

SEP 24 1973

PLAINTIFF'S EXHIBIT #19-ll NO.

Republic Steel

Republic Steel Corporation
General Offices: Republic Building
PO Box 6778
Cleveland OH 44101

September 21, 1973

John R. Wall
President

Hon. John F. Seiberling
Congress of the United States
House of Representatives
1234 Longworth House Office Building
Washington, D.C. 20515

Dear Honorable Seiberling:

In response to your letter requesting information concerning the impact of discharge status of employment opportunities for veterans, the following information is provided:

1. Generally speaking, the type of discharge required by a veteran for employment with our company is an honorable discharge. However, in certain instances and after special consideration, a few individuals with less than an honorable discharge may be employed.
2. The regulations concerning the hiring of veterans are not a predetermined company policy.
3. In addition to the DOD Form 214, the only information that may be required would be in cases where we are looking at an applicant to be promoted to an advanced journeyman status on the basis of his military training and qualifications.
4. The Discharge code lists are available in all employment offices of the Corporation.
5. It is our feeling that the classification or type of veteran's discharge does have an impact upon his employment opportunities.

With respect to the re-employment of veterans we do have contractual obligations with the various unions which represent our employees and these obligations satisfy all current Federal Regulations pertaining thereto.

Very truly yours,

John R. Wall
Vice President of Personnel

JRW:SD:KCS

The Honorable John F Seiberling
August 13, 1973
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4. Has your company been supplied a list to interpret discharge code numbers?

We have not been supplied with a list of the discharge code numbers. Veterans Administration has informed us that this is not confidential and that they will send us a copy, which should be helpful. It would also be helpful if the Military Service were to furnish a resume and evaluation of the veteran's military work history.

5. Any information your company can give me concerning the effect of the form of a veteran's discharge on his employment opportunities with your company.

In our Union contract with the United Rubber Workers we have gone beyond the requirements of the law in agreeing to reinstate any veteran whose discharge is other than dishonorable.

Very truly yours,

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