



INTER-OFFICE MEMO

TO: J. J. Tvrdivsky LOCATION: Westmoreland
FROM: W. B. Brock LOCATION: Westmoreland
SUBJECT: DATE: August 8, 1979

In the summer and early fall of 1977, Volkswagen Westmoreland was experiencing tumultuous times related to the black community. The Pittsburgh Courier, a local black newspaper, leveled attacks on Volkswagen Westmoreland's hiring practices as black community leaders threatened boycotts and lead marches and pray-ins at the plant gates.

In July, 1977, I was recruited by and accepted the position of Equal Employment Opportunity Coordinator. While in that job, I argued for and secured a change in the controversial recruiting district availability to include Pittsburgh. This along with a solid communications link with the people through appearances on television, radio, at public gatherings, in newspaper reports, etc. eased tension. The most measurable result was a 10% minority representation on the workforce and a screeching halt in public outcries and demonstrations against Volkswagen by the press, the black community, and government agencies.

These accomplishments did, however, have their price. The clearly defined position of most members of management was anti-affirmative action. It was also anti-Pittsburgh, anti-community groups, etc. It was this way even though I'd been hired with a promise that I'd be drafting a good solid Affirmative Action Plan and supported with a personnel department and staff bent on equal employment opportunity.

In maneuvering these "anti's" and pointing out possible serious pitfalls along the way, I gained substantial disfavor at the middle management level, but was lead to believe upper management appreciated my efforts.

Out of the clear blue sky in May 1978, I was told I was being transferred to production for career development for six (6) to eight (8) months because I needed to better understand the business in order to move up the ladder to success and influence. There was considerable public outcry and suspicion of foul play. I, too, was a little concerned but when Volkswagen Westmoreland wrote articles in Pittsburgh and Washington, Pennsylvania, newspapers saying in effect there was nothing to fear - I was on my way up, not out, even though I was put to work for Arnold Prewitt, a man reputed by some as being the most racist individual in all of Volkswagen of America - fears were rested.

Several months elapsed and I gained a feel for production with an eye toward the future. Suddenly, Richard Cummins, who I considered a friend and protector, quit and went on to bigger, better horizons. I realized with his leaving my ladder to success and influence could be turning into a sliding board to the cesspool of retaliation and vengeance against me. After all, many saw my initial move to production as a chance to "get" me and with Mr. Cummins gone, I could be buried there and forgotten about.

I wasted no haste in making it emphatically clear that I wanted out of production and into a job more suited to my background and interest. I'd come from writing speeches for Vice President Short, flying on the company jet, appearing on television and radio and seen in print, etc. to carrying a lunch bag among second shift mice on a dull and uninteresting assembly line. It was nice to visit but I didn't want to live there.

My plea out got no results so the 4 I got from that 2 + 2 was that I was being railroaded and severely discriminated against. When I made that known, I suffered a compound dose of the same. The security guards who had once driven me to the front gate to speak with TV-2, 4, and 11 News were escorting me into the plant in full public view as if I were a wanton criminal who might escape or worse, harm someone. A "shrink" waited as a health service employe pointed at me saying, "He's the one" before hourly, salaried, and not yet employes. My self confidence and esteem withered as I realized I actually needed the "shrink" to keep me together.

For some strange reason, I wasn't fired and was given high level assurance that there were no hard feelings and my charges would be investigated. "Normalcy" returned and I worked production for a few months longer. In April, 1979, after about twenty one months on the job, I received my first and long awaited evaluation covering that twenty one month period. It was mediocre considering what I had done for and been through with Volkswagen Westmoreland but was accompanied by the maximum raise possible so I suffered only a little.

Lo and behold, the sons of blood and thunder couldn't rest at that. On July 16, 1979, another evaluation covering much of the same period unveiled itself as if there was another Bill Brock who I doubled for. People who I secretly think must be functional illiterates produced perforated paperwork while threatening to fire me based on it.

The bill brock they evaluated is a blackmail artist, fraud, irresponsible, socially untenable, sexually deprived (for white girls)..... Even if I were the other bill brock, they'd have a difficult time evaluating me because they and their leaders live in the glass house; placing motors in their relatives personal cars while telling others even the removing of a toothpick from the plant won't be tolerated.

J. J. Tvrdovsky

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You'll pardon my contempt and arrogance but my termination appears imminent anyway. One of the stipulations of my probationary period was that I'd be evaluated the week of the 30th (July) and no such evaluation has occurred (unless it was with the other bill brock) so I'm prepared to hold my head high on the way to the unemployment line.

Someone probably thinks I'm crazy for writing this letter but you can tell him he doesn't have to insult me again so badly because I've set up my own appointment to see the shrink on Friday, August 10, 1979.

W. B. Brock

W. B. Brock
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WBB/lf