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**EDITORIALS**

**EMPLOYMENT SECURITY AND THE NEGRO**

(Reprinted from Employment Security Review, Vol. 7, No. 7, July 1940, pp. 12-15, Social Security Board, Washington, D. C.)

BY LAWRENCE A. OXLEY  
Bureau of Employment Security

(Continued from last week)

The chief objectives of the Negro Placement Service are the aiding and advising of employment security personnel in dealing with placement problems of Negro applicants and the stimulating of an awareness, at the Federal and State level, of the special problems of the Negro worker in his search for adequate, productive, and continuing employment. These provide the basis for the following objectives:

- (1) To provide a more effective and efficient means for employment security personnel throughout the Nation to stimulate and increase the placement of qualified Negro workers in regular gainful employment;
- (2) To make it worth-while for Negroes to register and utilize the Service;
- (3) To promote a greater cognizance on the part of Negro workers of the importance of working toward maximum proficiency on a job regardless of occupational classification;
- (4) To stimulate the gathering of factual information on the types of employment and the degree to which Negroes are employed, with particular reference to local placement office activity;
- (5) To suggest and assist in the preparation of statistics on population, relief, gainful workers and special skills of Negro workers;
- (6) To interpret to Negro community agencies, organizations, employers and the public generally, the policies, program and practices of the Bureau of Employment Security.

In many States, Negroes have received eligible rating in merit and civil service tests and have been appointed to employment security staffs in 22 States. Negro personnel are classified as senior managers, managers, assistant managers, senior and junior claims examiners, senior and junior interviewers, vocational counselors, receptionists, typists, clerks, telephone operators, messengers and custodial workers. These Negro workers are employed in separate divisional offices in some cities and in mix-offices in other cities. Analysis of the report is significant and has value as marking a beginning point in measuring the extent to which trained Negroes participate in the employment security program. Mr. W. Frank Persons, former Director of the United States Employment Service has stated:

"Careful observation of workers in the Service over a period of years leads me to the opinion that Negro workers have proved themselves effi-

cient in every position in the service to which they have been appointed. These Negro appointees have contributed to a better understanding of the problems of unemployment as they effect their particular group, and have aided in interpreting the Service to the public."

**Negro Employment Conferences—**

As a part of a Nation-wide effort to alleviate the problem of unemployment, conferences on employment problems of the Negro are being held in cooperation with State officials and other interested individuals in a number of States. During 1939 and the first 6 months of 1940, conferences were held in Arkansas, Illinois, (Metropolitan Chicago), Connecticut, Kentucky, Massachusetts, Missouri, New Hampshire, North Carolina, Ohio, Rhode Island, and West Virginia. In each of these States, the conference has had the approval, active support, and participation of the Governor, State labor or industrial commissioner members of the State employment security agency (including the director and staff of the State employment service), representatives of labor industry, education, and civic and religious groups, white and colored.

Additional conferences are scheduled for California, Delaware, Indiana Michigan, New York (Metropolitan New York and Buffalo), Oklahoma, South Carolina, Texas and Virginia. Subsequent conferences may be arranged in other States in which there are proportionately large Negro populations and acute problems of unemployment peculiar to this racial group. Such States include Florida, Georgia, Louisiana, Nebraska, New Jersey and Tennessee.

Much good has come from these conferences inasmuch as all responsible persons in attendance have recognized the need of a realistic approach to the problem and have mapped a definite plan of action. A major program objective of these conferences has been the reconsideration of the employment security program by staff members in State agencies in terms of opportunities in the labor market, occupational skills, and employment needs of the Negro. The summarizing report of each conference findings committee has included a compilation of the facts findings, and conclusions derived from the several prepared conference papers and discussions, together with constructive recommendations to assist the Negro worker.

The program of the Negro Placement Service has been greatly enhanced in value due to the conference idea being generally accepted and organized by the State or local groups, as a State or local program and responsibility. The local sponsoring group has included white and Negro leaders active in labor, industry, education and civic life. Wherever practicable the conference has been held in a Government building and the participants in the program selected in consultation with the Governor, industrial or labor commissioner, representative of the employment security agency and a small planning committee composed of representatives of industry, labor, the public, and the Negro. For each conference invitations have been issued from the office of the Governor; and the number of conference delegates has fluctuated from 125 in Arkansas to about 500 in Chicago.

It is far too early to determine what concrete values have accrued from these conferences in bringing an awareness of Negro employment need and stimulating action in solving this part of the general unemployment problem. Some tangible results are evident in this direction. As a direct

result of recommendations of the Conference Findings Committee in each of six States, North Carolina, Kentucky, Missouri, Massachusetts, Rhode Island, and Connecticut, the Governor has appointed a Commission on Negro Employment composed of representatives of industry, labor, Government, and the public. It is expected that during July, 1940, similar commissions will be appointed in Ohio and Arkansas. These commissions will have a continuing status and cooperate with local public placement agencies in the field of Negro employment activities, and the Negro Placement Service will continue to serve in an advisory capacity to these groups in an effort to develop statistical data and related occupational information in the Negro job field.

As new occupational fields are opened to the Negro, as vocational guidance for the Negro improves, as employment security personnel become better trained to handle the placement problem of the Negro, as responsible industrialists and others become aware of the problem, then—and only then—will the occupational opportunities for the Negro increase and his proportionate opportunities for employment be realized.

**What Are The Services of The Advisory Insurance Company?**

The Advisory Insurance Service Omaha, has been active locally for the past several months offering in their advertising and personal solicitations to help people obtain cash upon some of their lapsed life insurance policies. Industrial policyholders or weekly-payment contract holders who have old policies on which they are not paying premiums are the particular subject of the Advisory Insurance Service appeal.

According to the Advisory Insurance Service form, the policyholder requests analysis for which he agrees to pay one fifth of all the monies he may receive from the issuing insurance company, as the result of information furnished regarding the policy. Due to many requests from the public for information regarding the Advisory Insurance Service, the Better Business Bureau has developed a sizable file on the subject.

If no controversy or question of law exists concerning the request for cash surrender values, the policy holder may secure the full amount due him directly from the company without paying a fee to any third party. The "services" for which the Advisory Insurance Service charges one-fifth of any monies received is free if policyholders will apply either directly to the insurance companies or to the Department of Insurance of this state.

The following is quoted from a letter the Better Business Bureau received from the Department of Insurance of the State of Nebraska: "It is the opinion of this Department there is no justification for making a charge for the so-called service rendered, for the reason that there is no service rendered which cannot be had from the companies themselves, from their representatives or from this Department without any charge whatsoever. We have called the attention of the public to these matters through the press and have taken other steps within our province to inform the public that paying for such service is wholly needless. We believe this same information should come to the public from other sources such as the Better Business Bureau and the companies themselves."

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The National Refund Company Chicago, a similar insurance "service" has also advertised in this area. Reports from other cities indicate that the activities of the Nat'l Refund company are being made the subject of investigation by bar association committees on the unauthorized practice of law.

**OLD FOR NEW—**

Claiming to sell "Brand New Nationally Advertised Vacuum Sweepers for \$10", an office to office salesman is trying to dispose of these these machines to Omaha business men. However, the Chicago Better Business Bureau tells us that the Chicago company which he claims to represent rebuilds used machines and sells them to independent distributors. Because the salesman is an independent operator the company is not responsible for any of his sales promises. If you want further information, call the Better Business Bureau.

**"OH, WHAT A TANGLED WEB WE WEAVE WHEN FIRST WE PRACTICE TO DECEIVE!"**

And when we are old hands at it too, the poet might have added, considering the story of a bad check passer who started operations in Omaha recently but stopped when the Better Business Bureau publicized his activities thru the newspaper and radio stations.

A middle aged man giving his name as J. R. Chapman applied first for utilities service, saying that he was a newcomer to the city, and paying his deposit fee with a personal check. Using this receipt and a Waco, Tex, driver's license as identification, he next cashed a \$25 check in an Omaha retail store. This check was drawn on the Continental Illinois National Bank and Trust Company of Chicago, made out to Chapman and signed with the name "Edward L. Anderson, secretary-treasurer of the Seamless Rubber Co., of Chicago."

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