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First meeting of the Employees Discussion Group was called to order at 8:40 A. M. by Educational & Personnel Director, Noboru Honda.

Self introduction of all present.

I PURPOSE

a) Purpose of the meeting is to discuss with the employees of the Co-op, ways and means of finding improvements in serving the public; the employees understand problems; Administrative set-up; understand our mutual problems, etc.

II DISCUSSION & SUGGESTIONS

- a) Scrip book - explanation of how membership in the Co-op and the purchases of Scrip books can decrease the rate of income tax which must be paid.
- b) Blanket raise in wage for all Co-op employees. It was explained that this matter is under consideration and must be cleared through Washington, as it would conflict with rules and regulations set forth prior to such a consideration.
- c) Members' viewpoints on waiting on customers. Much criticism arose over the fact that the public is not too cooperative of purchasing scrip, simply because of the fact that at times certain commodities in demand is not in stock. Consequently, the customer's grudge against purchasing scrip. The impatience of the public. It was suggested that the Co-op educate the public of existing conditions, etc.
- d) Discussed the possibility of securing employment on the outside to members of the Co-op. For this reason, the Co-op desires to educate and train employees in such a field in which the individual is most qualified or interested.
- e) Suggested that all canteens be centralized, so that customers will not have to walk from one canteen to another in order to purchase certain items. Mr. Honda will forward this suggestion to the proper authorities.
- f) Suggested that "warehouse boys" stop spreading rumors of incoming supplies to the canteens.

- g) Suggested and discussed that canteen employees be given the same advantages as any office employee relative to taking Saturday afternoons off, and if not Saturday, half a day during the week. This suggestion will be directed to the Board of Directors.
- h) Clothing (smocks or aprons) for women employees of the canteen was suggested. This matter will be brought to the attention of the proper authority.
- i) Inquiry arose as to why all goods must be sent to Canteen #5. Suggestion was made that it be equally distributed to each canteen.

With no further business, the meeting was adjourned at 9:40 A. M.

Respectfully submitted,

/s/ Fumi Takagi

Secretary

Discussion Group No. 2

1308 - January 27, 1943

This study group consisted of Japanese speaking employees.

In addition to the items covered at the previous meeting, the following matter was called to the attention of the Personnel Director:

1. That people were too careless with their scrip books, and consequently many are lost. A release in the Dispatch to caution the public would be advisable.
2. Shortage of change at the respective cash register spots was brought up. At present, all cash registers start with only \$25.00 change with the exception of the Shoe Dept. which has \$50.00 change; also the scrip sales girls start with no change. It was requested that if possible, more change be placed in the cash registers.
3. The matter of cashing personal check was brought out. The Personnel Director explained that the Management Committee and the Board of Directors have given this matter a great deal of thought, but owing to quite a number of bad checks, this service has been discontinued for the present. He further stated that it is very possible that this matter will come up for further consideration.
4. Regarding the cashing of Government and Travler's check by the Co-op, it was suggested that instead of cashing it in one place, a roving store to store or ward to ward system of cashing checks be initiated. Or to cash the checks at the scrip sales stations; this would encourage more purchases of scrip books.
5. A request was placed to the effect that more attention be given for the stocking of children's clothing. Owing to the fact that they are all growing rapidly, too much cannot be purchased at one time. Therefore, it is necessary to purchase children's clothing at regular intervals. They preferred consideration of providing children's clothing over persons like Mr. Reeder who provides men's furnishings. The Personnel Director informed the group that buyers of clothing are doing their utmost to provide adequate clothing. In fact, they have a six months' advance buying privilege to exercise. Three buyers are now in St. Louis endeavoring to secure clothing for the colonists.
6. Another point was to request the warehouse not to sell any items direct to the customer. Mr. Koizumi replied that such a practice is already in existence.

/s/ N. H.

SERIES II

Employee Discussion Group #10
February 10, 1943

Following the similar routine of the previous morning, a discussion took place regarding the new compulsory use of scrip book policy. It was requested that more change be provided if change is to be given in cash, especially to the ice cream and fruit department where much small change is needed. Being that very little change would come in because of all sales in scrip, no change will be coming in.

The time utilized to deface the scrip would be very troublesome and would necessitate much time.

Question asked -- Would it be possible to sell scrip detached from the book if the customer lacks sufficient money?

The Personnel Director asked the cooperation of the group in trying the new method for it is only a trial.

It was requested that any order from the office to the employee be given a little time before such orders necessitates execution. This would give the employees time to adjust themselves to the new rules and regulations.

It was requested that the publicity be released to the Dispatch explaining to the public the reasons for the lack of change and to have the public's understanding to the effect. It was pointed out that the clerks were under pressure when change is lacking to cash checks for people.

In view of the new scrip policy, more change was requested.

Mr. Kawasaki, assistant executive secretary, reported that the executive committee had decided to place about \$300.00 in change for each canteen. The above request was in view of not being able to sell scrip if there were no change.

It was pointed out that some people are of the opinion that since the Community Enterprise became a Co-op, many restrictions and rules brought about much inconvenience. The Personnel Director explained the advantages of a Cooperative, its affiliations to the wholesale and the national society, the saving on income tax, all of which brings much advantage to the people. There are certain regulations and good business policies to observe which necessitates certain restrictions and inconvenience. However, such is outweighed very definitely by the advantages it brings to the people because of savings, etc.

The Educational program to reach the people with Co-op news and principles was explained so that less hardships will be placed on the employees.

Suggestion was made that announcements at mess time be encouraged for certain cases. Reply was made that we are planning such a procedure through the Block Representatives instead of the Block Managers, that we are in the process of setting up the machinery for such.

It was pointed out that many of the Block Representatives lack the knowledge of Cooperatives. A reply was made that the Co-op educational program calls for using such key people for our education program that the Block Representatives will be more informed and active hereafter.

One employee stated that she did not join the Co-op because the Membership Canvasser was unable to answer a question that she asked. The Canvasser stated that they would get the answer and let her know. However, to this date no one has given the answer. The question asked was, "Is the Co-op a profit organization?"

The Personnel Director gave a complete explanation of the Cooperative and its advantages to the people which was very well understood.

Being a Japanese speaking group and quite a matured group, the discussion was a very lively and constructive one. I feel that quite a bit has been accomplished.

Personnel Director

NH:FT

Discussion Group No. 3

1308 - January 28, 1943

The procedure of this group has been very much the same as the previous group.

The discussion was not as lively as some of the other, owing to the fact that the group was comparatively younger than the other groups. However, some progress has been made.

New ground covered were:

1. It was suggested by a representative from Canteen #3 that if possible, they would like to have additional display racks.
2. It was requested that owing to the lack of change, to have Sears Roebuck refund checks be cashed elsewhere than the mail order department. The reason is that the customers come back with, for instance, a \$15.00 check and make a \$3.00 purchase order. The clerk is not able to give the necessary change to cover that order, owing to the lack of change. In fact, no change is left for the mail order clerk. The question was, would it be possible to leave some change for the mail order department or steer away such checks from this department?
3. A question was asked regarding why the Montgomery Ward mail order did not materialize. The chairman made the necessary explanations.
4. An explanation was made by the Personnel Director that the reason for the lack of change at the various cash registers was that being a Co-op and though much money may show on the books, the actual revolving fund is very nominal. Therefore, they are doing their best under the circumstances to distribute cash. However, he stated that the matter will be referred to the Management Committee.
5. A discussion was held on the customers' reaction to the Co-op. Though nothing concrete was uncovered, I believe that some enlightenment has been realized regarding the clerks' responsibilities to the people, the Co-op and his fellow workers for his actions reflect on all concerned.
6. Rough outline of the Cooperative movement was covered.

NH:FT

/s/ N.H.
Personnel & Educational Director

Discussion No. 4

January 29, 1943

New points that came up for discussion were:

1. The discussion was quite lively and participated by quite a number of those present. Though the trend of discussion is more to bring out minor business adjustments, explanations and insertions by the Education Director to continually emphasize public relations and technique of approach was of benefit toward our objective.
2. Explanation of the capital structure of the Co-op and its boundless future for breaking monopolies and raising our living standard was emphasized.
3. Question: Are there any \$2.50 scrip books for young people prefer them?
4. The public questions the charging of sales tax.
5. Question: What should we do with lost scrip stubs?
6. The group was asked to keep up with the Co-op new through the Tulean Dispatch. The Personnel Director explained the desire that through these gatherings, much internal information will be revealed so that the clerks will be in a better position to answer the customers.
7. Question: Can a better set-up for returning Sears, Roebuck merchandise be instituted in place of the present one which requires the customers to go to Warehouse 351?
8. Question: Could the residents of Tule Lake be given the advantage of Sears Roebuck sales prices such as those appearing in the newspaper?
9. Relative to the memo. from the Management requesting that no eating or smoking is to be done behind the counter, a question arose -- would it be possible to have smoke time?
10. Will non-members scrip purchase records be required as an income tax saving purchase?
11. The Personnel Director emphasized that like a Nisei leaving the Project and committing an offense which results in having all Nisei's and Japanese branded as undesirable, we employees are similarly affected. Our misbehavior will reflect on our fellow employees and the organization in addition to ones self. Therefore, our actions and public relations must be carefully guarded.

/s/ N. H.

Educational Director

NH:FT

DISCUSSION GROUP NO. 5
1308 - February 2, 1943

A very constructive discussion was held mostly in the nature of what has already taken place in the previous gatherings.

As a new development, the position of a General Manager was clearly presented to the group. There have been considerable misunderstanding and criticism against the General Manager, but the position of the General Manager was clearly explained by presenting his side of the situation. This point was very well understood by the group so that unjust criticisms will not be had in the future.

The reasons for having Dick Reeder's services here on the Project was explained to the group.

/s/ N. H.

Educational & Personnel Director

NH:FT

DISCUSSION GROUP NO. 5
1308 - February 3, 1943

We had a very matured group and we were destined for a very constructive period. However, owing to the construction crews meeting which was scheduled for 9:00 at the same location, it was necessary to close our meeting fifteen minutes ahead of schedule. Therefore, a grand opportunity had been lost.

Question was asked whether or not the clerks were the ones who detached the scrip stubs. It was stated that the instructions are to the effect that all scrip book detachments were made by the clerks. Though instructions were such, there have been cases when some exceptional customer would demand tearing out the scrip by himself. There was a case where the person insisted and when an explanation was made very tactfully, he rose to a heat of anger. Instead of paying by scrip, this party threw the cash on the table and left. Taking such persons into consideration, it was judged that it may be necessary at times to deviate from the above instruction and let the person tear out the scrip to avoid any complications.

It was pointed out that the responsibilities of the buyers were very important. A well selected merchandise will sell very quickly. It was cited that daily necessities such as pencils, paper, shampoo, etc., were lacking. It was explained that buyers are doing everything possible to bring such short merchandise in. It was also pointed out that with the addition of assistance to the buyers, buying will be given closer attention. There are considerable amount of food items while other necessities are very lacking.

Question was asked to the effect that if there will be any smaller denomination scrip books than \$5.00. It was explained that \$2.50 scrip books have been ordered, furthermore, the possibilities of having \$1.00 scrip books which will contain only nickles and pennies have been discussed. These will be used primarily for school students who are not in a position to carry \$5.00 scrip books.

Considerable number of questions are put to the clerks to the effect of using scrip stubs which may be accepted detached at home. It was explained that this matter has taken up many hours of time on the part of the administration and some solution was anticipated in the near future.

A very constructive suggestion to the effect that each department within the stores should endeavor to settle their own petty problems within such departments instead of making them a store-wide issue. With the new department heads in the "C" rating, such a program should be encouraged, it was stated.

DISCUSSION GROUP NO. 7
1308 - February 4, 1943

A general coverage was made similar to other days.

It was stated by the Personnel Director that in customer approach they should consider sincerity, kindness and courtesy. We should endeavor to remember people's names. It is good business and very flattering to have the clerks remember one's name. He also stated that a cordial greeting and a sincere thank you is something that we must remember.

It was pointed out by one of the clerks that according to the latest order, each purchase is to be registered individually. This is very inconvenient and it may necessitate more help if this type of practice is continued. The Personnel Director stated that if such a practice becomes impractical, we should have this referred by the Consultants to the Employees Relations Committee for adjustment.

In order to avert any customer suspicion, it was suggested that a retail control system be initiated soon. It was further stated that departmental retail control system would be best if practical.

Customer and clerk relations should be on a mutual 50-50 basis to which the Personnel Director agreed and stated that public education is very definitely necessary. This will be done by the use of Dispatch and bulletin releases; personal contacts and meetings by Wards and Blocks by the Ward Educational Leaders and also through the employee's contact to the public.

Discounts on large purchases are oftentimes asked by the customers to which it was explained that any discounts given would be taking money that belongs to other people. Therefore, discounts have been discontinued. From a donation standpoint, such is being done to organizations or to cases where such donations involves the entire project. The practice of discounts to others have been discontinued.

As previously mentioned, the use of script in entirety was suggested. It was also brought out that it is possible to use a cash registry stub system. Both of the above are under consideration at the present time by the Management Committee.

People who have no shopping intentions are spending much time in the stores making traffic within the stores very congested. No practical suggestions were available to alleviate this situation.

Suggestion was made to install as "pay as you go out system." This, of course, will involve considerable study and will be referred to the Management Committee.

DISCUSSION GROUP NO. 8
1308 - February 5, 1943

This was the final group in the first round. There were only four remaining persons in attendance. There were also four who came for the second time. (Note: It is apparent that the Discussion Groups for each series may be completed in seven days instead of eight days according to the above attendance.)

I - Canteen #4 representative stated that there is a possibility of working noon hours at his canteen. This is due to much demand by the Personnel group. The Personnel Director requested that this matter be referred to the store Consultant.

II - The Personnel Director spent a short time to discuss the values of the Cooperative and its relations to the U. S. economic situation.

III - Question was asked whether or not a price-coordinator would be hired for there apparently is much difference in prices on certain commodities in the various stores. It has been reported that some canteen is consistently cheaper than the other. Representatives from #4 stated that their prices are generally higher, owing to much pressure by the colonists.

IV - It was reported by the representative from Canteen #3 that the drug buyer was constantly putting pressure on them for lack of sale on drug items. In spite of this lack of sale, the #3 Canteen was very demanding was the way that the buyer had looked at the situation. According to a representative from #3, their sales were up to par in comparison.

V- The Personnel Director asked, "Are there any suggestions to eliminate the constant loafers to block traffic in the stores?" The answers were: using signs; put up railings and by putting the ice cream and soda pop stand in the rear of the store so that the front entrance may be less congested.

(Note: Realized publicity for public cooperation.)

VI - It was not a certainty, but a point was brought out regarding our requested charge for rent of the store buildings. It was pointed out that the Caucasians were paying \$20.00 per month for furnished apartment which is equivalent to \$80.00 per barrack. These barracks contain furniture, heating, lights, baths, etc. If this is true, it is very good argument for cutting down the rental for stores, for the stores are not comparatively well furnished.

/s/ N. H.

Personnel Director

NH:FT

SERIES II

Employees Discussion Group #9
February 9, 1943

The second series began with the objective of having the employees understand the administrative setup of our organization; particularly regarding our affiliation with the whole-sale and the national.

Trip to Salt Lake City by two delegates for a conference with delegates from other Centers regarding the possibility of setting up a central buying office; and to exchange ideas was announced.

The compulsory use of scrip which was decided by the Board of Directors was announced. The primary reason being that such a measure would be necessary to save the colonists much money. It was also announced that the scrip may be detached and used.

Shoe rationing was questioned, but no official notice had been received.

Relative to the compulsory use of scrip, the following questions came up:

1. In what form will the change be given?
2. What will happen to cases when people lack sufficient money to buy a complete scrip book?

No answers were available, for the management had not fully decided.

The Personnel Director explained the administrative setup of the Co-op and its affiliated organizations.

Personnel Director

NH:FT

Tule Lake Project
Newell, California

MEMORANDUM TO: Mr. John D. Cook

SUBJECT: QUARTERLY REPORT

The following is a summary of the development of the Tule Lake Cooperative Enterprises for the quarter ending June 30.

DECLARATION OF DIVIDENDS Early in April, the Board of Directors deferred the declaration of a patronage dividend for the period beginning May 28, 1942 and ending March 31, 1943 and the end of the fiscal year, June 30, 1943. This deferment, at that time, was made as a move to strengthen the financial structure of the Cooperative. In June month, the Directors again considered the declaration of a dividend. At this same meeting the first patronage refund to members was declared. To expedite matters, a receiving station had been set up in each Ward for the convenience of the colonists in submitting their sales and service stubs.

RELOCATION With the relocation policy in full swing, several Cooperative employees departed from the Project during the quarter to accept positions in various parts of the country. Among those to leave were the General Manager, Assistant General Manager, Chief Accountant and Supervisor of the Business Office, and the Director of Information. The Executive Secretary, the key man of the whole organization, has made known his intention to resign his position and relocate. The relocation of cooperative officials of this caliber has had a very beneficial effect on the colonists with respect to their thoughts on relocation. The fine performance rendered by the former Cooperative personnel who accepted jobs in cooperatives all over the country will undoubtedly pave the way for others.

In addition to those who have taken cooperative jobs on the outside, several members of the Enterprises staff resigned to accept jobs with private business firms.

ADDITIONAL SERVICES The American Express Company has sent money orders and five thousand dollars worth of travelers checks to be issued by the Cooperative in accordance with an agreement. The travelers checks were placed on sale on June 1.

The new merchandise order service was approved by the Board of Directors. Merchandise orders issued will be honored by the Enterprises ninety days following the date of issuance.

The construction of the fish market, temporarily slowed down due to the initial difficulty experienced in securing a source of saw dust, has been resumed and will be completed early in July.

The Board of Directors approved the establishment and operation of a movie theater. The new High School Auditorium will be made available to the Enterprises for movie projection at least three evenings a week and also for certain afternoons.

CANCELLATION OF SCRIP The Cooperative discontinued the use of scrip as from May 31st. Sixteen adding machines were purchased and installed by the Cooperative at a cost of \$6,541.86. Instead of scrip books, the members of the Cooperative are saving their sales and service receipts on which their patronage refunds will be calculated. The cash register system is considered to be more economical, on the basis of outright purchase, than the scrip system.

EDUCATIONAL ACTIVITIES During the quarter, a very successful series of Co-op Night educational programs were conducted weekly in each Ward. Following the Co-op Night series, a tour of the business office and warehouse was conducted for the benefit of the high school students and the Ward Educational Leaders. The Leaders also worked on the establishment of a High School Cooperative Store and a Thrift Club for the high school students. The Thrift Club will be the first stage of a credit union development. Other plans considered included a new program for employees training and the establishment of offices for Ward Educational Leaders. At the moment, we have only one Cooperative Library and it is the intention of the Educational Department to use those proposed offices as branch libraries and cooperative reading centers.

HONOR ROLL SYSTEM The following procedure has been worked out as an Honor Roll System for Cooperative Employees:

- a. Selection of two or more Co-op employees by the Honor Roll Committee of each division.
- b. To each member of the Employees Relations Committee will be assigned the recommended list of employees for consideration and investigation at the second monthly meeting of the Committee.
- c. The members of the Employees Relations Committee will bring in their findings to the following meeting and select one person from the group involved for the Honor Roll for that month. The General Manager will send a letter of appreciation to the selected Honor Roll employee.
- d. From the holders of two Honor Roll distinctions, the Employees Relations Committee will select one model employee from each group.
- e. The model employee will be suitably rewarded and given a letter of commendation from the Employees Relations Committee.

This system has become effective from June 1.

FINAL SHOE PROBLEM During the quarter, the Cooperative experienced a shoe strike which lasted for two days. This strike can be attributed to the tremendous pressure and work imposed on the employees at the Shoe Repair Shop as a result of our shoe ration difficulties. An amicable settlement has been negotiated by the proper management representation and worker's representation. Our trouble has been considerably lessened, we believe, as a result of the ventilation of the situation in the press.

BUYERS TRIP The Co-op dry goods buyers, Takiguchi and Ichikawa, left May 30 for New York, Chicago and St. Louis on a buying trip. Approximately ten thousand dollars worth of merchandise was purchased in St. Louis, five thousand dollars worth in Chicago, and several thousand dollars worth in New York. On their return, the buyers turned in a check for \$2,188.76, representing the balance of the ten thousand dollars wired to them in New York. Traveling expenses for this trip amounted to \$927.29.

ASSOCIATE SUPERINTENDENT APPOINTED Mr. Neil MacNeil has been appointed Associate Superintendent of Community Enterprises, Inc. He has taken over the guidance of the educational program.

Don Elberson, Chief
Business Enterprises

NMN:my

WAR RELOCATION AUTHORITY

Tule Lake Segregation Center
Newell, California

February 10, 1944

RELATIONSHIPS BETWEEN ADMINISTRATION
AND THE CENTER POPULATION

The Educative Function of the Co-ordinating Council and the Co-op.

In the recent period, it has not been possible for Administration to make generalized appeals to the colony, or to assume the task of dispelling rumors. The reason for this is that confidence was shaken and is only now being rebuilt. In this period during which Administration was powerless to speak, the efforts of the Co-ordinating Council and the Co-op officials have been notable. In our recent reports we have spoken of the Co-ordinating Council frequently. But the Co-op attitude has also been well expressed from time to time, and in a recent issue of the Co-operator (February 9, 1944, p. 1) there is an excellent statement of this type. Your attention is called to Paragraph 4 of the article on Tofu and Sewing Factories in which the charge of depleting the funds of residents is answered. The Co-op in answering this charge is inimical to any oversimplified idea to the effect that the W. R. A. can provide all. The notion that it can, I think, stems from the belief that the status of segregees was indeterminate, i.e., that they could in all likelihood be considered "prisoners of war." It is true that misconceptions still exist in this center concerning the possibility of gaining "prisoners of war" status. Before November, I noted that many people discussed this matter of indeterminate status and many asked "What is our status -- that of segregees or prisoners of war or what?" Apparently some individuals, especially newcomers to the project, stressed this possibility of achieving such status. There were, of course, many University graduates of institutions located in Japan. Such individuals would know more of both International politics and International law. As such, they could be questioned by neighbors and many, I think, took the initiative in posing as experts on these subjects.

Now, if an attempt were made by Administration to correct such misapprehensions, there would be doubt and suspicion cast on any facts or arguments. Moreover, I believe, if even such a body as the Co-ordinating Committee got out information of an accurate sort on this particular question, it might still be called propaganda. The Co-op, because of these considerations, performs a necessary function at the present time in discussing such questions. It does not intend to, nor will it continue to exercise this type of educative function. As soon as possible the regular channels of news dissemination will perform such functions. But for the present moment we can still hear the charges of propaganda aimed at releases of the Co-ordinating Committee. In fact, not too long ago the opposition claimed that the Army was actually deciding all policies, and the Committee -- just window-dressing -- was trying to get credit after the event.

To point out the Co-op function I should like to draw attention to quotations from Paragraphs 6 and 7 of the appended article:

"In the event the Co-op engages in manufacturing and processing of merchandise, it is obligated, under Operating Agreement with the WRA, to pay clothing allowance to the family members of its employees in addition to their salaries. However, as the Co-op adds a certain per cent profit to the cost of Tofu, this profit will come back to the pockets of the Colonists in the form of salaries, clothing allowance for their family members and patronage refunds. This fact will clarify the erroneous impression for some people that the Co-op is trying to thwart, by operating the industry by itself, the incoming of the WRA pay checks. It can be said that more or less similar circumstances exist in sewing industry."

The following quotation is a barbed comment on the would-be experts in International law resident in the center:

"We wonder if even those people who are interested in creating a bright and clear atmosphere in this Center are not inclined to depend too much on the WRA. In order to make life pleasant, one has to work it out by himself. The fact that some other Centers are operating a certain industry does not necessarily mean that this Center will operate it also ... Though some people often speak of Geneva Convention, they seem to lack full cognizance of the pact because of their neglect to read it."

The Question of the Project Newspaper.

The steps now being taken to establish an information service in the center are well timed. It was said not too long ago that if information were put out in just a few weeks it would be believed, but that the present moment would be slightly premature. The point is that as people go back to work and as the center takes on a more normal appearance, the ice is broken. In other words what would have been called propaganda two weeks ago now comes under the heading of information. The first issue of a project information bulletin is dated February 12, 1944 and, as an administrative bulletin, is a first step in establishing contact with the resident area. The issue, almost an "historic event" in these parts, is appended. It covers employment, school enrollment, tofu manufacture, information on Selective Service, and the transmitting of goods to the Tule Lake nationals of Japan by the International Red Cross.

Other Administrative Contacts

It would be well if other administrative contacts could be achieved with organized groups in the center. One attempt was made to establish contact between Administration and the Gila Seinen-kai (youth group). It fell through because the Gilans have made a particular point of not "mixing in" politics. The Heart Mountain youth of Namekawa and the Rohwer youth of Johnny Nayde apparently felt otherwise about the recent impasse; but the Gila group made a particular effort in their former project to stay away from political tides and eddies, and in fact turn to such functions as the publication of a literary magazine in Japanese. A second attempt at contact was with the Co-op Executive Board and since comment has already been made on that meeting, it need not be repeated here. Yet it is still possible to trace some recent developments in constructive thinking about this project among the Co-op leaders to

this same meeting. Favorable comment was heard for weeks afterward, and I think the statement about too much dependence on the W.R.A. dates from this time. It was planned by the Co-op Executive Board to have casual meetings with the Administration in which points of view and policies may be aired. A third type of contact was also recently achieved. The problem of the wardens, in lacking community sanction and community backing, has been especially grave in the recent period. On February 3, 1944 a list of Police Commissioners were made known. The Commissioners are the following: Kazuo Nakamura, 6607-D, from Topaz, age 44; Geo. Yamatini, 3107-G, and Johnny Naydo, 4209-D. These three were chosen from a list including the following: Frank Miyazaki, 3107-D, Aizo Takahashi, 6813-C, Mesami Chikasuye, 4619-B (Hawaiian youth), and Tetsujiro Nakamura, 3014-A. The Commissioners were chosen, as you will recall, in accordance with a plan of the Chief of Internal Security to place greater responsibility upon the residents for the functioning of their Wardens' organization. The idea underlying this move is to vest authority in the wardens by virtue of fact that they will be selected not only in accordance with general security standards but also by representatives of the community itself. They in turn become responsible to the Police Commissioners who are entrusted with the task of drawing up, in consultation with the Legal Department, a system of city ordinances. Immediately following segregation we commented on this "problem" of the wardens and proposed such a plan as has now been announced. In addition, not only are the wardens given community backing, but they will be trained to perform their services in an efficient and practical manner. This type of administrative contact has resulted in two gains for the wardens: (1) the wardens will not be let down by insufficient training for functions in which Japanese-American residents were notably untrained; (2) the wardens will receive community sanction to carry out functions for the benefit of their fellow residents.

While such contacts with individual groups such as the wardens or the Co-op Executive Board should be extended, the process must of necessity be a slow one in view of the lack of organized groups, open and above board, in the center.

Other administrative contacts have involved certain problems. Recently a plan was devised to provide a Civic Center for the resident area, similar to that at Minidoka. It was decided that the residents of Block 18 be moved to one of the nearer blocks in the newly constructed area. Following announcement of this decision, a petition was received addressed to the Project Director dated February 8, 1944. It stated:

"We, the undersigned people of Block 18 feel that it is unfair and unjust to order us to evacuate. So we absolutely refuse to be moved to a different place; we do not wish to go.

"In order to maintain peace and harmony in a block and center, we desire to remain as a unit here in Block 18."

Mr. Quincy Cook, Block Manager in 1807-C, and all the residents of that block signed. When asked why the petition was phrased in such demanding terms, Mr. Cook explained, amiably enough, that they wanted to petition strongly before "any decision went too far and it would be too late."

Mr. Cook explained that his fellow residents didn't want to move and obviously the convenience of living in a centrally located block was an added attraction. A Housing Committee which had been formed earlier asked for a meeting with the committee of the block in the administrative area, this request followed the presentation of the petition. The block residents expressed fear of meeting in the Administration Building, and one was quoted as adding the comment: "We'll get picked up and put in the stockade." A meeting was arranged February 10th between this committee, a representative of Civic Organizations and Mr. Cook, and it was explained then that the reason for urging such a movement now was because after the Manzanar residents arrived, it would be impossible to obtain space in the center of the resident area for the much needed Civic Center. It was pointed out that the inconvenience of moving was well understood but that the gains for the community as a whole would make them seem trivial. In providing a town hall in the Block 18 Mess Hall, in promoting greater efficiency by centralizing offices, the advantages seemed to outweigh this inconvenience. It was decided to take representatives of the block over to the new area where they could inspect the advantages of the newer housing and see the improvements in the layout of apartments, flooring, and the like.

In rebuttal the Block Manager brought up, almost as an afterthought, the fact that five persons had been detained by the military from his block: Fujihara, Sadao; Fujimoto, Teiichi; Fujimoto, Hideo, Fujii, Yoshio (all of Hawaii); and Kazuma, E. from Poston.

The point of discussing this particular situation is not that it presents any insoluble problem, but that it provides opportunity to suggest a possibly superior method of obtaining certain results. In administrative contacts as between the Housing Committee and this block, where problems are foreseen, it might be well to do the job of convincing people and manipulating opinion beforehand and then issue the order after such discussion has taken place. In regard to the Block 18 evacuation and for that matter the evacuation of the half-blocks in 25 and 46 (the latter in order to provide space for elementary schools), it might have been better to consult in advance with such trusted groups as the Co-ordinating Committee on the problem involved in such movement and on the method of putting over such a program. I think the order of events has been to "spring the decision without warning" as one colonist put it, and then later to do the convincing. Thus the Block 18 people were told first that they had to move and later told why such a move would be beneficial to the resident area in general. I believe the attempt to change opinion first, softening up antagonism, followed by the definite decision, is the more palatable mode of operation.

Another type of administrative contact has been illustrated recently in the Leave Clearance Hearings. There is some reason to believe that the Japanese atrocity stories are beginning to affect the opinion of people eligible for leave. It might well be expected and it certainly is true that our batting average on clearance is considerably lower than that at other centers. At the same time at the hearings, it is obvious that some individuals who are worried about sentiment "outside" are refusing to commit themselves. In one hearing yesterday, for example, the interpreter explained to me afterward that the individual feared

forced relocation from the other center with all the bugaboos that fear engendered. Much could be gained in achieving a more objective type of hearing if, to a certain extent, these underlying fears and worries were discussed in a completely frank and informal manner before the discussion came down to the usual questions of views relating to politics and war. Criticism was offered by the interpreter to the effect that this hearing was cold and formal and for that reason did not "go deep enough."

EXCERPT FROM A LETTER FROM TOPAZ:

Topaz, Utah
February 4, 1944

"We were very happy to hear that Tule Lake had been returned to the WRA by the Army. Letters from Tule Lake seem to express a general trend of thought -- relief and joy at being able to enjoy the good old WRA regime again. They all seem to show disgust with the group of 'Extremists' (Extreme Selfishness) who went around making a lot of noise, 'but whose heads were just like balloons -- nothing but a lot of hot air' as someone wrote. The general feeling seems to be that these people were just bringing shame upon the Japanese people. Here's hoping that peace will rule for some time.

"Is Tule Lake subject to the draft? We are all wondering and speculating. Doctor, remember Mr. Best's speech. Tuleans continue to talk about it. And the same thing concerning the draft was announced here before the segregation -- that in all probability Tuleans there would also be affected if the draft were to come."

EXECUTIVE STAFF MEETING

May 14, 1943

The Executive Staff meeting of the Central Office was called to order by Executive Secretary, T. Kawasaki at 1:15 P.M., 708, May 15, 1943. Those in attendance were Messrs. Hashida, Translator, J. Goto, Research Director, M. Kawada, Educational Director, T. Kawasaki, Executive Secretary and N. Honda, Director of Information.

The Executive Secretary read all of the previous meeting minutes which set forth the decisions as of the past meetings in order to acquaint the new members of the staff with the various policies in effect.

The following businesses were taken up:

1. Everyone agreed to follow the general office procedure relative to the handling of file. That is, to have the respective secretaries be in charge of the file.
2. In order to avoid any criticism from visitors, it was deemed advisable to pay particular attention to the general attitude which we may convey to the visitors.
3. Desirability of additional desks and chairs was expressed. Not for the purpose of presenting an extravagant appearance, but additional desks were essential to replace the simple tables that we now have. The Research Director was put in charge of getting additional desks and chairs.
4. When facilities, such as new desks and letter trays are made available, everyone should make it a point to have the top of their desks cleared every evening.
5. Everyone was reminded that whenever they step out of the office for any considerable period, to notify the receptionist where they are going and when they expect to return.
6. Draperies or shades of some sort for the office was deemed necessary for the protection of eyes and health. The Executive Secretary assumed the responsibility of obtaining such.
7. It was decided that sheet rock to cover up the railing or fencing in the office would be in order.
8. To call a person across the entire length of the room and to make unnecessary noise or speak unnecessarily loud is not good office etiquette. Therefore, such should be avoided.
9. Considerable complaint has been voiced as to the Co-op's use of the telephone. In order to have figures, it was decided to have Shiz Yoshino keep a close check on the number of minutes the Co-op uses the telephone during the day.

This will give us an accurate figure and how much time we spend on the telephone.

10. It was decided that a meeting of the entire office staff should be called at regular intervals to inform the staff of the developments of these meetings.

11. The next matter is not for the purpose of making the office too formal or to 'cramp the style' of those present, but for the protection of the personnel in the office. Friendly visiting should be done in a manner that when a visitor drops in, their impression would not be unfavorable. That is, instead of standing around in groups, it would look nicer if those desiring to visit to draw up a chair and visit as if to be discussing business. This would look a great deal nicer to the frequent visitors to the office. Another point brought out in relation to this subject was the reading of newspaper during business hours which may give a similar impression.

12. It was decided that the Personnel Director's desk should be moved to a location nearest to the front door so that visitors will have direct access to him. Furthermore, a sign be placed so that those desiring to see him could locate him immediately. The consideration of having the Personnel Director moved to the Business Office at 351 was deemed not advisable for 351 is quite congested.

13. Because of the lack of space in our office, the Executive Secretary is to contact Mr. Tsunoda to see if a heater could be placed in the library and have the librarian move to the library. In addition to this change, if feasible, moving the mimeograph machine into the library may be advisable.

Next matter taken up was the duties of Mr. Hashida, the new translator for the office. His duties are to do translation work, cut stencils in Japanese and together with the Director of Information research on the ways and means of disseminating information to the public. The Director of Information stated that he has an understanding with Mr. Hashida that it would be impossible to constantly provide him with translation work. Therefore, research must be done mutually during spare time.

The Director of Information requested of the educational department material for release; that he looked forward to the educational department for much news and educational material for release.

Mr. Kawada stated that a poster division would be very essential to the organization. Mr. Kawada was requested to find a person who would qualify for such a position.

The duties of the Research Director was self-explanatory in its title. It was emphasized that aside from the work requested of him, considerably initiative would be required of him.

The Director of Information was asked regarding the result of the meeting with the high school students relative to their organization of a high school Co-op. He replied that the Student Council voted in favor of organizing such a Co-op. That they have appointed a committee of one to contact the high school junior class and the commercial department to study further such a plan and present a concrete request to the Board of Directors of the Tule Lake Co-op.

Mr. Mas Kawada stated that in order to interest the people in a block by block program, meetings alone would be insufficient. The utilization of slides which could be had very economically may be very attractive for such a gathering. The desire for the continuation of a ward by ward program in one form or another was expressed by the Educational Director.

The Director of Information stated that the educational program could be concentrated in three fronts.

1. Continuation of ward by ward program in one form or another.
2. Block meetings to be encouraged to disseminate news and to alleviate misunderstandings as well as to quench rumors.
3. To organize keenly interested persons into study groups. This does not necessarily require a large group. As few as five in a group would be sufficient. This is where the real Co-op study group could be started. Another suggestion made was that a study be made of Dr. Francis' suggestion relative to the Salt Lake City conference report. It was pointed out that the educational department has the best instrument in the entire organization to be a source of ideas and suggestions. With the administrative setup that the educational department commands, much more could be expected of this department.

Mr. Kawasaki announced that Noboru Honda is leaving for Salt Lake City to a church conference next Tuesday; that he will be away for approximately ten days. Also, Louis Oki, the Personnel Director, is destined to leave for Spokane, Washington. Negotiation with Mr. Izuno, Ward III Chairman, is being carried on to replace Mr. Oki.

To take care of the publicity work during the absence of N. Honda, a committee of three, composed of Messrs. Hashida, Goto and Kawada will take charge. Mr. Kawada will be primarily responsible.

It

It was announced that Mr. Neil MacNeil has been permanently appointed to be Mr. Don Elberson's assistant.

There being no further business, the meeting was adjourned at 3:50 P.M.

Respectfully submitted,

Noboru Honda
Director of Information

nh/ft

MINUTES OF THE EXECUTIVE STAFF MEETING

June 2, 1943
708 - 1:45 P.M.

The meeting was called to order by Executive Secretary, T. Kawasaki. Those present were: T. Kawasaki, Masao Kawada, Jiro Goto, Mr. Teranishi, Mr. Hashida and N. Honda.

Executive Secretary announced that Noboru Honda may be transferred to the 351 Office. This will create a vacancy in his position.

He expressed the belief that the Educational Director, Research Director and the Translator can coordinate their efforts to take charge of the publicity work. All three Executives agreed that this would be acceptable.

Also, he announced that Miss Fumi Takagi is to leave us at the end of the week.

Mr. Kawasaki announced that Mr. Don Elberson may leave the Project in the near future which would leave Pat Nitta without a boss. However, it was noted that Neil MacNeil, being Mr. Elberson's assistant, will need the services of Pat Nitta.

Itemization of the duties of the Research Director was outlined as follows:

1. Research on all requests which are properly directed to him.
2. He should use his own initiative to develop new things without being requested.
3. His research will primarily be on business. However, when time permits, his research should delve into educational, personnel, etc.
4. He is to assume the duties which were previously in charge of the Director of Information relative to inter-project correspondence, especially in the field of exchanging bulletins, newspapers, etc. He was requested to write each project enterprise, informing them to direct all communications of this nature to him.
5. He should make a study or analyze the business structure of the organization and to present his findings to the Executive Staff for further study so that constructive suggestions can be made.
6. In his research work, he may call upon the various departments, such as the Educational Dept. for assistance in finding facts.
7. He was requested to seek a list of slow selling items so that proper publicity can be given to them when prices have been reduced.
8. It was pointed out that the Research Director is directly responsible to the Board of Directors and, therefore, he does not necessarily have to accept requests of the various committees unless the Board requests him to do so.

9. Other members of the Executive Staff were requested to ask the Research Director to take care of various duties which belong to that department.

As it was previously brought out, it was re-emphasized that the Educational Dept. with its splendid administrative facilities should be the greatest source unit of the entire organization. This department, with its large paid staff is in the best position to make recommendations and improvements which hardly have been received to date.

Another point brought out was that each of the Executives should use his own initiative to improve their work. In relation to this, it was obviously noted that some of the secretaries did not get the type of work or training that they deserve. Particularly, shorthand work has been negligible in some departments. It is a known fact that most girls on the outside do not have the secretarial work opportunities that they have here. Therefore, those who are working with the girls should bear this in mind; and give them every opportunity to develop their shorthand and other stenographic requirements. This will better equip them for their future employment.

Emphasis was placed on Co-op employees making unguarded or thoughtless statements. Though the person making certain statements may commit them without depth in thought. However, to some, those statements can be used against the organization.

The following news release procedure is being followed after the departure of the Director of Information.

1. All news shall be assembled by the Educational Director or be composed by him.
2. Then it will go to Mr. Hashida, who will translate same.
3. Mr. Hashida is to confer with the Executive Secretary prior to release.

As a recent policy, bulletins are being issued once weekly on Thursday. In order to do this, more bulletin materials are requested to be in by Tuesday evening.

Mr. Hashida stated that if we get a stencil cutter, it may be possible to issue two bulletins per week. It was decided that Mr. Hashida should have such a person.

It was generally expressed that in view of resettlement and shifting of residents to other employment, it was advisable to be over-staffed than under-staffed.

A study was given to the advisability of the continuance of the weekly joint Executive Staff meeting with the personnel at 351. It was decided that weekly meetings would be unnecessary, that such meetings be set on the first and third Thursday afternoon of each month. Special meetings may be called when deemed necessary.

There being no further business, the meeting was adjourned.

Respectfully submitted,

/s/ N. Honda

N. Honda

nh/ft

EXECUTIVE STAFF MEETING

Date: June 30, 1943

Time: 8:55 a.m.

Roll: Messrs. Kawasaki, Hitomi, Hashida, Goto, Teranishi, Kawada

Minutes: Mr. Kawasaki, Executive Secretary, announced that he is to leave the Project on July 15 for Spokane, Washington.

He asked for possible recommendations of candidates to fill the position of Executive Secretary.

Mr. Teranishi, Personnel Director, stated that employment regulations for the management division have already been specified by the Employees' Relations Committee in their minutes of May 25, 1943, and approved by the Board of Directors.

However, Mr. Kawasaki stated that employment procedures of Executive Officers of the Tule Lake Co-operative Enterprises have been set in the minutes of the Executive Committee on May 24, 1943, under Employment procedures of Executives:

It was decided that hereafter in the administrative division, the Executive Secretary will recommend qualified candidates to the Board of Directors, who will, in turn, set upon the recommendation and make appointments.

A suggestion was made that Mr. Obana and Mr. Izuno are well qualified for the position. The Executive Staff unanimously approved the recommendation of the above two persons for candidates to the position of Executive Secretary.

Mr. Kawasaki, Executive Secretary, will present the recommendations to the Executive Committee at their meeting this afternoon.

It was also recommended that an Assistant Executive Secretary be appointed to assist in carrying out the numerous duties of the Executive Secretary and to further the efficiency of the Central Office.

Miss Shizu Yoshino and Pauline Suyehiro are transferring to the Stub Receiving Station on July 1, 1943. Miss Yoshino has been appointed Supervisor of the new office.

In order to keep the Central Office functioning as integral group and at a high efficiency, the Executive Secretary recommended that special effort should be made by all of the Staff Officers to particularly train their stenographers to fill important and any position in the office.

The recommendation was given approval and every effort will be made by the Staff to carry out the program of training.

The Staff gave vote of thanks to Mr. Kawasaki for his untiring and outstanding work for the local Co-op.

It was also voted that a picture be taken of the Central Office Staff sometime this week.

As there were no further business, the meeting was adjourned at 10:10 a.m.

Respectfully submitted,

Masao Kawada
Educational Director

EXECUTIVE STAFF MEETING

DATE: July 10, 1943

TIME: 10:30 a.m.

PLACE: Merit Board Conference Room-708

ROLL CALL: Messrs. Corky Kawasaki, Byron Akitsuki, Jiro Goto,
K. Teranishi, Tak Hitomi, Masao Kawada, T. Hashida.

The meeting was presided by Mr. Corky Kawasaki.

Mr. Corky Kawasaki, the retiring Executive Secretary, introduced his successor, Mr. Byron Akitsuki.

SECRETARY FOR RESEARCH DIRECTOR:

Miss Mieko Yoshimoto, who, according to the understanding made by the Personnel Director, Mr. Teranishi, at the time of her acceptance of the work in the Co-op Central Office, was not to be attached as a private secretary to anyone, but her services are to be utilized by anyone whenever the need arises.

NEW PROVISION FOR NEWS RELEASES:

All news releases in the future will go through the Executive Secretary, who will assign the news for proof-reading to his secretary, and will be confirmed for release under the Executive Secretary's signature. Heretofore, after the resignation of Mr. Noboru Honda, Director of Information, who had dispatched all news releases, the Educational Director had taken over the function of the Director of Information.

MEMBERSHIP RECORDS:

Due to the rush of work in handling the membership records, a question was brought out that some assistance should be provided to expedite the work.

Until such time as the receptionist can assume the full responsibility of recording memberships, Mr. Tak Hitomi will assist in the work. Mr. Hitomi handled the membership records up to the present, but since his appointment as Assistant Editor, the membership records have been assigned to the receptionist.

COORDINATION WITH BUSINESS OFFICE:

News originating from the Business Office, so far, has been confusing due to lack of definite information and procedure. The Executive Staff voted that there should

be more coordination in the future and that a meeting should be held to discuss this matter.

CO-OP ANNUAL:

A report was made by the Educational Director that plans for a local Co-op Year Book are being made by his department and that further discussion on the matter will be held by the Ward Education Leaders and the Educational Committee on Monday, July 12, 1943, from 8:00 p.m. at the Merit Board Conference Room.

The meeting was adjourned at 11:20 a.m.

Respectfully submitted,

Masao Kawada
Educational Director

MK:ey

TULE LAKE COOPERATIVE ENTERPRISES, INC.
Managers' Meeting - August 3, 1943
Business Office No. 351
10:00 A.M.

The managers present were: Messrs. J. Hashimoto, B. Akitsuki, F. Fukuda, S. Fukuda, I. Hamai, J. Nakagawa, Z. Sawaguchi, K. Kobayashi, M. Akiyama, K. Teranishi, and M. Terada.

In the absence of Mr. Kubo, who had to attend another meeting, Mr. James Nakagawa presided.

Announcements

Mr. Don Elbertson will speak to the members of the co-op staff on Thursday evening, August 5, from 7:30 p.m. at 1308 on segregation and the future of the co-op.

Questions and answers on the segregation program in both the Japanese and the English language will be released by the W.R.A. to the public in the near future.

Cautions to the Managers

1. The canteens were asked to notify the business office at least a day beforehand when requisitioning ice cream and soda pop stubs instead of telephoning at the last minute as the co-op car is not always available for errands.
2. Managers were requested to see that the customers refrain from sitting on ice cream cabinets and counters as this practice does not add to the attractiveness of the stores.
3. Salesclerks were asked to take down the number of the merchandise certificate in addition to other information when selling merchandise to holders of these certificates.
4. Canteen employees will not be excused to play baseball on Saturdays as this is the busiest day at the canteens.
5. Managers were advised that the soda pop and ice cream stubs of other stores can be re-circulated. The old stubs printed in colors at #717 office were to be handed in to the business office.

Employment Policy

With reference to the co-op employment procedure, the W.R.A., Washington, D.C., has informed the co-op that its employment policy is entirely separated from the W.R.A. procedure. However, Mr. Kubo wishes all managers to adhere as closely as possible to the W.R.A. rulings. In cases of termination, if a replacement is not necessary, managers were requested to get along with the present personnel.

At present, the placement office is not permitting any re-classification from a \$16.00 to a \$19.00 position.

Recommendations from the Consultants to the Employees' Relations Committee

1. Certain Japanese goods, which were bought from Mr. Tanbara, were sold in Canteen #1. The Consultants wished an explanation of the reason that the goods went to one store; and, in the event that there were only enough goods for one canteen, why it was sent to #1 store instead of to #4 store.

2.

Mr. Terada, head of the warehouse, explained that, contrary to public rumours, only a few cans of each item were received and that they were sent to store #1 instead of to store #4 because Japanese goods would naturally have more appeal for the customers of the #1 store. When there are only enough goods to be sent to one store, it will be sent to each store alternately.

Mr. Akitsuki was instructed to publish the facts in the "Cooperator" and the "Tulean Dispatch".

2. In the opinion of the Consultants, travellers' checks should be cashed in the canteens as a service to the customers and not only at the banking department. Mr. Akitsuki was asked to bring this matter up to the Board of Directors to see whether they will reverse their earlier decision.
3. The date for the distribution of the aprons and smocks was asked. Aprons are ready and are in the process of being distributed to all stores and service shops. The smocks are not completed.

Proposed Fish Market Time Schedule

For the convenience of the customers and in order that the fish arriving on Saturday afternoons might be sold on Sundays, Mr. Fukuda, the manager of the fish market, proposed the following time schedule for his store:

The market will remain open all day Saturdays and on Sunday mornings, and it will close on Sunday afternoons and all day Mondays. Also a half-day will be taken on alternate days during the regular weekdays by the employees.

Managers, as their personal opinion, gave their approval to this schedule but suggested that, as this set-up concerns all employees, the Consultants to the Employees Relations Committee be contacted for their final approval.

Mr. Kubo, who returned at this time, gave a brief resume of the segregation program as outlined at the administrative staff meeting this morning.

The meeting was adjourned at 11:30 a.m.

Respectfully submitted,

/s/ James Nakagawa

Office Manager

TULE LAKE COOPERATIVE ENTERPRISES, INC.
Managers' Meeting - August 10, 1943
Business Office No. 351
10:00 A.M.

There were present: Messrs. S. Kubo, J. Hashimoto, K. Kobayashi, I. Hamai, S. Takamoto, T. Ichikawa, M. Akiyama, M. Teraoka, Z. Kawaguchi, F. Fukuda, and J. Nakagawa.

1. Action on recommendations of the Ward Assembly

Mr. Kubo gave a resume of the pertinent facts relative to the financial condition of the co-op as of June 30, 1943 and the plan for the distribution of the patronage refunds, as outlined at the Board of Directors' meeting on August 9.

The recommendations of the Ward Assembly to the Board of Directors as of July 19th, namely:

1. Curtail all purchases
2. Sell all merchandise in stock at a discount to accumulate cash reserve
3. Cancellation of all mail orders
4. Closure of the #4 canteen

on which no action has been taken due to the fact that the financial statements for June 30, 1943 were not ready until August 9, were also taken up by the Board of Directors at their meeting. Their decision were as follows:

1. As a temporary measure, after August 15th no mail orders will be taken by the canteens. The mail-order clerks will be transferred to other departments. The mail order office in #4 canteen will remain open, however, to clear up business and take care of complaints.

The laundry departments are not affected by this order.

2. #4 store will remain open until further notice.

At the instruction of the general manager, all purchases are already being curtailed by the buyers.

Mr. Kubo asked the opinion of the managers concerning selling goods at a discount. The consensus was that it is not necessary to sell the merchandise at a discount; but, as a measure of goodwill toward the customers, some items should be sold at a discount at the end of August or the first part of September after the patronage refunds are distributed. The sale will be publicized in the Tulean Dispatch and the Cooperator.

2. Miscellaneous

The salesclerks were asked to send all customers who return merchandise and want cash refunds to the #717 office with the refund sales tag in order to have merchandise certificates made out for the amount of the tag.

Mr. Akiyama reported that the canteen cashiers wish to have sent them a "Over and Short Report" on daily cash.

At the request of Mr. Fukuda, Mr. Akiyama agreed to have the soda pop cooler in #3 canteen transferred to the #4 store.

The meeting was adjourned at 11:30 a.m.

Respectfully submitted,
/s/ James Nakagawa,
Office Manager.

TULE LAKE CO-OPERATIVE ENTERPRISES, INC.
Managers' Meeting - August 17, 1943
Business Office No. 351
10:10 A.M.

The managers present were: Messrs. S. Kubo, Frank Fukuda, James Nakagawa, Ray Teranishi, Byron Akitsuiki, I. Hamai, Z. Kawaguchi, Sadaichi Takamoto, Martin Akiyama, Min Terada, Fred Fukuda, K. Kobayashi, James Hashimoto, and S. Okamoto.

The presiding chairman was Mr. S. Kubo.

Returned merchandise

All purchases returned to canteen amounting to less than \$1.00 shall be refunded for cash or exchanged for other merchandise at the respective canteen, in the event the return merchandise exceeds \$1.00 the patron will be asked to go to the 717 Co-op with the store managers certification for merchandise certificate. The managers were requested to state the patrons' name, address, amount of merchandise returned, his or her signature, and accompanied by note to 717 from the managers with explanation that such merchandise were returned and the customer desires merchandise certificate.

Vacancies

The Personnel Director made a request to all managers to find out the number of segregates and also make recommendations to replace vacancies.

Financial report

Mr. Kubo made a financial report as up to date.

Patronage refund

Mr. Kubo stated that Mr. Brockman, Public Accountant, had recommended that the patronage refund be declared at 8.9% rather than 7.5% as had been previously planned. The declaration is not official pending Board of Directors' approval.

Night watchman for canteen and shops

Due to burglary of \$7.50 cash and \$1.95 worth of merchandise at canteen #3 last night, Mr. Kubo suggested to employ 7 night watchman. After much discussion it was decided to have one person for each of the five canteen; one for Shoe Shop and Watch Shop; and one extra so that each can have their day off. Mr. Kubo will take the matter up with the Internal Security in regards for the night watchman to possess the same authority as wardens.

Travelers' check

In regards to cashing travelers' check at canteens, Mr. Akitsuiki was requested to take the matter up with the Board of Directors to reverse the ruling made previously by the Board.

Sales of eggs

It was reported by several of the managers that many complaints were made by patrons for discount on eggs. Mr. Terada, head of warehouse, announced that since eggs were priced according to the ceiling price of the OPA, no allowance can be made for them; he further stated that because of those complaints we would not issue eggs until next week.

As there were no other business to be discussed the meeting was adjourned 11:15 a.m.

Respectfully submitted,

/s/ James Nakagawa

Office Manager

TULE LAKE COOPERATIVE ENTERPRISES, INC.
Managers' Meeting - August 31, 1945
Business Office No. 351
10:50 A.M.

The managers present were: Messrs. S. Kubo, J. Hashimoto, Frank Fukuda, Fred Fukuda, Z. Kawaguchi, M. Akiyama, J. Nakagawa, K. Kobayashi, and S. Okamoto.

1. Clarification of Cash Order Instructions

Mr. James Nakagawa requested that the sales tags for the amount of the cash order purchases be made out for the total amount of the purchases and only for the cash not in the register.

Cash orders may be transferred over to another person. In cases of transfers, the original cash order should be brought over to the office no. 351 complete with endorsement, and a new cash order for the same amount will be made out to the transferee.

2. Cashing Cash Orders

Cash orders will be cashed at the bank beginning tomorrow, September 1, for those who are leaving this project. Those members staying on the project were requested to use the cash orders to buy merchandise at the stores instead of exchanging them for cash.

3. Assignments

The managers were assured that replacements for salesclerks terminating to leave for other centers will be made as soon as possible. The managers approved the appointment of Mr. Ikemoto as manager of the #2 store and the transfer of Mr. Kunio Hayata from #2 to #5 store, where he will take over the position as manager, which will be vacated by Mr. Martin Akiyama.

As Mr. Kubo was called out on an emergency, Mr. Nakagawa took over the chair. Mr. Akiyama, manager of the #3 store, thanked all the managers for their cooperation and friendship during his tenure of office.

4. Refund stubs for soda pop bottles

Mr. Nakagawa announced that refunds for empty soda pop bottles will be given the customers without stubs as soon as the construction of the fences for the empty bottles and cases at the canteens are finished.

Meanwhile, the stubs are to be returned with the empties for the refund.

The meeting was adjourned at 11:20 a.m.

Respectfully submitted,

/s/ James Nakagawa,

Office Manager.

GENERAL ASSEMBLY
OF ALL THE DULY ELECTED
BLOCK REPRESENTATIVES

September 28, 1942

I.

INTRODUCTORY REMARK

Don Elberson, Temporary Chairman

II.

STRUCTURAL ANALYSIS
of
TULELAKE CONSUMERS' COOPERATIVE

III.

WARD OFFICERS

- A. A Chairman
- B. A Secretary

IV.

PROCEDURE AND RECORD KEEPING

V.

NOMINATIONS

- A. Incorporators
- B. By-Law Committee
- C. Committee on Committee Work

BOARD OF DIRECTORS
COMPOSED OF
15 MEMBERS

ADM.
I

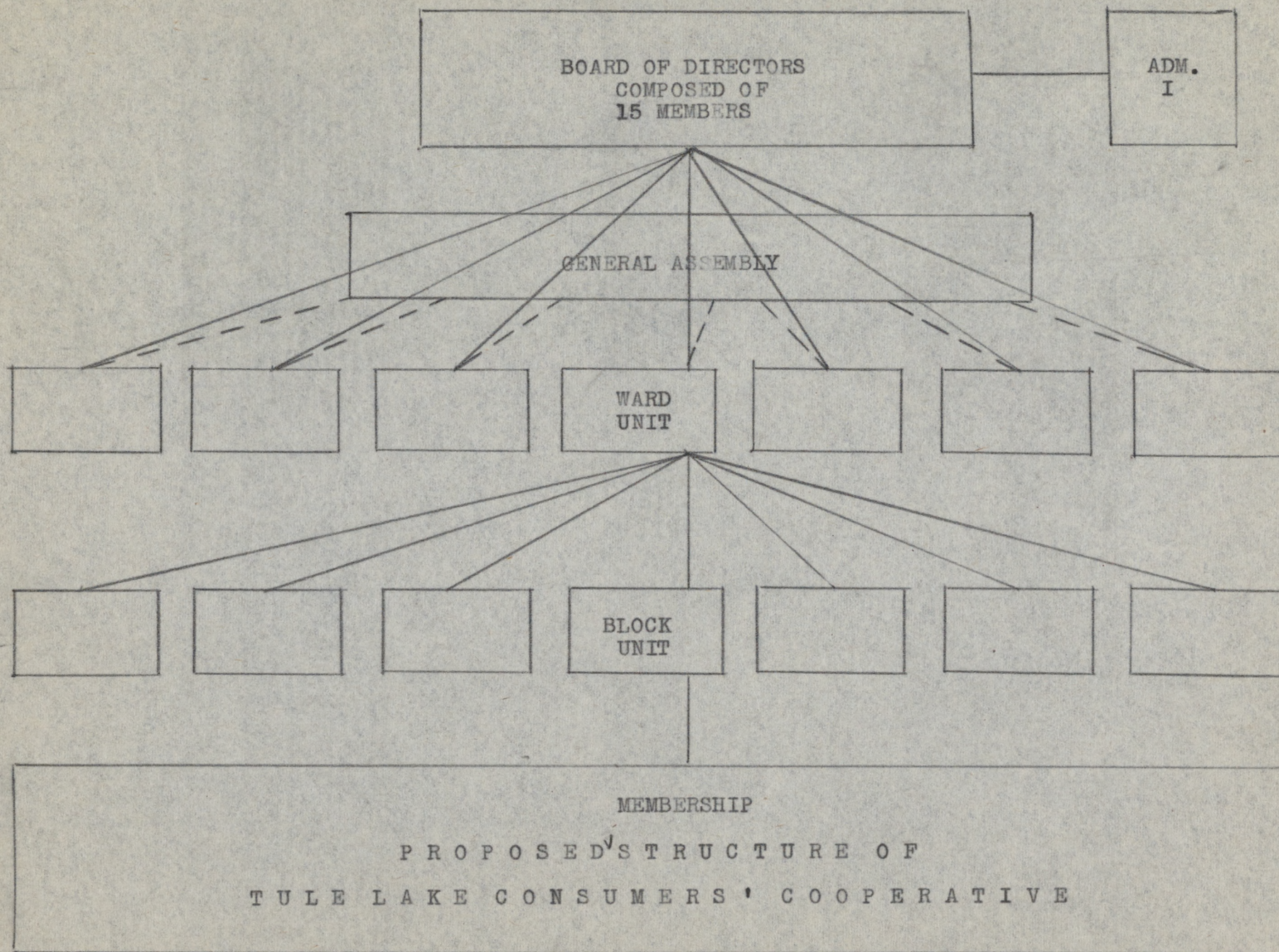
GENERAL ASSEMBLY

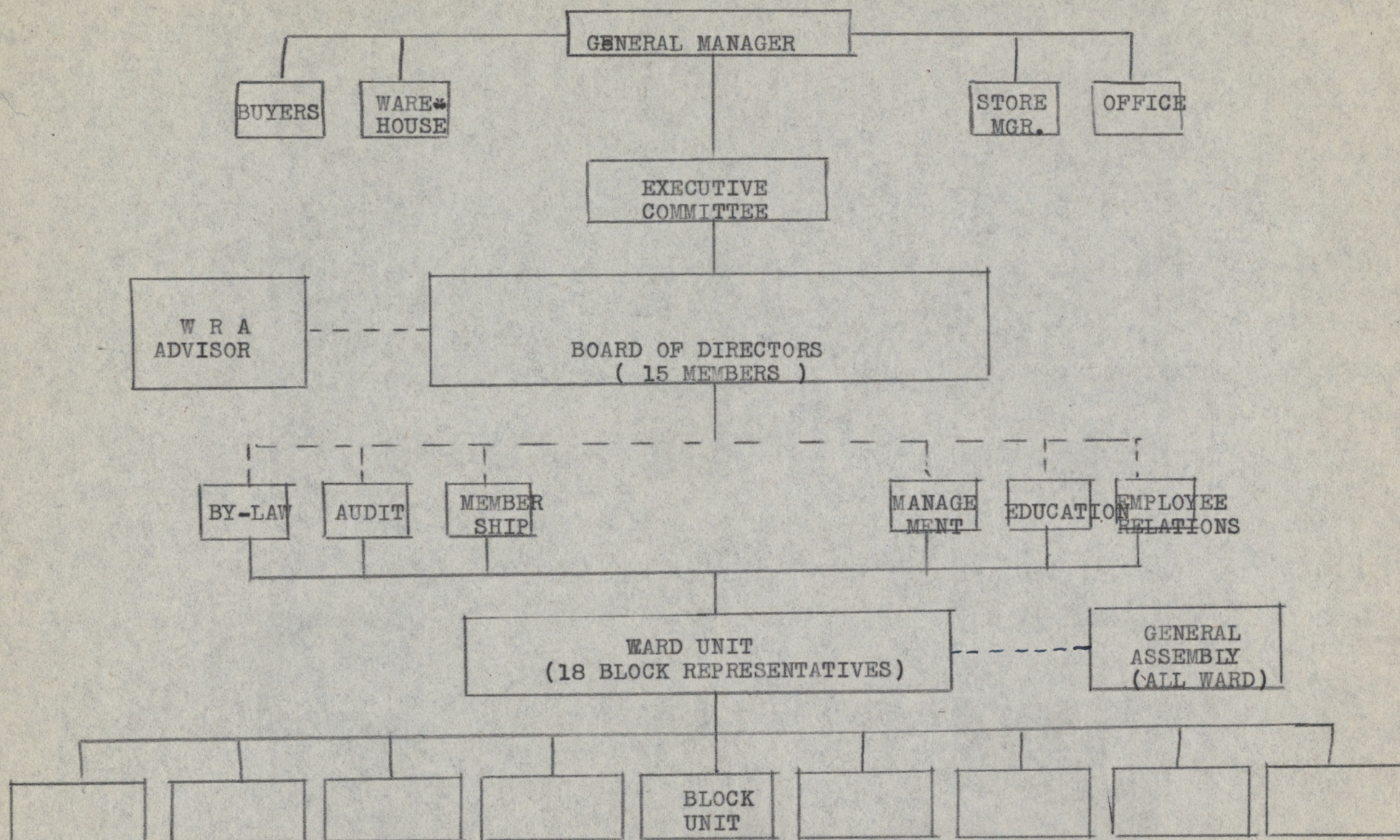
WARD
UNIT

BLOCK
UNIT

MEMBERSHIP

PROPOSED STRUCTURE OF
TULE LAKE CONSUMERS' COOPERATIVE





PROPOSED STRUCTURE
TULE LAKE CONSUMERS COOPERATIVE

GENERAL ASSEMBLY
OF ALL THE DULY ELECTED
BLOCK REPRESENTATIVES

September 28, 1942

SUMMARY OF EVENTS

On July 22, 1942, an over-all meeting was held at #2408, attended by Co-op leaders, either appointed by the Block Managers or elected by the people.

At this time, two issues were brought up: First, whether to have a Cooperative Enterprise, and, second, to establish some sort of an Advisory Council.

A resolution was made and adopted that two representatives from each block, preferably one Issei and one Nisei, not an employee of the Community Enterprise, gather at a Ward meeting on the following evening and elect its Ward representative to serve on the Temporary Provisional Advisory Council. Any further action was left up to this proposed board.

On July 30, the Temporary Provisional Advisory Council composed of:

Ward I Mr. K. Horiuchi
Ward II Mr. K. Ikeda
III Mr. I. Hitomi
IV Mr. S. Kubo
V Mr. T. Tomita

met with Mr. Smith and his staff, at which time he explained the business set-up of the store. Mr. Smith advised the Council that its function was purely advisory, to act as a liason between Mr. Smith and the people.

The Advisory Council on August 5 met informally for the first time since the election of Ward VI and VII representatives, Mr. Taketa and Mr. Natsuhara, respectively. The Council discussed the functions of an Advisory Board. They felt that to function merely as an Advisory Board to Mr. Smith was not enough and that the main issue now was how soon this set-up could be changed.

The Advisory Council met with Mr. Smith, on August 12, with the stated purpose of inspecting the Canteens' books, but this was preceded by a general discussion. At this time Mr. Tad Tomita was unanimously elected as Chairman of the Advisory Council. Furthermore, a Ward meeting of Block Leaders was proposed to discuss further the matters pertaining to the Community Enterprises and the issue of Cooperatives.

On August 15, therefore, the Advisory Council met with Mr. Elberson to study the structural Set-up of a consumers' Cooperative. Inasmuch as they were elected by the Cooperative Leaders, and since further action on the question of cooperatives was left up to this body, the Advisory Council felt they were acting within their capacity in aiding the Cooperative Movement.

As a result, on August 17, a meeting was called in each Ward, and its chairman explained the activities of the Advisory Council to date and recommended a block meeting to follow. At this block meeting, the Co-op Leaders were to explain the activities of the Advisory Council and to ask the people if they favored a Cooperative Enterprise on this Project. This report was slow in coming in.

On August 29, the Advisory Council met and every Ward but one reported a satisfactory meeting by the blocks on the issue of Cooperatives. This report was relative to the Block Meeting requested by the Advisory Council on August 17. The other Ward in question wished further information before the Issue of Cooperative was brought back to the people to decide.

At this meeting the Council recommended the election of two permanent representatives from each block. They discussed various measures relative to the By-Law of the proposed Cooperative Enterprise and requested for a Ward meeting to be called on September 3 at which time these matters could be discussed with the Block Leaders.

The Council felt that with the dissolution of the temporary leaders by whom they were elected, the Council as a body ceased to exist.

By September 1, the majority of written block reports came in favoring a Cooperative on the Project, as asked by the Ward Meeting of August 17.

On September 3, Ward Meetings were held to discuss with the Block Representatives various measures recommended by the Advisory Council. Furthermore, each block was instructed to ask for a block meeting and call for a block election of two Cooperative Representatives, preferably one Issei and one Nisei, not employees of the Community Enterprises.

Commencing September 3, block elections were in order. By September 26, elections were held in every block but two, although many blocks as yet had not sent in a report of this election. Consensus of opinion was that this represented the people of this project as far as possible, and that a General Assembly was in order. This is a brief history to date of the Cooperative Movement.

TULE LAKE COOPERATIVE ENTERPRISES

About May 15, 1942, Don Elberson, a West Coast specialist in cooperative organization, was appointed to the staff of the Tule Lake Relocation Center. His task was to organize a cooperative association within the framework of the temporary Community Enterprises established on the Project by officials of the War Relocation Authority. This temporary canteen system was instituted in accordance with W.R.A. policy by Messrs. Mortimer Cook and F. Blogett to accommodate the incoming colonists. However, the daily arrival of 500 people placed such a considerable strain on the canteens that they soon proved inadequate to meet the needs of the mushroom population. Consequently, the colonists complained of the inefficiency of the canteen system--an attitude which led to a widespread distrust of the management.

During this phase, Mr. Kendall Smith acted in the capacity of Superintendent of Community Enterprises. Meanwhile, Don Elberson evolved and carried out a program that eventually led to the organization of the Tule Lake Cooperative Enterprises, Inc. His program proved so effective and fruitful that Mr. Elberson was appointed Chief of the Community Enterprises Division some months before the actual absorption of the temporary enterprises by the Cooperative Association.

The structural set-up of the Cooperative Enterprises is most significant and thoroughly democratic. One Issei and one

Nisei is appointed from each of the nine blocks in each Ward to the Ward Representative Assembly.

The Board of Directors consists of one Issei and one Nisei from each Ward elected by the Assembly. One Caucasian is appointed to the Board to represent the Caucasian membership in the Cooperative Enterprises.

Seven committees have been appointed to carry out the various important aspects of the Enterprises' business. They consist of the Executive Committee, Educational Committee, Management Committee, Central Membership Committee, Employees Relations Committee, Committee on Committees, and the Auditing Committee.

The Executive Committee is the most important in that it represents the Board of Directors and meets as frequently as necessary. It consists of the President, Vice-President, General Manager, Treasurer, and Executive Secretary. The Executive Secretary is the key man of the whole organization. It is his function to see to it that the instructions and policies of the Board are carried out by the appropriate administrative divisions.

Several administrative divisions have been instituted to pursue educational, research, information, and personnel activities. Each division is headed up by a full-time director. Seven Ward Educational Leaders have been secured from the W.R.A. Adult Education Section, to the Enterprises to assist in the carrying out of the cooperative educational policies.

The newly organized Cooperative Enterprises consisted of four sales grocery stores, four drygoods stores, three drug stores, one shoe store, three hardware stores, two shoe repair shops and one newspaper and magazine store.

Service Cooperatives consisted of one Radio Repair Shop, one Watch Repair Shop, one Barber Shop, one Beauty Shop and Laundry service. During December month, the various departments of the Enterprises did a total business of \$150,806.84.

The second membership drive, conducted during January month, brought the total membership up to 6,115 paid-up members. In the same month, an allotment of \$250 was made by the Board of Directors to establish a Circulating Library. A check-cashing service was also instituted during this period for the convenience of the colonists.

After the Christmas Rush it became necessary to replenish the depleted stocks of merchandise. Therefore, three buyers were sent out to Denver, St. Louis, and Chicago. They were able to receive \$90,000 worth of credit from reputable firms visited.

Two new services were added during the month of February:

- (1) An agreement was negotiated with the Comart Studio of Klamath Falls in which this firm agreed to send a photographer to the center twice a week to do photographic work. The agreement also included a 10 percent discount for the Cooperative, payment of wages of the receptionist by the Comart Studio and also payment of studio rent on the Project.
- (2) A laundry

service was instituted. Store depots and depots in some of the block managers' offices were set up for the convenience of the colonists who wished to take advantage of this new service.

During March Month, considerable attention was focused on the establishment of new services. Arrangements were made for the delivery of newspapers to subscribers through the mail. Facilities were also set up to enable men and women to order tailormade clothes through Sears Roebuck in Chicago. Plans were also completed with a firm in Klamath Falls to feature ladies' apparel at regular intervals on the Project. The scheme for centralization of drygoods and other commodities also became a reality. Research on the Fish Market was also completed and approved by the Board of Directors. Considerable discussion revolved around the proposal that the Cooperative take over the operation and control of the Project newspaper. This proposal was coupled with the suggestion that the Cooperative also take over the Community Activities Department. The Directors, in June, officially turned down the newspaper plan but no definite action has been taken as yet on the second proposal.

One of the problems which confronted the colonists in March related to shoe rationing. The evacuees, not having sugar ration books, were unable to purchase shoes. The Cooperative, realizing their plight, cooperated with the War Relocation Authority in maintaining a department at its

central office to issue emergency shoe ration certificates. At the present time, the situation has considerably improved. The improvement only came after the Cooperative experienced severe inconveniences through strikes and squabbles which can be directly attributed to our shoe ration difficulties. The Board of Directors also met in March month and raised the mark-up of commodity prizes as a move to strengthen the capital structure of the Co-op.

The efforts of the Superintendent to relocate suitable evacuees into cooperative jobs all over the country was considerably handicapped by the ill-feeling and confusion arising out of the registration incident. However, this policy is working smoothly now and so far a number of trained people have gone out and established themselves in American Cooperatives. Their performance has been highly commended in letters received from their cooperative employers.

The Operating Agreement, was discussed by the Directors in March. The Agreement was later discussed in detail with the appropriate W.R.A. Legal Division and duly executed.

In April, the office of Director of Information was established to obtain and disseminate information to the colonists relative to the organization and function of the Cooperative.

Several trained employees and officials of the Enterprises resigned to accept outside jobs with American Cooperatives.

The Management Committee recommended in April to the Board of Directors that the scrip system be replaced by a cash register system. After an examination and comparison of costs and expenses incurred by the two methods, the recommendation was adopted.

In April the Education Department launched its very successful "Co-op Night"-- a series of educational programs. These programs were conducted one night a week in each Ward to familiarize the members and the general public with the activities of the Cooperative Enterprises. The Recreation Department contributed to the success of these programs by providing entertainment. The Co-op supplied door prizes.

Various high school classes were visited and preliminary addresses given with a view to the future organization of a High School Cooperative Store and Credit Union.

In conformity with the provision of the By-laws, the second general assembly was held in April 30th. Seventy-seven representatives, committee members and other officials attended. The financial statement was presented by the Treasurer for the fiscal quarter ending March 31, 1943. A summary statement for the entire operating period was also satisfactorily received by the assembly.

Early in May the Board of Directors were again faced with the growing merchandise supply problem. Important stock were rapidly disappearing and the difficulties inherent in a sellers market made replacement by correspondence virtually impossible. The Board, therefore, decided that the Co-op drygoods buyers should leave immediately on an extensive buying trip to St. Louis, Chicago, and New York.

The strike at the Shoe Repair Shop was indirectly attributed to our difficulties with the shoe rationing people. The strike was amicably settled in two days. However, it is believed this strike resulted in a healthier attitude on the part of the general public towards the workers and the management at the shoe repair shop. The press attention given our shoe ration problem by one of the group of journalists who visited this Project recently appeared to have improved the mechanism of the Rationing Board.

Extensive study was also given to the establishment of a Movie Theater on the basis of the rental of W.R.A. buildings and equipment. After consulting the various Wards on this proposed service, the Board felt that public opinion was sufficiently favorable to justify its endorsement of the proposal. By arrangement with the Principal at the High School, the Cooperative will be able to use the new High School Auditorium for movie projection three evenings a week and several afternoons during the week.

The process of relocation continued to drain off some of the most capable and important leaders of the Cooperative. The Personnel Director, Assistant General Manager, and Chief Accountant resigned their positions to relocate. The Chief Accountant and the former Research Technician of the Planning Board, an active cooperative supporter and leader before leaving the Project, obtained employment in outside cooperatives.

During May month, the Board of Directors also decided that Service-men visiting the Project would be provided with free magazines and haircuts.

The Cooperative also executed a trust agreement with the American Express Company. This agreement will enable the Co-op to issue money orders and travelers checks.

Early in June, the Enterprises' drygoods buyers left for New York, Chicago, and St. Louis on a second buying trip. About \$30,000 worth of merchandise was purchased and arrangements were made with firms in the three big buying centers for future business.

June month also marked the first declaration of a patronage dividend to members. A receiving station has been set up for the convenience of the colonists in submitting their sales and service stubs.

The construction of the fish store was completed early in July.

An Honor Roll System is being worked out for Cooperative employees that should result in improved service and a more capable and efficient staff.

The Tule Lake Cooperator, an official bulletin of the Tule Lake Cooperative Enterprises, Inc., is published every Tuesday and Friday. This bulletin is designed to keep the colonists more adequately informed on the current activity of the Enterprises and the relocation possibilities inherent in the American Cooperative Movement.

A new merchandise order service was approved by the Board of Directors in June. Merchandise orders issued will be honored for 90 days following the date of issuance.

A suggestion that vacations with pay be given cooperative employees who have worked one year was referred to the Executive Secretary for further investigation. If the W.R.A. employees' regulations permit, this suggestion will probably be adopted.

The Board of Directors approved and granted a donation of \$100 to the Community Activities Section of the Recreation Department.

The treasurer is planning to institute departmental profit and loss statements in order that the exact condition of each department can be readily ascertained.

THE CREDIT UNION

(Excerpt from The Teachers Credit Union by R. F. Bergengren)

What Is a Credit Union?

A Credit Union is a sort of cooperative bank. Each credit union is organized within a given group of people (such as the teachers of a given town) and is limited in its operations to the members of that group. It is chartered by the state or federal government and is subject to strict state or federal supervision and annual examination. It is managed by a board of directors and by committees chosen by and from members of the group, in elections in which each member has a single vote, whatever his share holdings, no proxy voting allowed. The credit union supplies members with three services:

- (1) It is the most effective means of promoting systematic saving. It appreciates that periodic saving no matter how small will produce important totals if long persisted in. This fact is demonstrated by the millions of savings now accumulated by teachers in credit unions.
- (2) The credit union is the sympathetic, understanding bank of credit of its members, taking care of all their credit demands at normal interest rates, many times protecting their members from the exactions of high-rate money lenders.
- (3) Because the credit union is self-administered and concerns itself only with the welfare of its members, it is a sound and practical method of educating its members in the efficient management, control, and use of their own money. There are now over 8500 teachers who have membership on credit union boards and committees.

Thrift, credit, education in practical economics--these constitute the credit union trinomial.

How Does the Credit Union Operate?

To become a member of a credit union the individual must first be a member of the group within which it is organized, a teacher, for example, teaching in the city of X. He applies for admission, pays a 25¢ entrance fee, and subscribes to at least a single share. The share has, generally, a par value of \$5 and may be paid for in such way as is provided in the

bylaws of the individual credit union. The average teacher will save a share a month--\$5 or any part thereof which may be convenient. What the member puts in is optional with him; it is advisable to develop the habit of regular saving but, while the word "share" is used in connection with credit union saving, the amount to the credit of the member at any given time is more analogous to savings in a bank which may be withdrawn at the will of the member. The member may also put in appreciable lump sums at any time the credit union is open for business. Some credit unions permit deposit accounts as well as share accounts.

As money accumulates, it is invested in loans to the members for provident and productive purposes, as indicated, the loans generally being repayable in instalments pro rated over such reasonable period as meets the needs of the borrowing member.

The rate of interest is fixed by the individual credit union and must not exceed 6 percent discounted, which is one percent a month on unpaid balances on a reducing loan. There are no paper fees or investigation charges. Whatever is earned net each year, after the requirements of the reserve or guaranty fund have been met, is paid back to the members as dividends on what they have in the credit union.

For What Are Loans Made?

Loans are made for provident and productive purposes. Loans are passed upon by a credit committee of three, chosen by and from the members. The purposes of credit are many, for example, to assist the member to consolidate a number of small debts, to pay off a loan shark, to pay summer school expenses or other bills incidental to the completion of education, to finance operations, and to meet obligations arising from sickness and death, to buy furniture and equipment, to pay taxes, to meet an insurance premium. The sole test of each loan is its potential benefit to the borrower. Teachers in a credit union quickly learn that it is their normal bank of credit, that their problems will be solved sympathetically, their confidence guarded jealously, and their best interests properly served at all times.

Credit Unions in Periods of Depression

Stability of operation results. The credit union differs from other lending agencies because its motivation is different. It operates solely for the best interest of its members. The net earnings return to the members as dividends. No one outside

the membership of the individual credit union can control it. It develops within its membership a sense of responsibility, personal ownership, and participation. There were but a handful of credit unions at the time of the first World War but they all came thru it in excellent shape. Credit unions came thru the depression with a splendid record for honest and efficient management. Many teachers credit unions weathered periods when bank failures were tying up their bank balances, and when one severe test followed another in rapid succession.

History of the Credit Union

The earliest development of credit unions occurred in Germany almost a hundred years ago in response to a need for relief from usurious money lending. The idea spread rapidly thruout the world.

The first credit union on the North American continent was organized at Levis, in the Province of Quebec, in 1900. The first one to be established in this country was in New Hampshire in 1908. Massachusetts enacted a credit union law in 1909. There are now excellent credit union laws in 44 states.

Congress in 1934 enacted a Federal Credit Union Law. In almost every state prospective organizers have a choice between state and federal law. There are over 10,000 credit unions in the United States and Canada, with more than three and a half million members and assets of \$300,000,000.

ADVANTAGES OF CREDIT UNIONS

Extract From Credit Unions The People's Banks

Having seen what a credit union is, how it operates, and how it compares with other agencies, we might try to weigh its advantages and limitations. We know that the credit union movement is a growing movement. How far may we expect it to grow? Can it reach every American who is in need of financial assistance?

Help When Help Is Most Needed

The chief advantage of the credit union, clearly is that it provides loans to those who need them at a much lower rate of interest than they are likely to pay elsewhere. This is highly important. For we don't usually borrow money unless we are in a pretty tight financial situation. At such a time every dollar counts even more than in ordinary times. The difference between 1 per cent a month charged by the credit union and 10 per cent a month charged by an illegal lender is, of course, tremendous. If you borrow \$100 and pay it back in twelve monthly instalments to a credit union, you will have to pay at most \$6.50 in interest. An illegal lender would charge you at least \$65. Personal loan companies or industrial banks would charge anywhere from \$13.00 to \$22.75.

Adds to Buying Power

This saving in interest is important to more than just the person who is fortunate enough to make it. For it adds to the purchasing power of families who, by and large, spend every dollar they have on necessities. Most of the families who borrow do so in a desperate effort to maintain a decent standard of living. Each extra dollar means a great deal. Much of the money that is saved by the use of credit unions is spent on food, clothing, and other necessities. In some cases it may be used for a down payment on an electric refrigerator or radio. In any event, it is turned over quickly and helps to provide jobs and to stimulate general business activity.

A Means of Encouraging Savings

Credit unions are also useful in providing a way in which an ordinary man can save money. Very often a credit union has its window right next to the paymaster's. It is much easier to put aside a regular weekly amount when you get paid than it is to take the money downtown to a bank. Moreover, the credit union offers the little man a chance to earn 4 to 6 per cent interest on his savings--an opportunity that is otherwise open only to large investors.

TULE LAKE COOPERATIVE ENTERPRISES, INC.

CENTRAL MEMBERSHIP COMMITTEE

1. PURPOSE:

- a. To provide a steady flow of new members to the organization.
- b. To keep current membership interested and actively participating in the affairs of the cooperative.

2. MAJOR FUNCTIONS:

- a. To prepare plans and carry out membership campaigns with the assistance of the Ward membership committees and the representatives.
- b. To analyze general complaints in order to learn the cause of any member's dissatisfaction, if any, and to make recommendations to the Board to remedy such situation.
- c. To get in touch with members who have failed to cooperate wholeheartedly in the organization, and to keep a record of reasons given.
- d. To act upon the termination of members through death, withdrawal, or expulsion, and to carry out necessary investigation and report findings to the Board.
- e. To take other necessary steps to promote good will among the members.

3. ORGANIZATION:

- a. One member* elected from each ward by the respective ward representatives, together with the Executive Secretary of the organization, complete this committee of eight (8). The latter name will act as chairman of this committee.

*This member shall serve as chairman of his own Ward Membership Committee, the details of which are given under "b" of this section.

It is almost a necessity that one member be elected to serve on this committee from the WRA Administrative staff as provided for under Article XII, Section 4, of the By-Laws

- b. Ward Membership Committee shall consist of 10 members, 9 of whom are appointed (one from each block), representatives. (The two representatives of a block shall appoint the third member from their own block.) The last of the 10 committeemen shall be that person elected by the ward's representatives to serve on the aforementioned Membership Committee, and said elected person shall also act as chairman of his Ward Membership Committee meetings.

4. QUALIFICATIONS:

- a. A member of the Membership Committee must be a co-operative-minded person who is capable of performing the various functions pertinent to his office efficiently and well.

MEMBERSHIP APPLICATION

TULE LAKE COOPERATIVE ENTERPRISES INC.

COOPERATIVE
ENTERPRISES FOR



A COOPERATIVE
COMMUNITY

This certifies that the parties whose signatures are appended below have applied for membership and have paid membership fees of \$1.00 (One Dollar) per person. These said parties are subject to all the terms and conditions prescribed in the By-Laws and to the following specific clause:

"I hereby represent and warrant that I am either an American citizen of 18 years and over and not in the category of a 'blocked national,' or an alien Japanese of 18 years and over who: 1. Has not returned from Japan on or after June 17, 1940; or, 2. Has no property or business which has been heretofore taken into custody by the United States Treasury Department or the Alien Property Custodian." (Note: A person having an account in one of the Japanese Banks whose assets have been blocked by the Government is not deemed to be a blocked national solely by reason thereof, and is eligible for membership.)

SIGNATURES OF APPLICANTS

Signature in full	Address	Family No.	Date
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

SEEMS TO ME

by Tom Hiltunen

USE THE JAPANESE

The idea of using qualified Japanese-Americans from the War Relocation Camps to relieve the co-op employe shortage seems sound. Among this group are many people highly trained in diversified fields, particularly in the raising and merchandising of garden products. Others of them held important positions in various industries before they were evacuated. Now that the government is seeking to place some of them with the co-operatives, those co-ops that cannot compete with war industries on salaries ought to hire some of these highly recommended Japanese for the duration.

Many of them have already learned of co-operatives from government sponsored instructors (several of them former CCW employes) who have showed them how to organize their camp's commercial life on a co-operative basis. What would be a better policy for this education than an opportunity to actually work in the co-ops of the north central states. After returning to their home communities when the war ends they will be better able to build successful co-ops there, too.

But to some of us who have been fuming with righteous wrath at the Japs for the Pearl Harbor incident, this may sound like, jeopardizing our co-ops. Those of us especially who have been looking forward to the fine summer weekends in the country and have cussed blue streaks at Tojo for taking our rubber, may have been led to think all Japanese are dishonest and brutal, including the Japanese in the relocation camps.

FOR THE MOST PART, THESE PEOPLE ARE GOOD AMERICAN CITIZENS JUST LIKE THE REST OF US. WE HAVE THEM IN WORK CAMPS BECAUSE THAT WAS THE ONLY WAY WE COULD BE ASSURED OF CONTROLLING THE DISLOYAL ONES AMONG THEM.

Many Japanese did not object to the evacuation, for, they said, if it helps their country's war effort they are glad to do it. But they gave up comfortable homes and secure sources of livelihood for a life in relocation camps. A rather high sacrifice for the war effort when most of us have to give up only our Sunday driving and a few food items and luxuries.

Most Japanese-Americans in these relocation camps are

just as loyal and patriotic toward our country as are other enemy aliens, such as Germans and Italians, who are not restricted at all.

No, we can't see why there would be any danger in employing government-recommended Japanese-Americans in our co-operatives.

CONTEMPLATED CO-OP EDUCATIONAL PROGRAM

May I present to you, the Ward Educational Leaders, the following recommendations you will see the importance of your work with the Cooperative Enterprises and the broadness of the field of work. By your personal touch with the people, you will get the direct information on how the people feel and think about the Community Co-op. This will be your lead to enlighten them on anything which they do not understand and desire an answer. It is in line with your past suggestions that there are suspicions and rumors which are the results of not being well informed.

I. WARD PROGRAM.

- A. Conducted on Forum Style.
Speakers--time limit on talk--5 minutes.

1. Educational Director.
2. President.
3. General Manager.
4. Treasurer.
5. Executive Secretary.
6. Director of Information.
7. Personnel Director.

8. Doorprizes.

Short question period after the talk--use of roaming mike.
If feasible--English one night and Japanese, another.

II. BLOCK PROGRAM.

- A. Block by block meetings to disseminate Co-op news, activities and general principles.
- B. Meetings could be grouped into four classes, for example:
1. Nisei--men.
 2. Nisei--women.
 3. Issei--men.
 4. Issei--women.

The leaders to get the meetings started so that the block representatives can call these meetings twice a month. Once it is started the block representatives of every block can continue without the leaders presence. However, the leaders are to keep in personal touch with the block representatives as part of their field work and keep the representatives informed of any and all phases of Co-op activities.

This field work should be done by all leaders to get the representatives active and it is one of the methods of educating them.

The leaders are to consult among themselves how the work can be carried out without working in conflict with other activities or too much hardship on themselves.

III. STUDY OR DISCUSSION GROUPS.

- A. Contact sincere persons among the blocks or of the ward-- about 5 to 10 persons will be sufficient and how an informal discussion of the cooperatives.
- B. Outline on the work to be decided by the leaders. As to the procedure and method of presentation and conducting the discussion groups will be in typewritten form so the leaders may get an orderly understanding of how to go ahead.

IV. SUGGESTIONS FROM MRS. MARION FRANCIS.

- A. Study Mrs. Marion Francis' suggestions on Mr. Noboru Honda's Report on the Salt Lake Inter-Project Conference on Cooperatives.

TALK GIVEN BY CHIEF OF CONSUMER ENTERPRISES
TO ALL WARD CO-OP NIGHT PROGRAMS

WHY CO-OP

Please allow me to express the Cooperative's appreciation for your interest shown in attending this "Co-op Night." We are particularly grateful for the interest shown by you in your Cooperative as illustrated by your attendance here and by your active participation in the organization through your many suggestions and ideas. As you know, the WRA established the temporary Community Enterprises prior to your arrival here. It ran these Enterprises through the medium of a manager called the Superintendent of Community Enterprises. It was also the policy of the WRA to encourage, at the same time the Enterprises were being operated by the Superintendent, the organization of a Consumer Cooperative Association which would eventually take over the operation and ownership of these Enterprises on the part of the evacuees. Many of you will remember the early days of hectic argument and long consultation on whether the Cooperative should be formed at all, or if so formed, what were the best methods to be used to carry it through. Many of you will remember the skepticism with which you viewed the organization of the Cooperative, the doubt you had about the evacuees' ability to efficiently operate such an establishment, and your reluctance to take on responsibilities in what you considered a temporary situation. At any rate, the Cooperative was organized and assumed the assets and liabilities of the temporary Community Enterprises on December 1, 1942. The record that your Cooperative has made since that time should give you a great source of pride in your leadership and your own ability to not only select capable leaders, but to tell them accurately what you wanted them to do. It is not mere chance that many of the people from the WRA offices in Washington, after surveying this organization, consider it to be one of the outstanding, if not the outstanding, cooperative on any of the WRA projects. Your actions and the actions of your leaders are the basic forces behind this singular success. Anyone who had any doubt about the relative efficiency of the temporary Community Enterprises and the Cooperative should by now have all of that doubt expelled. The structural organization has been greatly improved, the controls exercised over merchandise, cash, and general efficiency by the members have been greatly strengthened, the rapport existing between the general management and the population as a whole is infinitely stronger than in the earlier periods and the general efficiency of the entire organization has been greatly enhanced. These things have come about because your Cooperative is a people's organization, and it is amenable to the general dictates of the membership as to its operation. As a result of the organization

of this Cooperative, the position of the Superintendent of Community Enterprises has changed from that of a manager to that of an advisor. My powers over this organization are now primarily advisory. Whatever power I may have over the organization is purely by the force of my own personality or the logic of my arguments as presented to the Board of Directors. As a result, you have in the Cooperative the greatest extension of democracy in any institution on this project.

After all this you may honestly ask, so what? What does all this mean to us concentrated in this isolated position? True; there is a strong cooperative movement in the United States, which might be of some aid to us, but of what significance can it be to us here so far away from the rest of this movement. A good many of us feel that the cooperatives generally and our own cooperative locally have some fairly good answers to that question. In the first place, we have learned the most important lesson, viz., that a people banded together in a strong organization can do things to help themselves which the individuals are unable to do standing alone. Many people in the United States and all over the world are learning this lesson today so it is not a monopoly of yours. To these people the perfection of an organization is all-important. What the organization does is merely a mechanism following the perfection of the organization. In the second place, the cooperative movement can be a great force for the re-introduction of the evacuees into the general stream of American life. The cooperative movement preaches and practices a principle of racial tolerance and racial equality, not only with respect to employment but also of opening its membership to the people of all races. It is particularly important that the minority groups realize in the days to come that assimilation with the general population be accomplished primarily through people who are sincerely sympathetic with your problems and liberal in thought and who have parallel thoughts to your own in matters of general social problems. Find out who your real friends are both in thought and in action, and there you will find the real lasting type of assimilation into American society. The individualistic, slavish, and ambitious type of assimilation is purely illusory; and the sooner we all recognize the importance of this fact the sooner we are going to be able to build a society in which racial democracy is an accepted fact. In the third place, the cooperative people generally insist that the individual has no control over the forces which act upon him nor can he speak of democracy until he is able to exercise through various organizations control in the economic sense. These people state that we do not have economic democracy in the world

today and, therefore, that our so-called political democracy is greatly limited. They state, and I think with a great deal of accuracy, that the cooperative movement through its organization of industry on a basis of democratic ownership and operation is one of the greatest forces for the bringing to us all of real democracy both economic and political. We all know that it is difficult for us to exercise control over anything which we do not own ourselves. Little thought has been given, however, to the significance of the statement that individually the large mass of American people will never be able to control very much, but that working through groups and organizations like their cooperatives, this degree of control is greatly expanded and the individual's power to control becomes infinitely greater.

We are launched upon what is called a cooperative educational program for the purpose of furnishing the members with a greater fund of information about their organization and the ability to act more intelligently upon such information. Now it is recognized that many people including those attending educational institutions and those long since graduated are allergic to education. The word education causes more people to "turn away" than almost any other word in our vocabulary. The cooperative movement, however, feels that it has developed something in the line of education sufficiently interesting and sufficiently significant that it bears a trial. Education to cooperative people means a little reading upon a common problem, a great deal of group discussion and group thought, and finally an arriving at a decision within a relatively short period of time following the early stages of discussion and thought. This combination of group thought and group action is what gives to the cooperative movement its distinct flavor. In addition to this, the providing through this method of a basic knowledge of economic, political, and social affairs to the general population is a primary contribution of the cooperative movement all over the world. As economics becomes more and more important in our modern world a basic knowledge of the science on the part of all people takes on a great deal more significance than formerly. It is this basic knowledge, in Sweden at the present time which has enabled this people to so intelligently govern their country through such times of great stress. There is, too, an increased interest on the part of our people in a field called Consumer Education. Many periodicals and books are being written upon important methods for determining the quality of goods which we buy on the market. Much of this progressive type of action has been inspired by the same leaders that are active in the cooperative movement. However, the cooperative movement has a much more far reaching argument in this respect when it states that real consumer education is only possible when the people own and control

the resources and facilities which make these goods. Only then can they be sure of adequate quality because of the fact that the organizations which make these goods belong to these people and, therefore, the control they exercise is quite direct.

In conclusion, then let me wish you even greater success with your cooperative and may you enjoy fully the evening here. May I recapitulate my statements in the form of certain conclusions. First, let us learn who our real friends are--those who are of liberal and democratic thought, sympathetic to our problems, and willing to help us in their solution. Secondly, let us find out more about the importance of the economic strength of people's organizations and let us be concerned somewhat less with the puny strength of the individual striving in an ambitious sort of way to protect himself against the forces which are acting upon all of us today in this world. Finally let us strive through the cooperative movement and other similar democratic movements to achieve the greatest amount of human dignity for the individual. Let us achieve a dignity through this means where every individual is as powerful and can stand on his own feet as well as can the next individual. It is only through this kind of democracy that we can hope to solve some of the great problems facing us today.

TULE LAKE COOPERATIVE ENTERPRISES, INC.
717-A WRA Tule Lake Project
Newell, California

April 29, 1943

WARD III CO-OP NITE PROGRAM

PLACE: 3220 Mess Hall

DATE: Thursday, April 29, 1943

TIME: 7:30 P.M.

1st part of program-----Mr. Izuno, chairman

1. Chairman's greeting
2. Noboru Honda---in behalf of Ed. Director & Leaders
3. Talk by Don Elbersen
4. Interpretation by Corky Kawasaki

2nd part of program-----Mr. Roy Nikaido, Chairman
Entertainment:

1. Naoko Saito-----Accordian
2. Suteko Sakuma-----Vocal Selection
3. Shiro Takemoto-----Vocal Selection
4. Mary Yagi-----Vocal Selection
5. Nobuo Mano-----Harmonica
6. Jiro Shimoda-----Dialogue
Grace Yamadera
7. Sumi Suguro-----Baton
8. Funagoshi & Son-----Instrumentalists

Doorprizes-----Mr. Sakamoto, Chairman

TULE LAKE COOPERATIVE ENTERPRISES

Declaration of Dividends Early in April, the board of directors deferred the declaration of a patronage dividend for the period beginning May 28, 1942 and ending March 31, 1943 and the end of the fiscal year, June 30, 1943. This deferment was made as a move to strengthen the financial structure of the Cooperative. In June, the directors again considered the declaration of a dividend. At this same meeting the first patronage refund to members was declared. To expedite matters, a receiving station was set up in each Ward for the convenience of the colonists in submitting their sales and service stubs.

Relocation With the relocation policy in full swing, several Cooperative employees departed from the Project during the quarter to accept positions in various parts of the country. Among those to leave were the general manager, assistant general manager, chief accountant and supervisor of the business office, and the director of information. The relocation of cooperative officials of this caliber has had a very beneficial effect on the colonists with respect to their thoughts on relocation. The fine performance rendered by the former Cooperative personnel who accepted jobs in cooperatives all over the country will undoubtedly pave the way for others.

In addition to those who have taken cooperative jobs on the outside, several members of the Enterprises staff resigned to accept jobs with private business firms.

Additional Services The American Express Company has sent money orders and five thousand dollars worth of travelers checks to be issued by the Cooperative in accordance with an agreement. The travelers checks were placed on sale June 1.

The new merchandise order service was approved by the board of directors. Merchandise orders issued will be honored by the Enterprises ninety days following the date of issuance.

The construction of the fish market, temporarily slowed down due to the initial difficulty experienced in securing saw dust, has been resumed and will be completed early in July.

The board of directors approved the establishment and operation of a movie theater. The new High School Auditorium will be made available to the Enterprises for movie projection at least three evenings a week and also for certain afternoons.

Cancellation of Scrip The Cooperative discontinued the use of scrip as from May 31st. Sixteen adding machines were purchased and installed by the Cooperative at a cost of \$6,541.86. Instead of scrip books, the members of the Cooperative are

saving their sales and service receipts on which their patronage refunds will be calculated. The cash register system is considered to be more economical, on the basis of outright purchase, than the scrip system.

Educational Activities During the quarter, a very successful series of Co-op night educational programs were conducted weekly in each ward. Following the Co-op night series, a tour of the business office and warehouse was conducted for the benefit of the high school students and the ward educational leaders. The leaders also worked on the establishment of a High School Cooperative Store and a Thrift Club for the high school students. The Thrift Club will be the first stage of a credit union development. Other plans considered included a new program for employees training and the establishment of offices for ward educational leaders. At the moment, we have only one cooperative library and it is the intention of the education department to use those proposed offices as branch libraries and cooperative reading centers.

Honor Roll System The following procedure has been worked out as an Honor Roll System for Cooperative Employees:

- a. Selection of two or more Co-op employees by the Honor Roll Committee of each division.
- b. To each member of the Employees Relations Committee will be assigned the recommended list of employees for consideration and investigation at the second monthly meeting of the Committee.
- c. The members of the Employees Relations Committee will bring in their findings to the following meeting and select one person from the group involved for the Honor Roll for that month. The general manager will send a letter of appreciation to the selected honor roll employee.
- d. From the holders of two honor roll distinctions, the Employees Relations Committee will select one model employee from each group.
- e. The model employee will be suitably rewarded and given a letter of commendation from the Employees Relations Committee.

This system became effective June 1.

Final Shoe Problem During the quarter, the Cooperative experienced a shoe strike which lasted two days. This strike can be attributed to the tremendous pressure and work imposed on the employees at the shoe repair shop as a result of shoe ration difficulties. An amicable settlement was negotiated by the proper management representation and worker's representation. The trouble has been considerably lessened, it is believed, as a result of the ventilation of the situation in the press by The Bay Area newsmen and women.

Buyers Trip The Co-op dry goods buyers, Takiguchi and Ichikawa, left May 30 for New York, Chicago and St. Louis on a buying trip. Approximately ten thousand dollars worth of merchandise was purchased in St. Louis, five thousand dollars worth in Chicago, and several thousand dollars worth in New York. On their return, the buyers turned in a check for \$2,188.76, representing the balance of the ten thousand dollars wired to them in New York. Traveling expenses for this trip amounted to \$927.29.

Associate Superintendent Appointed Mr. Neil MacNeil has been appointed Associate Superintendent of Community Enterprises, Inc. He has taken over the guidance of the educational program.

THE ADVICES GIVEN BY MR. MACNEIL
IN CONNECTION WITH THE ADJUSTMENT
OF THE SITUATION

January 25, 1944

The Board of Directors of Tule Lake Cooperative Enterprises believes that it can extract some mutual benefit from its conference with Commander Colonel Austin and Project Director Best, as suggested by Mr. MacNeil, Co-op Advisor.

(1) It will be necessary to reach full understanding in regard to the establishment of new industrial enterprises such as the Sewing Project. The various projects designed for the new barrack area also needs immediate planning and the Authority's approval.

(2) The Co-op cannot be altogether indifferent to the adjustment of the situation of this Center but cooperating action to some extent should be considered. As far as the standpoint of the Co-op is justified, we must cooperate with the Authority.

It is especially imperative that the unity and psychological adjustment of the Colonists be tried to accomplish. Cultured mothers are very much worried over the possible, evil influence on their children of the cool, quarrelsome attitude of the two confronted leagues. When we come to think of the mothers' difficulty involved in bringing up children in this atmosphere as current as this Colony, we feel we must do something about it, in sympathy with those mothers, some of whom are already planning to relocate from this Center. And, they all are the members of this Co-op!

(3) One of our plans to unify the psychology of the Colonists is the improvement of the Sewing Project which will employ three hundred to four hundred people. The Co-op ought to sound the Authority's opinion and find out, if they should approve, the extent to which they can assist us in connection with the exemption of ration on materials, priority on purchasing equipment, securing location, marketing excessive products, etc.

In case there should exist any arrangement between the WRA and the Coordinating Committee, the Co-op wants to limit the scope of plan, because any cause of confrontation brought forth among the Colonists should be strictly avoided. We cannot but recall the unfortunate case of the Community Council inaugurated in 1942 which soon collapsed after having attempted to subordinate the Co-op to them.

In view of the above fact, we believe it the best policy to deploy a new aspect of well-controlled affairs, and, at the same time, support a Central Council, whatever the name may be. On the other hand, a Central Council ought to mainly strive, as a pure civic organization, to maintain the order of the Colonists. To say nothing of cautioning against side-tracking action and propaganda.

It is deemed recommendable to expand the scope of farming project as large as possible. The Colonists will no doubt appreciate it greatly.

(4) There are a great number of technical trained labor in the field of several branches of industrial work. These workers should be employed in order to supervise other employees of less training. If the Co-op should operate these industrial projects, the management may be worked out more economically than is operated by the WRA. Laboring in such divisions will also contribute to the health and vocational training of grown-up children.

(5) The attempt to be a help for mutual relief and unification of public feeling on the part of the Co-op is deemed the most appropriate measure at the present time. The fact that we made a shift, before last Christmas, in liquidating Certificates of Indebtedness in scrips in the amount of over \$20,000.00 might reveal a part of our aim. The Board will be highly pleased if the Authority will be so good as to agree with our view.

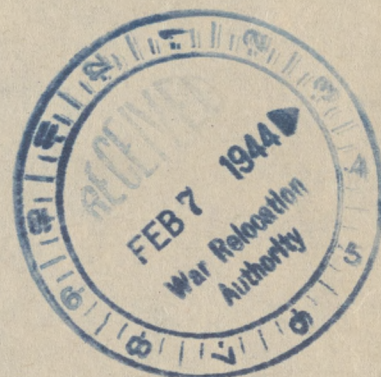
(6) The Bean-curd (Tofu) manufacturing plan has been set, with equipment already purchased. The Sewing Project will be ready to start a business with the installation of 40 to 50 sewing machines, as soon as remodeling of the inside of Barrack 801 is done. We would request that the Authority give assistance in the way of arrangement and operation as well as furnishing us with necessary materials.

Respectfully submitted,

TULE LAKE COOPERATIVE ENTERPRISES, INC.

BOARD OF DIRECTORS





DAINYOSH4

The Committee proposal is now in the air that certain departments of the Co-op handling so-called luxury goods, namely, Cigarette and Tobacco, Hardware, Groceries (including pastries, ice cream and soft drinks), Fruits, with the exception of oranges (thanks to the Committee) and Vegetable, Fish be closed immediately.

However, such a proposal should be duly considered in the light of true existing facts and the inevitable consequences that may follow in its wake. More particularly is it vital that such a proposal be viewed with reserved and rational attitude and certainly should not be left to the mere whim based upon bias and personal emotion. It can not be too strongly overemphasized that any matter affecting a large a population as this should be studied in this atmosphere of attitudes, and especially is it true in facing this question.

Therefore, in order to have this problem more fully considered, the points which should not be overlooked are hereby presented for your study:

1. Many of the so-called luxury items are received by the Co-op under a distribution quota basis whereby the Co-op is allotted the quota of only 1/4 of the 1942 sales made by the Co-op for the particular item. Since this wartime stringencies are increasing each day and if at any time the Co-op purchases from the wholesales are cancelled, the difficulty of renewing the quota at the later date will be insurmountable. Another point which must be recognized is that only a dwindling supply will be available for the Co-op as time progresses without going into immediate cancellation, because the quota allotment for each year will be based upon the actual sales of the preceding year.
2. Even if the sales of the so-called luxury items are discontinued, the colonists will most likely continue to obtain them through other sources such as friends outside and mail order stores. This will mean that the colonists will be paying higher prices for the benefit of the people outside, whereas if the items are distributed through the Co-op, discounts from bulk purchases and the patronage refunds are made available to the colonists here.
3. If the various departments mentioned above are closed, the financial status of the Co-op will become very precarious. For these 5 departments, last

month sales amounted to \$67,176.88. For the same period, the sales from all departments amounted to \$110,356.57. The remainder amounted to \$43,179.69. The income from sales are one of the most important item in the revolving fund which is utilized in meeting any liabilities that may become due in the course of business and also in making cash payments for advanced purchases. The Co-op has been fortunate enough in being able to stock on credit some of the items now sold in these five departments, for the sales from these items amount to considerable sum and do materially strengthen the position of revolving fund. Furthermore, the fact must be accepted as one of business principles that even though there may be curtailment of income from these five departments, there will not be a proportionate decrease in the total overhead expenses for the Co-op as a whole. In such a case \$43,179.69 will be too insufficient an income to operate the Co-op; discharge of nearly 100 Co-op employees is inevitable.

4. When the Co-op finance is subjected to such a difficulty, it will become highly questionable whether the Co-op would be able to redeem the outstanding Certificates of Indebtedness.
5. Indisputably it must be admitted that everyone in this Center is sincerely hoping for a speedy solution of the present conditions and thinking that a solution must come. If such a solution is possible in the near future, the time will eventually arrive when the people will be more able to afford some of the things used in comforting our lives in this Center, which is otherwise very much dull and sullen.

Therefore, in order that we may have consolation in the future for whatever action you may take today, we must think, think twice.

THE BOARD OF DIRECTORS

no

No No a
thousand time

Do you accept the proposal
of the Daihyo-shas?

貴下は代表者の提案を
受け入れるや否や

*You daihyoshin
Mind your own
business; stay out!*

Do you accept the proposal
of the Daihyo-Shas?

貴下は代表者の提案を
受け入れるや否や。

NW

YES

Do you accept the proposal
of the Daihyo-Shas?

貴下は代表者の提案を
受け入れるや否や。



SPONSORED BY THE TULE LAKE COOPERATIVE ENTERPRISES

Essay CONTEST

TOPICS FOR ESSAY

1. COOPERATIVES AS AN AID TO RELOCATION
2. CO-OP AND POST-WAR RECONSTRUCTION
3. CO-OP IN RELATION TO WORLD PEACE
4. FUTURE OF CO-OP
5. CO-OP VERSUS STATE SOCIALISM
6. PHILOSOPHY OF COOPERATION
7. WHAT THE COOP MEANS TO ME
8. HOW TO IMPROVE THE CO-OP HERE
9. VALUE OF CO-OP IN THE COMMUNITY
10. PRIVATE ENTERPRISE AND CO-OPERATIVES

Contest

OPEN TO EVERYONE
GOING TO HIGH SCHOOL-OUT OF HIGH SCHOOL

1ST PRIZE - \$2.50 IN BOOK ORDER
2ND " 1.50 " " "
3RD " 1.00 " " "

10 CONSOLATION PRIZES-COOP EMBLEM PINS

Judges

MR. DON ELBERSON - MR. BILLIGMEIR
MR. K. IKEDA

ALL ESSAYS MUST BE IN
AT THE COOP OFFICE, 717-A

JUNE 4TH
CONTEST ENDS ~~MAY 25TH~~
JUDGES DECISION WILL BE FINAL

CA
STENCIL

29th COOPERATIVE CONGRESS

A G E N D A

August 1, 1944

1. Roll Call

Introduction of New Congressman.

2. Reading of the minutes of last Congress.

3. Communications

4. Presidents Report:

- A. Business continues to be slow. Population of center 6,098, as of July 3, 1944. Top number was March 14, 1943, 8,130.

The comparison of business results for past four months is as follows:

<u>Month</u>	<u>Total Sale</u>	<u>Amount of Rebate Tickets Turned In</u>
April	\$43,382.06	\$40,188.70
May	\$42,735.58	\$40,038.31
June	\$40,837.59	\$33,854.57
July	\$39,371.84	

NET SAVINGS

April	--	\$4,537.85
May	--	\$4,899.75
June	--	\$4,367.91

(Note: Above figures are subject minor corrections)

- B. Bank Balance as of July 31, 1944--\$25,418.31

Bills Payable as of July 31, 1944--\$3,079.30

- C. Membership as of July 31, 1944--4,714

With the increased number of people relocating from this center, the number of membership in the Cooperative decreases fast. The top figure was 5,630 late 1942. This number has decreased to 4,830 at the end of March, 1944. Now it is 4,714. We expect further decrease as relocation continues.

D. MEMBERS' EQUITIES:

Membership Investments (4,714) as of July 31,	
each \$1.00	\$4,714.00
Unallocated Reserves (as of 3/31/44)	8,729.67
Allocated Reserve	25,870.96
Allocated Savings for 6 months	21,010.13
(Oct. Nov. Dec. 1943)	
(Jan. Feb. Mar. 1944)	

Unallocated Savings:

April	\$4,537.05	
May	4,899.75	
June	4,367.91	
July		13,804.71
		<u>\$78,128.57</u>

E. REPORT ON TOPAZ CO OP CASH SERVICE DEPARTMENT (Banking Dept.)

a. Total Loans to date	\$57,489.97
Less Withdrawal	<u>11,865.28</u>
Loan as of July 31st	\$45,624.69

b. <u>CHECK CASHING SERVICE FOR JULY</u>	<u>No.</u>	<u>Amount</u>	<u>JUNE</u>	<u>No.</u>	<u>Amount</u>
1) Government Checks	3,840	\$50,939.16	5,433		\$70,728.52
2) Private Checks	893	45,869.37	993		61,158.41
Total	4,733	\$96,808.53	6,426		\$131,886.93

c. MONEY ORDER SOLD FOR JULY

Number of checks	507	Amount	\$9,049.79
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d. INCOME & EXPENSE FOR JULY

Service Income: From Check Cashing	\$52.81
From Money Order	35.17
From Insurance	.11

Expense of the Department:	<u>\$88.09</u>
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Salary for 3	\$65.25
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Postage for Shipping Money	20.33
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Total	<u>85.58</u>
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Income over expense	\$ 2.51
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(Note: Cost Social Security, Bonds, Insurance, depreciation for equipments not included.)

F. Resignation of Mr. Uyematsu, Finance Chairman and Cash Service Committee.

G. ASSIGNMENTS FOR NEW BOARD MEMBERS

Mr. Inai -- Treasurer and Chairman Cash Service Dept.
Mr. Noda -- Chairman of Accounts and Records.
Vice Chairman and Manager of Service Dept.

5. Committee Reports:

1. Finance Committee

- (a) Receipts will be issued at office for rebate checks.
- (b) Quarter System of financial check-ups and reports.

2. Merchandise Committee

- (a) Buying Trip.
- (b) Fish Market.

3. Education Department

30 TH COOPERATIVE CONGRESS

A G E N D A

September 19, 1944

1. Roll Call

Introduction of New Congressmen

2. Reading of the minutes of last congress

3. Communications

4. Reports:

President's Reports

Relocation of center population is gathering momentum. Everyday we note that large number of people are leaving this center. Recent tendency is FAMILY RELOCATION. To August 15th. total number of families relocated was 312 families.

Total number of persons relocated, as of August 15th. was 1014.

According to statistical report, the population of this center, is 5720 as of September 15th. Beside relocated persons, there were 625 Seasonal Leaves and 78 Short Term leaves.

5729 persons living in this center as of September 15th. compares with 6,098 as of July 3 rd, 1944 and 8,130 on March 14, 1943.

BUSINESS CONDITIONS:- Business conditions are largely affected by the movement of population. Active young persons who are inclined to spend more freely have gone out of the center, causing diminished purchases on the part of public. Decreased population is translated into actual figures of dollars and cents. The comparison of past three months is as follow;

<u>MONTH</u>	<u>TOTAL SALE</u>	<u>AMOUNT OF TICKETS TURNED IN FOR REBATE</u>
June	\$40,837.59	\$33,854.57
July	39,371.84	34,772.39
August	43,066.40	
	<u>\$ 123,275.83</u>	

NET SAVINGS

June	\$4,367.91
July	4,194.79
August	4,609.17
Total	<u>\$ 13,171.87</u>

(Above figures are subject minor correction)

BANK BALANCE as of September 15th.

\$15,875.76

BILLS PAYABLE

2,917.22

MEMBERSHIP EQUITIES

August 31, 1944

Membership	\$4710.00
Unallocated Reserves	8729.67
Allocated Reserves	25870.06
Allocated Savings	<u>20958.56</u>

\$60,268.29

Unallocated Savings;

April 1944	4497.80
May	4758.96
June	<u>4274.26</u>

13,531.02

July	4064.57
August	<u>4609.17</u>

Total

8,673.74
\$ 82,473.05

REPORT ON TOPAZ COOP CASH SERVICE DEPT.

For the month of August

CHECKS CASHED

Government checks	4,587	\$60,390.40
Private checks	<u>1,093</u>	<u>46,760.82</u>
Total	5,680	\$ 107,151.22

MONEY ORDER SOLD

Number	578	Amount	\$ 9,969.27
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INCOME

Check cashing	\$62.63
Money order fee	41.35
Other income thru adjt.	<u>61.35</u>
Total	\$ 165.33

EXPENSES

Wages	73.22	
Payroll taxes	3.66	
Postage expense	153.20	- Bank charges for shipping.
Rent	2.85	
Cash over and short	83.42	- March -August.
Miss. Expense	104.75	
Depreciation	<u>2.74</u>	
Total	\$ 423.84	Net Loss \$258.51

NOTE: The reason loss shows heavy here is because there was heavy purchases and no inventory deduction credited to expense. Also Postage expense. is for several months (March on)

COMMITTEE REPORTS

Finance Committee and Personnel Committee - Mr. Takahashi

Merchandise Committee and Special Committee - Mr. Uyoda
Hobby Show
Post Exchange Day

Legal Committee Mr. Miyagawa

Education " Mr. Tsuzuki
 "

Service Committee - Mr. Noda

Movie situation

Topaz Cash Service Department- Mr. Inai

PROPOSED DISTRIBUTION OF NET SAVING FOR THE
PERIOD COVERING THREE MONTHS, APRIL, MAY AND
JUNE, 1944

1. Gross Receipts \$126,009.32

April	\$43,382.06
May	42,735.58
June	39,891.68
	\$126,009.32

Loss:

Total sales of different divisions which did not issue cash register receipts	3,247.71
Not sales subject patronage refunds	\$ 122,761.61

2. Net savings for the period:

April	\$4,497.80
May	4,758.96
June	4,274.26
Total	\$ 13,531.02

This compares with average of \$5,265.60 per month for 6 months period Oct. - March 1944

3. Rate of patronage refund:

14,531.02	
122,761.61	11.0222 %

4. Allocation of net savings:

10% for deferred Patronage Refund (Rebate)	\$ 12,276.16
1.0222%	1,254.86
	\$ 13,531.02

5. Total tickets turned in for patronage refund—\$114,081.58

April	\$40,188.70
May	40,038.31
June	33,854.57
Total	\$ 114,081.58

2107 people have turned in their tickets.

6. Donated tickets;

April	\$1,850.48
May	1,128.09
June	1,436.49
Total	\$4,415.06

7. Lost tickets that did not come back to office --\$8,690.03

32nd COOPERATIVE CONGRESS
A G E N D A

November 7, 1944

1. Roll Call
2. Introduction of new congressmen.
Reading of the minutes of 31st Congress Meeting.
3. Communications
 - a. Tule Lake Cooperative came back to the Federation membership - letter from Tule Lake October 11, 1944.
 - b. Suggestion of meeting of Federation members at Minidoka or some other center to discuss problems confronting all centers, such as liquidation of center Business Enterprises.

4. President's Reports
Business trend:

October business amounted to \$38,826.89. Comparative figures of past four months are as follows:

<u>Month</u>	<u>Total Sale</u>	<u>Amount of Rebate Tickets</u> <u>Turned in</u>
July	\$ 39,371.84	\$31,772.39
August	43,066.40	37,271.05
September	39,591.20	31,484.95
October	38,826.89	

NET SAVINGS

July	\$4,064.57
August	4,609.17
September	
<u>Total</u>	<u>\$</u>

(The above figures are subject to minor corrections)
Net saving for the month of October is not yet ready.

BANK BALANCE

Bank balance as of November 3rd was:

Commercial Bank of Nephi	\$31,188.94
Delta Bank	1,977.20
<u>Total</u>	<u>\$33,166.14</u>

Accounts Payable \$1,696.18

Financial position is very strong. Even after payment of Patronage Refund for the period covering 6 months--October, November, December, 1943, January, February, and March 1944, amounting \$20,958.56, there will be enough balance for safe business conduct.

Following is the comparative figures of the membership:

February 28, 1943	5436	(At the time of First Congress)
March 31, 1944	4875	
May 30, 1944	4803	
July 31, 1944	4714	
August 31, 1944	4710	
October 31, 1944	4610	

Membership is ever decreasing due to relocations. It means less purchasing by the public which shows in the result of business.

TOPAZ CASH SERVICE DEPARTMENT

Mr. Inai, who was in charge of Cash Service Department has relocated to Denver, Colorado. Mr. Shinosaki is appointed as the Treasurer and has been taking charge of that department since November 1st.

Checks Cashed:

September	Number of Checks	Amount	
Government	4,142	\$57,170.56	
Private	1,157	43,225.85	
Total	5,299	\$ 100,395.41	
October	Government	1,669	22,444.96
	Private	1,100	38,820.66
	Total	2,769	\$ 61,265.62

Drop in the amount of checks cashed during the month of October is due to lateness of the payment of government checks. However, it should be noted that the number and amount of private checks cashing has dropped.

Money Orders Sold:

Month	Number	Amount
September	695	\$14,326.45
October	607	11,172.68

Income:

<u>September</u>	
Money Order	\$93.04
Check Cashing	59.07
From Insurance sales	<u>.12</u>
Total	\$152.23

October

Money Order	\$78.86
Check Cashing	58.18
Other Income	<u>.12</u>
Total	\$137.16

Total Loan as of October 31, 1944 \$54,522.41

Interest paid for the loans--July-September, 3 months \$53.37
(Rate of Interest 1/2% per annum)

Balance Sheets of Topaz Cash Service Department for the months of September and October are attached herewith for your reference.

COMMITTEE REPORTS:

- a. Merchandise
- b. Personnel
- c. Fish Market

TOPAZ CO-OP CASH SERVICE DEPT.
TRIAL BALANCE SHEET

September 30, 1944

ASSETS

Cash on hand	\$8,407.82
Cash in Bank	45,078.66
Postage Stamps	<u>200.00</u>

TOTAL ASSETS	<u>\$53,686.48</u>
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LIABILITIES

Loan	\$53,074.40
Collection	236.66
Inter-Dept. Account	353.16
Account Payable	20.00
Net Gain	<u>2.26</u>

TOTAL LIABILITIES	<u>\$53,686.48</u>
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October 1,-October 31
1944

TOPAZ CO-OP CASH SERVICE DEPT.
TRIAL
Balance Sheet

Cash	\$10,217.25	
Bank	44,515.11	
Stamp	200.00	
Loan		\$54,522.41
Account Payable (Ins. Prem.)		20.00
Interest Expense	53.37	
Postage Expense	13.25	
Cash Short	6.01 (\$11.00)	
Inter-Dept. Account		355.42
Cashing Check Income		58.18
Money Order Income		78.86
Other Income		.12
	<u>\$55,034.99</u>	<u>\$55,034.99</u>

October 9, 1943

MEMORANDUM TO: Appointive Personnel

SUBJECT: NEW SCHEDULE FOR CANTEN NO. 4 AND STUB COLLECTION

For the convenience of the Appointive Personnel, Canteen No. 4 (Personnel Canteen) will henceforth operate in accordance with the following schedule:

	<u>Opening Hour</u>	<u>Closing Hour</u>
Monday through Wednesday	8:15 A.M.	5:00 P.M.
Thursday (half day)	8:15 A.M.	12:00 Noon
Friday and Saturday	8:15 A.M.	5:00 P.M.

With the exception of Thursday and Sunday, this canteen will be open all week at noon hour.

ATTENTION! CO-OP MEMBERS

The following plan is suggested to members of the Co-op who have not yet, turned in their patronage stubs:

Place your stubs received during the months of July, August and September, in an envelope on which is printed your name, membership number and address. Deliver to Miss Lucas who will place them in a safe and appropriate container. The Acting Chief of Business Enterprises will pick your stubs up, take them to 801-D and obtain receipts for each individual member. You will then be notified when to call for your receipts.

Stubs should be turned in either to 801-D or Miss Lucas no later than Wednesday, October 13.

Bus Ent.

Mac
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Acting Superintendent
Business Enterprises