation to their needs:

1. The lack of knowledge that a problem exists.
2. Denial of opportunities for apprenticeship training.
3. Discrimination in selection of people eligible for Civil Service in government appointments.
4. Skepticism on the part of employers as to whether Negroes and whites can work harmoniously together.
5. Unwillingness of some labor unions to accept Negroes as members and unwillingness of Negroes to affiliate themselves with labor unions where possible.
6. Lack of an appreciation on the part of some Negro workers that industry is properly demanding increased efficiency from its workers.

7. An unwillingness on the part of some employers to modify or change their traditional attitudes and practices on the employment of Negro workers.
8. Negroes losing out in those occupations which hitherto have afforded regular employment.

This Committee is of the opinion that in an approach to a solution of this problem, it is fundamental that ways and means be employed whereby Negroes may regain such jobs as have been lost to them as a result of the depression, can hold present jobs and have new jobs opened to them in a broadening occupational base.

Therefore, the Committee recommends that the Governor appoint a non-partisan State Advisory Commission on Negro Employment to be composed of representatives from the following groups:

1. Two representatives from Employers.
2. Two representatives from labor. (One of whom should be a Negro.)
3. One representative of youth.
4. Two representatives of education.
5. Three representatives-at-large (All Negroes).
6. One representative from the Bureau of Unemployment Compensation.

Sufficient funds should be allocated to the Commission to employ a full-time executive secretary and to conduct surveys of industrial opportunities for Negroes in Ohio.

The objectives of the Commission should be to foster and encourage the friendly and cooperative action of employer-employee groups, and to initiate appropriate legislation for eliminating discriminatory employment practices.

It is suggested that the Commission's attention be directed to such specific questions as hereinafter listed and given, and that the Commission have power to initiate such action as will most likely eliminate conditions involved. This action may or may not be in terms of sponsoring appropriate legislation.

1. Encourage those unions which have been reluctant to accept Negroes into membership to receive them freely; to encourage Negroes to become members of labor unions wherever possible; to encourage Negro union members to become active in their occupational groups.
2. Need for adequate wage, maximum hours, and other necessary standards for domestic and personal service workers, including guarantee of the right to organize and bargain collectively with employers for domestic and personal service workers, as well as other types of employment.
3. Encourage extension of apprentice training to Negro youth.
4. Steps to prevent awarding of state contracts to contractors who discriminate against Negro workers.
5. Stimulate Federal, state and local governments to give equal opportunities and treatment to qualified Negroes for employment. (Tax-supported agencies should set the example).
6. Employment of Negroes by public utilities.
7. The inclusion of Negroes in policy-forming groups of public programs particularly where an appreciable number of Negroes are involved.
8. Direct an educational appeal to some employers (who refuse) to modify or change their traditional attitude and practices on the employment of Negro workers by urging them to adopt a sound policy of selecting workers best qualified irrespective of color.
9. Suggestions as to better coordination of the training and work experience program of the National Youth Administration with the placement program of the Bureau of Unemployment Compensation and other state departments.
10. Cooperating with the State Board of Education in promoting the establishment of training schools for service workers either in cooperation with or independently of the National Youth Administration.

11. Suggest that the State Department of Education promote more extensive vocational guidance and counseling in the public schools.
12. Discrimination against the employment of qualified Negro teachers in the schools.
13. Investigation of the effectiveness of subsistence agricultural projects as a technique for assisting unemployed Negro workers.
14. Urge industry for its own promotion and expansion program to place in the field competent Negro workers to harness the purchasing and consuming power of the Negro.

