

Note:- This is the final report concluding the one dated Monday, July 9, 1956

On July 25, 1956 the Union requested a meeting with Foreman S. Salo and Superintendent G. Gerrow and it was agreed and understood that L. Miller (I) would receive a new application.

After reading my complaint, G. Gerrow and S. Salo objected strongly to the charge of practicing racial discrimination. However, Gerrow did agree that something was definitely wrong with Norm Holtz' method of up-grading employees with less recommendation than I had. He said he knew also that it was ridiculous for a corporation as large as Ex-Cell-O to 'lose' applications continually. Gerrow felt that because I had been treated unjustly by Holtz that he would try to "right a wrong" by at least giving me a good recommendation. I received a new application. Half my problem was solved. The Union had won a new application but there still remains the up hill climb for a better job. I began my fight in 1953. My steward joined forces with me in February 1956 and now, six months later, we are just at the half-way mark.

I have no doubt that eventually I will get the up-grading, but my fellow white workers don't have to work nearly as hard or long as I to do so, nor do their applications get "lost". It seems to me that Ex-Cell-O Management tries to help the average white worker to get a better job, but that in order for a negro worker to do the same he must be exceptionally outstanding, above the white workers. I deserve to be rated as any "average" man, working with and being compared to "average" men.