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Repaxton Preliminary Stages of Evacuation & Employment

The office of the original member of the employment staff was in a school building of the Pima Indian Agency in Sacaton, Arizona. There the Project Director and a growing number of staff members were making preparations for the operation of a camp that was entirely new and foreign to them. A few of them made short studies of general administration, recreational facilities and housing factors as they existed in the assembly centers, but it was generally a maxim that relatively few had known much about the Japanese race or had been involved in operations such as this project would entail.

We were not given offices in this school building. It was rather a place where one could transact some of one's more urgent business. If a person were fortunate enough to find a desk (it was rarely assigned) he would not be unduly disturbed if it were occupied by someone else the next time he wanted it. Even before the first contingent of Japanese arrived on the 20th of July there was a lot of bustle around the place with most of it centering around the desk of the Project Director. An administrative officer was on hand trying to create a semblance of a business-like atmosphere out of the medley, but the space was too crowded, and the days of sleek lines of authority had not been added to the scene.

It was the responsibility of the Employment and Housing

Division to provide employment for the evacuees to the extent of needed operations and to arrange for their housing. At the inception of the center the staff of this division was composed of exactly two persons--a Placement Officer CAF-9 and a Housing Supervisor CAF-7. Housing was the most urgent need, and therefore there were several days of preparation with train lists from the Turlock assembly center in an effort to pre-assign the quarters for the first group scheduled to come in. This was a difficult task because we had not been given sufficient knowledge about factors that affected health or marital relationships, and at the same time we could not make initial assignments that would not correlate with the total housing space available in both camps when the prospects of eventually receiving about 15,000 persons seemed good.

The majority of staff members were out at the project to welcome the evacuees and to assist them in getting temporarily settled. When the evacuees arrived they naturally had different ideas about where they were to be housed, so we made the best tentative arrangements possible in order to create the minimum of unrest. There were a number of reasons which we possibly could not foresee in the matter of housing that referred to predilections totally foreign to us. Some families who had been close to one another, say at Parliet, California, wanted to resume contacts, and it seemed that some strong ties had also arisen in the assembly center that many wanted to perpetuate at this relocation center.

All the Greyhound buses emptied their loads in front of

a focal mess hall where all passengers were guided through registration procedure. First we asked for volunteers to assist in typing records, and then we asked for boys to serve as messengers in directing the people to their assigned barracks. Soon thereafter we canvassed all the arrivals to find all the eligible cooks or those willing to assist in preparing their first meal. The Placement Officer handed them crude slips of paper indicating the date of employment as well as the type of work they accepted. In many cases an oral assignment had to be made so as not to impede the progress in feeding and housing the people.

The fact that we announced immediately the opening of an employment office did not intrigue very many. There were some immediate tasks to be done such as building essential furniture or setting up flimsy partitions in their new and ungainly rooms that loomed far more important. No one had seen fit to provide them with even a table or a few chairs, so they hurriedly scoured the camp site to find out where the scrap lumber lay. For the next few days it seemed as though every house could produce one carpenter. Of course, some effects of their work were crude, but it was more important to construct something no matter how crude rather than use their own suitcases as tables or chairs. In a short time they had espied the large pile of lumber scraps which lay beyond their homes but were guarded by the military police.

To get to this treasure area it was necessary to have a daily pass signed by the Project Director or his assistant. In the meantime many were building homemade carts sufficiently strong

and flexible to ply a course between their homes and the pile. Employment could wait a few more days at least; additional arrivals would not be coming in for some time.

The first employment office on the project comprised a room one-fourth as large as a barrack. For furniture we had to get along with the large mess tables, which actually were combinations of chairs and tables all in one. We had no files, so the earliest recruit for the office built two small ones after work which were quite satisfactory. There were, of course, no coolers nor any fans. Somehow, the workers contrived to get some ice from mess operations which was used to cool our drinking water. They suffered immensely with a heat that was so unlike that of their own climates. They drank water incessantly, and could not understand the composure of the Placement Officer who had become acclimated to this sort of heat. Day after day they would sweat in torrents; and they began to fear the coming days in August and September which, they were told, afforded small respite. When the Placement Officer one day drank too much water, thereby losing his composure, they quietly laughed about a situation that had happened to them on the opening day. Somehow that little incident did much to relieve a situation which they had inferred to be rather stand-offish.

Since the Placement Officer had newly been detailed from the United States Employment Service, where he had been in charge of a placement section, he considered that many of the USES procedures could be adapted to the needs of communities like these. Therefore, the same kind of registration card was used, with minor alterations, and the system of occupational coding was

transplanted. When the workers of the first contingent had been registered and coded on our adapted cards we were in a position to handle all new arrivals. After that no one was given an assignment before he was registered as completely as we were able with evacuee interviewers who had never been employed in any type of employment or personnel office.

The interviewers gasped when they were instructed, in daily briefing lessons, that they had to be exact about descriptions of job experiences. The cards that were turned over to the Placement Officer at the end of the first day were examples of brevity. On the second day the interviewers were encouraged to show John Tanaka as "Farmer, vegetable" rather than as a plain "Farmer." On succeeding days they were encouraged to disclose whether he actually was a farm hand rather than a bona fide operator, and soon it appeared logical to them to include factors such as extensiveness of operations, number of employees, amounts of wages or profits, diversity of crops and abilities to repair their own equipment, including tractors. Later on, great stress was laid on training and avocations. Many youngsters with no official occupational experience had received training in shop work in high schools or had enrolled in trade schools like Frank Wiggins. These were recorded in detail in order to ferret out training and slight experiences which could easily translate into actual jobs on the project.

Assembly center philosophy was transplanted in a multitude of ways at this center. Factors that appeared minute to a staff member loomed large to the ordinary evacuee. Wages were stipulated

in three differentials at the assembly centers: \$8.00, \$12.00 and \$16.00, and almost every person had made an extra effort to stay out of the lowest bracket. The four dollar difference actually mattered little financially, but the morale differential was almost inestimable. When they accepted work at the relocation center they went for the most part in the \$16.00 category, and only relatively few were classed as \$12.00 laborers. A few like the professional people in the hospital, technicians and persons who supervised extensive activities were allowed a \$19.00 salary. At first there was a tendency on our part to place nearly all people in the middle wage class and to forget about the lower bracket. The messengers were an exception which we felt could not be lifted into the \$16.00 level without repercussions in the San Francisco office. When, however, it became impossible to recruit any more messengers, and those already in service were resigning in force we were tacitly allowed to hire messengers and other workers currently receiving the lowest wages on the same salary base as the majority of workers. On September 12 we received new instructions disclosing the following change in employment schedules:

Group I--\$12.00 new workers, apprentices and trainees.

Group II--\$16.00 not covered in I and or III, the majority of workers.

Group III--\$19.00 responsible supervision of others, extremely hard work essential to community welfare and morale. Professional people.

After this date we had only two salary rates and made no attempt to consider the one applicable to new workers, apprentices and trainees. Frankly, we could not envision a

youngster out of high school doing a less effective job as a patrolman, a fireman or a construction worker than an older worker who might have had some type of experience but none in these.

We tried in those early days to make referrals to the various sections on the basis of fitting the man and the opening. In retrospect now, that approach was perhaps basically sound, but just how practical was it? How many had previously been policemen, firemen, school teachers, employment interviewers, draftsmen, mess stewards, mail clerks, statisticians, property clerks, motor patrolmen, filling station attendants, welfare workers or newspapermen? Relatively few. What gradually occurred was that we came to consider the center as a novel place to gain various experiences that depended largely on abilities and a desire to learn. The premium in employment was adaptability.

It was necessary first to recruit workers for the more urgent operations such as mess operations, transportation, community police protection, fire protection and community activities. The mess operations which had by October 17 grown to elephantine proportions was now employing 2326 workers. The chief steward had selected a recruiter within his own division who usually appeared at the Employment Office with an order for workers and predesignated choices. We realized that all divisions must assist us in making proper referrals, and therefore encouraged them to suggest applicants and methods in getting specific jobs defined. What occurred, however, in the case of the mess division was that cliques appeared in every mess hall powerful enough to make their weight felt as to who the employees were to be and what policies were to be

condoned, and for this reason a directive appeared that all assignments were of a temporary nature and could be cancelled without notice.

After additional trainloads arrived the placid attitude towards job opportunities seemed to change. Feuds began to arise between the country people and the townsmen over employment, and street fights between youngsters in their teens and boys in their twenties were not uncommon at night. The top evacuee in our Employment Office was beaten up one night because he was supposedly favoring one group in suggesting applicants for jobs. These were eruptions that occurred in the early days of center life when few of us made any pretences at being social analysts. What we found out later was that this unrest had culminated over a period of months that included mainly differences which had their origins in an assembly center.

The assembly center Personnel Division had sent along referral cards with all the volunteer workers who had arrived in the first group on July 20. Quite a number of workers had banked heavily on their pre-assignments only to find that this center would not give them the work that they had been literally promised. There was a certain amount of unfavorable reaction because of this fallacious procedure, and this center had no knowledge why the assembly centers had taken it upon themselves to become referral agencies.

On October 16, 1942, there were 3954 persons on the WRA evacuee payroll, which represented about 40% of the total population. There were jobs in considerable number open at that time and there was a large reservoir of unemployed both among those

who had registered for work and those who had not. The weather had been hot, and to the disgust of the Chief of Agricultural Operations few saw fit to endure the Arizona sun for eight hours when they could get off with fewer hours in a mess hall that had ice in drinking water and was generally much cooler. It was also difficult to entice laborers to accept construction work or even a laborer's job in the mess warehouses. These were menial jobs with no supervisory responsibilities and hence held in low account.

This attitude changed in a marked degree soon after the last transfers from the Santa Anita assembly center took place during the last of October. Then the prospectus of unemployment was more than a spectre, and residents began to wonder if employment had not reached its peak. More applicants were now available for work that had been shunned in the past, although it continued to be difficult to find irrigators and farm hands for certain of the unit farms.

It had always been difficult to impress section heads about evaluating their employment needs and submit an analysis of their job opportunities. Outside of the Project Steward few heads made it a point to describe the duties of a job that needed filling. The more enterprising evacuees were already applying their experiences in assembly centers to become immediately valuable to appointed staff members. Many were "taking over," and this was more of a fact than many realized. In certain sections such as the community activities there was a concerted effort to garner all the natural leaders. If the job charts failed to have a place for an outstanding individual, by all means create a job for such

a person. If the Placement Officer demurred over the placement of such an individual when hundreds were literally doing nothing while appearing on the payroll, then he was certainly taking steps to become persona non grata in a hurry. The Placement Officer was indeed fretting over the possibility of seeing no end to job creating when a new instruction arrived which placed the responsibility on the Project Director to provide work for everyone if need be by private employment. That instruction appeared in the Gila News Courier on November 14.

To the ordinary evacuee this policy was acceptable, while those who had raised themselves up as leaders were not especially elated because they had begun to clamor for larger monthly cash advances than more jobs. Members of the staff were disturbed because they realized that employment needs were already watered about 75% and this would make a further joke out of our employment practices. A situation would occur where everyone would be employed if need be on trumped up job descriptions and soon a labor pool would be non-existent.

Our fears on this point were not to be entirely realized because private employment in the form of camouflage net garnishing began to look more real when in the month of November a number of trainees began working in the huge camouflage sheds. The wages to be paid in this venture were not as yet determined, and the Project Director was sounding out the council members and block managers on private industries in an effort to find out if they really wanted private industries, and, if they did, just how would the problem of wage differentials be resolved. Industries

would naturally fail if the wages were no higher than those paid for regular project work, and yet many of us wondered what would happen to our project employment if 963 workers suddenly left for the camouflage sheds in order to earn salaries that were substantially higher than the WRA cash advances.

Although it was soon demonstrated that the net earnings in this new work approached in some cases \$150.00 per month above the subsistence charges, the trek to the camouflage factory was indeed slow. The Placement Officer cooperated to the best of his ability with the camouflage chief to augment the recruitment. At first it had been anticipated that the salary attraction would swamp the requests for workers, and so a rule was established to limit the opportunity to one worker in each family. When the movement to the sheds failed to materialize this rule was promptly rescinded, and we became concerned with psychological attitudes that seemed to frustrate any efforts at gaining a full complement in workers. The Restrictions against aliens were in large way responsible for the lack of encouragement which the sons and daughters of alien parents received when they intimated that they wanted to work in camouflage.

For several months the center operations were affected to a considerable degree by the fact that five or six hundred workers were receiving outside wages. When section heads attempted to rectify work habits or insisted that the work days produce more results there was quite often a murmur about the inequality of wages or assertions to the effect that they too would be willing to put in full days if they were properly compensated.

This demoralization in center work habits continued to a serious degree until May 26 when the camouflage project was abruptly closed. If the Army had no further need of camouflage nets we were greatly relieved because continued operations would seriously affect our relocation program since they could achieve greater savings by not leaving the center and the effectiveness of a work program at the center would be seriously impaired.

It was sometime during the latter part of August when the head of the employment and housing division arrived on the project to assume direction of the division. Although his experiences during the past few years had been in migratory labor he curiously preferred to leave the employment problems entirely to the discretion of the Placement Officer and chose to handle the housing assignment, which seemed all at once to assume great importance because of the mounting requirements for housing among the appointed staff. When he was transferred to the National Housing Agency in the latter part of January the division was stripped of its responsibility for housing, and the Placement Officer was upgraded to the status of Employment Officer in charge of employment and a unit suddenly coming into its own known as relocation. Housing was thereupon transferred to the Welfare Section. Until July 1, the division was composed of two appointed staff members, the Employment Officer who dealt with employment problems and the Leave Officer whose job was limited to the processing of leaves to persons who had been approved for outside living by the outside employment section of the office.

Nothing was ever done about creating a merit rating board

suggested in an administrative notice that altered employment practices on or about the 12th of September, 1942. We realized as well as those who had been inspired to write the instruction that there ought to be methods to recompense those who applied themselves with extra zeal and diligence beyond the small financial consideration of \$16.00 or \$19.00 that was received as a monthly wage. But we were frankly in a dilemma as to how we should proceed. When we sounded out the evacuees on whom we had learned to rely we received little satisfaction. They pooh poohed it as puerile, and suggested that we should rather bend our efforts in attempting to raise the monthly cash advances for work generally. Likewise when an administrative notice a short time later suggested a fair practice committee we also failed to act. Neither the Project Director nor the Employment and Housing Officer visualized any great advantages to come out of such a committee. The innate reason may have been that no one on the staff had cultivated to any marked degree friendships with the residents nor had we as administrators attempted to select and cultivate leadership in any manner that approached our methods later in project life. In the first place we were not sure where the real leadership lay, and secondly we feared that cooperation, especially in the matter of employment policies, might lead to compromises that we could ill afford to make. It may have been that we were too much aware of the disorders in the Poston and Manzanar centers where employment factors were reportedly responsible for the disunities. In any event it is believed that great advantages would have accrued to this project had a number of the personnel been acquainted with evacuee partici-

pation in assembly center management. We gathered from conversations with certain resident leaders that more team work had been achieved, for instance, in the Tulare assembly center during a space of weeks than occurred in months at this relocation center.

The last transfers came from the Santa Anita center, and when they had all arrived around the first of November it was apparent that some adjustments would have to occur in the distribution of labor. Not only were a great number of people misassigned but many unqualified people were on payrolls who held enviable jobs. In many cases jobs had been filled because friends had insisted that they work in the same activity or they might have been community-minded enough to accept opportunities that must be urgently filled. There were, of course, stenographers who waited tables or persons with draftsman's training who were out in farm fields or holding some janitorial or menial job. But examples of this occurred oftentimes because they wanted to do something different. Later on, when center life fell into patterns, they changed to other occupations to learn something different which might be valuable to them once they were out again in civilian life.

There were these maladjustments that arose despite efforts to keep them at a minimum. Our best method in counteracting them was to reinterview the employees with strong emphasis on fitting persons to jobs, and to appeal to the rank and file to accept jobs that were in critical need of being filled. Occupational experiences were reviewed and notes were made on the registration cards. In most cases it developed that there were new experiences not notated on the hurried day when the person first registered. There

were also cases where workers had training which might be invaluable in pursuing a worthwhile occupation. In looking back now, there should perhaps have been an intensive follow-up program by some member of the employment staff to assist those who were genuinely interested in making progress, and in setting up some minimum standards that all sections or unit heads would heed. Throughout the entire history of center employment, including the post-exclusion period, there has been too much patterning after employment offices on the outside, whether governmental operated or otherwise, where the personnel considered their jobs largely done after they had made a referral. There should have been a measure of training with every job, and this should have been undertaken in complete cooperation with the section or unit heads. Employment cards should have been progress cards for center use, and employment should have been denied to persons who refused to go along with such a program. Of course, basically we were up against the theory of providing work for all residents even if it meant importing private enterprise into the center to do it.

It was in June, 1943, when Washington reversed itself on an extensive employment program. The announcement could not have been made at a more inopportune time for Gila since we had newly laid off about 600. Now we were asked to whittle our employment rolls from an approximate 6000 to 4200 (refer to exhibit on June 30 employment breakdown) by the first of October. In order to go on record immediately that this huge cut could be made without disrupting completely the morale of the communities, the Project Director ordered a 350 reduction to be made

effective by the 15th of July and other periodic cuts to occur which would guarantee a total reduction sufficient enough to attain our goals.

The reduction in force was poorly planned at the project, and at the same time we failed to receive approval in time to consider the natural reductions by termination of those who were going to Tule Lake. There must have been a thousand workers who would be laid off not later than October 15 by virtue of the Tule transfer, but, unfortunately, these were not counted on as our quota of reduction, so that when these transferees actually left, the employment rolls were far below the maximum laid down in the month of June. The planning was ill conceived, and we were fortunate in not having any upheavals as a result. The most tense situation occurred in the mess operations, where the reduction was great because of the original inflated employment rolls, and only a number of widely attended meetings seemed to keep this section from going out on a strike. The mess supervisors in a few instances failed to open the mess halls on an appointed morning, but the residents came forth voluntarily to do their own cooking and dish washing; so whatever unity there had been to strike was so much abortive effort.

EXHIBIT ONECharts for Employment and Housing Division.July 20, 1942

Employment and Housing Officer--CAF-12,	\$4,600
Placement Officer	CAF-9, \$3,200
Assistant Placement Officer	CAF-7, \$2,600
Housing Supervisor	CAF-7, \$2,600

Feb. 1, 1943 *

Employment Officer	CAF-11, \$3,800
Placement officer	CAF-9, \$3,200
Leave Officer	CAF-9, \$3,200
Assistant Placement Officer(2)	CAF-7, \$2,600

* Above chart was intact until division was separated into (1) Relocation and (2) Personnel.

EXHIBIT TWO

Project Gila River
 Month Ending June 30, 1943

B. PROJECT EMPLOYMENT BY DIVISIONS OR SECTIONS
CASH ADVANCE CLASSIFICATION BY SEX

	Total	Sub- Total	Cash Advance Classification			
			\$16.00			
			Male	Female	Male	Female
1. Project Management	370	370	8 [*] 120	4 [*] 97	101	40
2. Public Works Division	400	400	12 [*] 293	4 4	86	5
3. Agricultural Division	975	975	63 [*] 658	3 [*] 87	153	6
4. Industrial Division	41	41	25	7	9	
5. Mess Division	2502	2502	22 [*] 1250	13 [*] 886	2 [*] 311	18
6. Transportation Division	183	183	3 [*] 125	8	46	1
7. Community Service Division	1146					
Health Section		464	6 [*] 119	15 [*] 251	55	18
Community Welfare Section		169	1 [*] 59	70	24	15
Community Activities Section		171	3 [*] 89	24	34	21
Education Section		255	12 [*] 40	27 [*] 23	52	101
Community Self Government		1				1
Community Police Protection		86	36	1	46	3
8. Employment Division	72	54	2 [*] 9	6 [*] 18	10	9
Leave Section		18		12	3	3
SUB-TOTAL	5689	5689	2955	1556	937	241
Community Enterprise	300	300	50	1 [*] 73	101	75
TOTAL	5989	5989	3005	1630	1038	316

*Part-time Workers

EXHIBIT THREE

Project Gila Rivers
 Month Ending June 30, 1943

MONTHLY STATISTICAL REPORT FROM PROJECT
 EMPLOYMENT DIVISION
 (All replies as of last day of month)

A. SUMMARY

	<u>Total</u>	<u>Male</u>	<u>Female</u>
1. Total number of residents of Project (including those absent on temporary furlough)	12365	6606	5759
2. Number employed on Project but not paid by WRA (Community Enterprise)	300	151	149
3. Number in private employment off Project but living on Project	---	---	---
4. Number away from Project on Group Employment furloughs	251	226	25
5. Number of school-students in part-time WRA Employment	401	301	100
6. Number in Labor Force not employed (those registered for work but not working)	661	347	314
7. Number employed by WRA in Project work (See part B)	5689	3892	1797
8. (TOTAL IN LABOR FORCE)	6901	4616	2285
9. Number not in Labor Force	5464	1990	3474

* "TOTAL IN LABOR FORCE" does not include addition of Item 5 since
 this figure is already considered as a part of Item 7.

MADE BY William Huso
EMPLOYMENT OFFICER

DATE July 4, 1943

*1. Mr. Adams
2. Finance*

WAR RELOCATION AUTHORITY
WASHINGTON

*OK
P. 10/11
S. 10/11*

003

June 30, 1943

To: All Project Directors

Attached are two (2) copies of Executive Order No. 9348, amending Section 9 of Executive Order No. 8588 "Prescribing Regulations Governing the Payment of Expenses of Transportation of Household Goods and Personal Effects of Certain Civilian Officers and Employees of the United States".

Very truly yours,

J. W. Clear

J. W. Clear
Budget & Finance Officer

Attachments (2)



EXECUTIVE ORDER 9348

AMENDING SECTION 9 OF EXECUTIVE ORDER NO. 8588 ENTITLED "PRESCRIBING REGULATIONS GOVERNING THE PAYMENT OF EXPENSES OF TRANSPORTATION OF HOUSEHOLD GOODS AND PERSONAL EFFECTS OF CERTAIN CIVILIAN OFFICERS AND EMPLOYEES OF THE UNITED STATES"

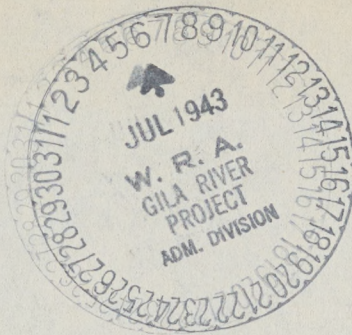
By virtue of the authority vested in me by the act of October 10, 1940, 54 Stat. 1105, it is hereby ordered as follows:

1. Section 9 of Executive Order No. 8588 of November 7, 1940, is amended to read as follows:

"SEC. 9. Items not allowable. For the purposes of these regulations household goods and other personal effects shall not include groceries, provisions, wines, liquors, animals not necessary in the performance of official duties, birds or automobiles: Provided: That during the period of Government rationing of foods, groceries and provisions may be included and be transported within the weight limitations established by these regulations."

FRANKLIN D ROOSEVELT

THE WHITE HOUSE
June 3, 1943



TO THE DIRECTOR, BUREAU OF RECLAMATION,
WASHINGTON, D. C.
FROM THE CHIEF OF DIVISION, BUREAU OF RECLAMATION,
WASHINGTON, D. C.
SUBJECT: [Illegible]

RE: [Illegible]
[Illegible]
[Illegible]

THE DIRECTOR OF THE BUREAU OF RECLAMATION,
WASHINGTON, D. C.
[Illegible]
[Illegible]
[Illegible]

RECEIVED [Illegible]

Employment

WAR RELOCATION AUTHORITY

WASHINGTON

003

Mr. Leroy H. Bennett
Project Director
Gila River Relocation Center
Rivers, Arizona

JUL 1 1943

Dear Mr. Bennett:

Quoted below are anti-discrimination clauses from Executive Order Number 9346, May 27, 1943, which was published in the Federal Register (8 F. R. 7183), May 29, 1943:

"In order to establish a new Committee on Fair Employment Practice, to promote the fullest utilization of all available manpower, and to eliminate discriminatory employment practices, Executive Order Number 8802 of June 25, 1941, as amended by Executive Order Number 8823 of July 18, 1941, is hereby further amended to read as follows:

"Whereas the successful prosecution of the war demands the maximum employment of all available workers regardless of race, creed, color, or national origin; and

"Whereas it is the policy of the United States to encourage full participation in the war effort by all persons in the United States regardless of race, creed, color, or national origin, in the firm belief that the democratic way of life within the nation can be defended successfully only with the help and support of all groups within its borders; and

"Whereas there is evidence that available and needed workers have been barred from employment in industries engaged in war production solely by reason of their race, creed, color, or national origin, to the detriment of the prosecution of the war, the workers' morale, and national unity:

"Now, Therefore, by virtue of the authority vested in me by the Constitution and statutes, and as President of the United States and Commander in Chief of the Army and Navy, I do hereby reaffirm the policy of the United States that there shall be no discrimination in the employment of any person in war industries or in Government by reason of race, creed, color, or national origin, and I do hereby declare that it is the duty of all employers, including the several Federal departments and agencies, and all labor organizations, in furtherance of this policy and of this Order, to eliminate discrimination in regard to hire, tenure, terms or conditions of employment, or



JUL 1 1943



union membership because of race, creed, color, or national origin.

"It is hereby ordered as follows:

"1. All contracting agencies of the Government of the United States shall include in all contracts hereafter negotiated or renegotiated by them a provision obligating the contractor not to discriminate against any employee or applicant for employment because of race, creed, color, or national origin and requiring him to include a similar provision in all subcontracts."

In view of the foregoing, it is requested that a provision obligating the contractor to comply with Executive Order Number 9346 be included in all future contracts.

Sincerely,

D. S. Myer

Director

Month Ending June 30, 1943

GILA RIVER

53

PROJECT EMPLOYMENT

In view of the fact that our quota will be 4200 it means that a cut of 1800 will have to be affected by October 1st. Our all time high in employment was 6700. Within a few days after July 1st over half of our July reductions will have been made and the proposed but to be sustained by mess operations alone by August 1st will more than take care of our reductions for the month. Employment, Housing, Warehousing, Community Enterprises, and Agriculture are other divisions and sections from which additional terminations are asked.

The combining of functions will assist us in the major degree to make the proposed cuts such as for instance combining the duties of waitress with kitchen and cook's helpers to give one example. When the central warehouse, formerly in camouflage net sheds, begins to function from a focal point it will eliminate autonomous warehousing heretofore set up by mess operations, public works, housing, evacuee property and project operations. And if these means do not suffice there may be other modes of attaining our quotas such as combining mess halls so that two blocks will eat in the same hall. Block nurses might also be designated to act as block clerks so that the latter may be terminated in view of the fact that the nurses are not being engaged in the full eight hour day.

We believe the allocation of nineteen dollar jobs should be based on the total project needs although each division is being asked to tentatively reclassify their workers so as to approximate ten percent of their total employees by the first of August. At that time a further study of supervisory and professional jobs will be made to rectify any maladjustments. If the twelve dollar rate is reinstated we hope it will be delayed until the jolt of the initial reductions has passed.

The drastic cut entailed in the Director's letter apparently does not envisage any retraining program unless the fifteen percent average allowed for emergencies will take care of trainees. This may seriously inconvenience us when we are no longer able to place two people on important jobs in anticipating relocation for one of them.

The evacuee population has been cognizant for about two months of an impending reduction so the formal notice of Washington did not produce a shock as may have been expected. What their attitudes will be as we attain the final stretch in September cannot be predicted however we believe they will immediately clamor for unemployment compensation. In the initial stages of this reduction, relocation will be deterred rather than spurred.

Month Ending May 31, 1943

GILA RIVER PROJECT

MONTHLY REPORT PROJECT EMPLOYMENT

As far as project employment is concerned, we are concentrating our attention on the implication of a mass reduction which is contemplated after the local survey conducted by Mrs. Cahn is correlated in Washington with that of other projects. Over four months ago, the Employment Officer made a recommendation to the Project Director to institute a considerable reduction in all departments in order to make employment respectable and on a full eight hour basis. However, without authority through Administrative Instruction No. 27, we were unable to attempt such a program and also because such a procedure could not be done effectively in one center without being done concomitantly at other projects. However, on the basis of Mr. McEntire's thoughts that the WRA should no longer consider it obligatory to employ all persons on the project in view of the labor shortage on the outside, we believe we have a sound basis on which to proceed.

The plan to adjust project employment is urgent and we consider it necessary from the standpoints of maintaining a higher morale at the center, affording us a larger labor pool, making people realize that work at the center must be of a productive nature, and also to signify to the outside public that the evacuees are not being pampered by impractical labor policies. We feel that if this program is carried out, perhaps it should be effected in various stages because any directive from Washington cannot be as comprehensive as to designate identical jobs for each center due to the different physical set-ups. We believe that a few divisions should be concentrated on initially and having completed the reorganization of those, we can overhaul the balance of the divisions within a limited length of time.

In order to make this effective, we believe that the wage scale should be altered so as to allow for four different wage classifications namely, \$12, \$14, \$16 and \$19. Outside of the \$12 salary which would be used for apprentice workers, there would be three stages in which to designate jobs according to the importance of their functions. However, we would like to see assignments of a fluid nature in which certain parties who cannot hope to secure jobs in the higher classifications can be given an opportunity to be reclassified after several months of work because of their aggressiveness and loyalty to the job. We hope to have charts in the employment division and copies of them distributed to the various divisions and sections so that all concerned would know of the job classifications which would be allowable.

By allowing a certain percentage of the working population to work as apprentices, it would be necessary to use good judgment in assigning these jobs because we consider that it should be primarily used for retraining purposes and for temporary urgency of work to be performed.

For many months it has been impossible to secure labor in order to fill some of our more important jobs, especially in the construction field and the reason for this has been that there has been no available labor pool and too many have been dissipated in divisions that were already overstaffed. Since camouflage was discontinued on May 24th the labor supply has been larger but a greater percentage of them wish to go into their former jobs or in occupations of a similar nature, and into divisions we feel already are staffed to capacity. Therefore, we are now freezing employment except in special cases of necessary replacements.

We have been acquainting the evacuee population with what is intended.

as a reorganization of labor policies so that the announcement of it will not come as an overnight shock which would precipitate great unrest and perhaps a few strikes. We are firmly convinced that this is the most urgent step to be made, both from the standpoint of maintaining a good working morale and assisting us in getting people relocated. As long as employment is conducted on a lackadaisical basis; too many do not concern themselves with starting life anew on the outside.

William Huso
Employment Officer

Month Ending May 31, 1943

GILA RIVER PROJECT

MONTHLY REPORT-RELOCATION

Although the leaves issued during either the months of April or May have exceeded the totals prior to March 31st, we still do not feel that the evacuees are responding favorably toward relocation nor that the mechanism of placement is correlated between the Project and the relocation offices.

It is difficult to narrate in order of importance the reasons for the dearth of interest in resettlement and the following conditions hampering the issuance of leaves will vary from time to time as to their degree of influence:

1. INABILITY OF THE EVACUEE TO REALIZE OWN FLIGHT.

The majority of the American Japanese fail to realize that they have merely begun to fight to redeem their rights, liberties and esteem. Too many are prone to look back to their days of suffering during evacuation and those following until they reached the relocation centers. They do not ask for pity but one can clearly see that they are in most cases victims of self-pity. By some magic they expect their problems to become alleviated without having to go through a pioneering in states outside of California. They realize that they will have to accept almost in all instances work opportunities that demand work for wages whereas in their former days a considerable portion of them were able to engage in crop share deals, private ownership or in some type of supervisory capacity. If they would realize that their fight for the recovery of their former civilian status depends on their actions from now on, the problems that are besetting the WRA would be considerably less.

2. HOPE OF REENTERING CALIFORNIA BEFORE THE END OF THE WAR

During the last six weeks a widespread attention has been focused on their eventual return to their former state of residence. In fondly hoping that Lieut. General DeWitt will be superseded by General Emmons they foresee a different attitude from the Western Defense Command and believe that the Loyal ones will be able to filter back there again. They know that various powerful organizations and individuals are quietly working for their return which will materialize into something if the military heads are more friendly. During the last two weeks, they have been awaiting the hearing to be conducted by the Dies Committee in Los Angeles and many are holding their decisions on taking leaves in abeyance until the public reaction becomes known. Over a hundred individuals have during the last month approached the employment office in an honest desire to find out if we held out any hope for the reopening of the California area.

3. LACK OF VEGETABLE DEALS AND FRUIT FARMING OPENINGS.

Since this community is predominantly agricultural in occupational backgrounds, it would follow that most of our outside job placements should be in agricultural fields in order to be successful. We realize that it was useless to hope that the ratio of agricultural offers would come in to match breakdown of occupational skills. When the original offers came in and until about five weeks ago, the domestic service offers totaled over 80% of all offers submitted by the relocation offices while now they represent 50% of those on file. We have tried to sell these types of openings wherever possible by pointing out the favorable wages and the fact that acceptance of these jobs would obviate housing problems. In only

rare instances have we received offers that were similar in nature to work they formerly engaged in while in California and especially has there been a dearth of offers that gave them an opportunity to settle in regions where they might again lease or own land in vegetable or fruit farming. The Isseis are particularly hopeful for these type of employment opportunities and in the majority of cases seem to have developed the attitude of holding out for them.

4. EVACUEES ARE NOT REALISTIC ON JOB OPENINGS.

Far too many evacuees have the notion that the types of offers distributed by the relocation offices are inferior in relation to their occupational desires. It is difficult to ascertain whether this notion is a result of knowing that this is the employees' heyday as far as employment is concerned or whether they are not realistic about the difficulties the relocation supervisors have had in breaking down the attitudes of employers. There seems to be no realization of what the WRA offices have been up against in interesting the public in their services and altogether too many have the notion that they ought to be fitted into defense jobs. They are cognizant of what skills are ordinarily needed in defense openings and seem to think that defense industries are paying premiums for inexperienced workers. And whereas certain individuals have previously been content with farming or domestic service employment, they now seem to resent offerings in like occupations.

5. FEAR OF THE OUTSIDE.

The evacuees do not have the fearless individuality that characterized them in pre-evacuation days. This of course, must be expected after months of partial inactivity insofar as earning their own livelihood. However, it seems as though their aggressiveness and confidence have been diminished after months of center life. They realize that a great deal of courage is needed to relocate and especially among the Isseis we find that there is an attitude of resignation, a feeling that they are not quite up to the test of making good in strange localities. We find that this attitude is dissipated only when friends and neighbors report back to them that conditions on the outside are not as dreadful as they suppose.

6. EMPLOYMENT DIVISION'S INABILITY TO DETERMINE EVACUEE OCCUPATIONAL DESIRES.

There is an indecisiveness in relation to their occupational desires that makes it difficult for us to correlate such needed information with the relocation offices. In order to function more effectively, the Chicago office or the Cleveland office or any of the other offices should be cognizant of what the individual projects have to offer as far as skills are concerned so that in some measure the job offers they transmit to the centers will not be too much at variance with what may be ~~recruited~~ recruited. Of course, we believe that the employment divisions of the various centers have perhaps fallen down on their jobs in failing to notify the Supervisors promptly of their inability to fill certain types of offers they seemingly do not interest the evacuees and thereby give a certain guidance to these offices submitting future orders. However, it should be realized that we have tried our utmost to compile availability files which fluctuate day by day in numbers as well as preferences. ~~And~~ And too, we are forced to gather this information

in the most indirect manner since many openly resent the idea of being called in for outside jobs when their minds have not been made up which tends to cause the reaction that the WRA is attempting to literally push them out on resettlement. Ever since a disastrous recruitment on an order for sewing machine operators in which we indiscriminately called people in from our occupational files, we have been extremely cautious about all call-ins.

7. BREAK-UP OF FAMILIES.

The Isseis realize that relocation will break up the family unit because the job offers are not of such comprehensiveness as to provide employment for whole families. The members of the family will thereby decline as the components are scattered throughout the country. There is a distinct fear on the part of the older element that this process of splitting up families will ultimately dissipate their homogeneity and tend to undermine treasured Japanese culture.

8. HIGH COSTS OF LIVING.

We have tried by our circulars and charts to show those who are interested in residing on the outside that costs of living are not as high as it is often imagined. For the larger cities, we have compiled data showing exactly what it will cost them for the upkeep of the family showing a breakdown of total maintenance costs. Several have the notion that for a small family they would have to earn considerably over \$200 per month, especially if they go to large industrial areas. We are directing our attention on meeting with the arguments put forth on this issue. And too, they realize that while they are at this center that they can be fairly well taken care of in the matter of subsistence, where housing situation affords them no problems and they are assured of their quota of rationed foods. Also, they feel that certain merchants will give their regular clientele the preferences on rationed foods and that they will have to be content with whatever is left.

9. REPORTS OF EVACUEE REFERRALS AS NOT BEING PLACED.

Several people at this center have contacted the employment office in order to show us letters from their friends or relatives which indicates that upon their arrival to the place of employment, no jobs existed. This, unfortunately has happened, but for the purposes of assuaging their fears in the matter, we tried to contact the relocation offices in determining the facts of the case. We also explained that it is not always the employer who is at fault, because in several instances, we have knowledge of certain evacuees not even reporting to their prospective employers.

Three hundred thirty-nine evacuees departed from this center during the month of May of which 239 were given indefinite leaves. Colorado, Nebraska and Montana received almost all of those leaving on seasonal leaves, Colorado receiving the greater portion of them. The breakdown on the indefinite leaves indicate that 194 were given general leaves, 14 went out for higher education and 31 were inducted into the armed

services. Illinois received the largest number of indefinite leaves, the number going there being 55. Fifty were sent into Minnesota, 46 into Utah, 33 into Colorado and 18 into Ohio. In reference to a break down of occupations these people were referred to, 42 were sent to the NYA training center at Shakopee, 27 went out on farm openings, 20 on domestic services, 13 to join families and 29 were released without definite job offers.

We propose in the future to notify the relocation supervisor and officers within a reasonable length of time about our inability to fill certain offers. This, we hope will create a better employer relationship in their areas.

Our leave office has been seriously understaffed insofar as appointed personnel is concerned and therefore, the rapidity in issuing leave clearance has not been in such a degree as we would have liked it to have been. However, we are making a special effort to hurry up these clearances so that more people will know that they are actually cleared so that they can be looking for definite outside employment offers. This, I believe will give us the needed tonic in keeping relocation alive and vibrant.

We realize that the first contingent of evacuees who have left the center have been of the younger people who needed a considerable amount of counselling in order to feel a responsibility to employers and to the relocation program in general. All those under the age of twenty-five are being given special counselling the day before they leave, as to appearance, manners, attitudes and a general outlook in civilian life; but there is still a great need for an intensification of the counselling program.

Finally, we want to emphasize that we cannot hope to do a reasonably good job insofar as relocation is concerned without an adequate appointed personnel staff for our division. When we are able to fill the jobs tentatively set up in the new personnel charts on July 1st, the situation will be to a great extent alleviated. However, we still feel that a larger staff is necessary.

William Huso
Employment Officer

RELOCATION

Of the three hundred and one evacuees who were relocated during the month of June, one third of this number accepted jobs in the state of Illinois of which the greater portion were relocated in Chicago. Next in order were the states of Ohio, Michigan and Colorado. The balance were in the main scattered throughout the mid-central states.

Domestic service offers continued to absorb the greatest number of relocators with farm openings next in importance. As in previous months young women continued to form the nucleus for recruitment in domestic jobs while openings for couples did not attract much attention. Those who left on hostel or hospitality plans were qualified primarily in office experience such as stenographers, secretaries, stock clerks, and general clerical workers. Several draftsmen, auto mechanics, one radio technician, one pharmacist, one accountant, one refrigeration mechanic, one electrician, 2 social welfare workers, and several sales clerks were given indefinite leaves without job commitments. Eighty persons departed during the month without definite job offers which included members of families.

Fifty percent of our offers received from relocation offices continue to be of the domestic service type. The interest in this type of work has not increased and we are still unable to fill twenty percent of those that we receive. Since the couple are disinterested recruitments is concentrated on the younger girls who have shown decided interest but have been frustrated to a great extent by parental objections. We have almost exhausted our skilled tradesmen applicants who are willing to go out at this time. It is useless to receive a great number of openings in such trades as auto mechanics, electricians, machinists, tool and die men, cooperage workers, draftsmen or chemists because when we have applicants in these categories who wish to relocate we can inform the relocation offices in the region where such applicant prefers to go.

During June we informed the relocation officers that in view of the occupational strata of our population we could not hope to resettle in adequate numbers the issei of our community because they were suited primarily for farm offers wherein large families could be resettled. An adequate number of these openings would stimulate relocation immensely because of the sense of security it gives. However we are cognizant of the difficulty in obtaining these offers and in filling them because of the fact that the farmers for the most part are specialists in either vegetable gardening or fruit growing and whereas most opening would be for general farming.

We are setting up our files so as to reflect occupational preferences which can be backed up by experiences totally qualifying or partially so. Of course these files would be limited to those who have declared their intention to relocate. Presently over a hundred relocators are called in daily to determine their attitudes, preferences, family status, and general problems, and our files are thereby brought up to date. We are trying to gauge the public reflexes which are prone to turn because of newspaper articles, reports from those who have resettled, rumors of segregation and even our internal efforts to reduce the employment rolls. A great deal of good has been accomplished by our evacuee relocation committee which presently numbers fourteen. This committee has subdivided itself into various units to study possibilities for business enterprise on the outside, farm opportunities and for the general employables. Under the direction of the em-

ployment division it is making studies of occupational backgrounds to determine more soundly if an augment of farm offers into our offices would be actively dealt with. They are engaged in an active educational program in awakening the people to the necessity of doing something on the outside in helping to win the war.

On or about the middle of June our project director set up two committees composed of appointed personnel which has been acting on all those who are about to relocate for the purpose of screening and counseling. As a result of his talks with various relocation supervisors our director felt that our project should use additional discretion as to who were permitted to relocate. These hearings exact information as to family backgrounds to determine if immediate components of their families are either in Japan or are interned. They delve into dual citizenship, occupational backgrounds of parents, Japanese language schooling, memberships of Japanese clubs and visits to Japan and their avowed purpose. They also trek in to the job possibilities that the evacuee have on a hostel or hospitality plan and are quite critical on letting certain individuals out without definite job offers and scrutinize the job offers that they have committed themselves to. We are watching very closely the community reaction towards these committees in order to be cognizant of its actual good in getting the more desirable ones out.

The Employment Division considers relocation more than an employment problem. The family relationships enter in our efforts more than ever especially when young people between the ages of 18 and 24 wish to relocate alone. We find that oftentimes a well directed action on our part can hasten the ultimate relocation of the balance of a family. Youngsters who contact our offices without any knowledge of their parent's attitudes are asked in many cases to either talk the matter over with them or asked to bring their folks in to see us. This has in many cases brought respect for our general relocation program from the elders.

Every job offer is mimeographed and distributed widely into every block of our communities. Occasionally these lists are printed in voluminous numbers in order that every barrack of our center will have access to them so that occupants can study them over at their leisure rather than glancing at them on bulletin boards.

At present two thirds of those being given indefinite leaves are going into the states of Illinois, Indiana, Ohio and Michigan. For some time we have discouraged relocation into Colorado, Utah and Idaho where it appears that the congestion point has been reached in many localities. Because the comparative low wage scales being offered in the Kansas City region there are but a few who are interested in offers from any of the offices in that section. However if favorable farm offers from Iowa and Nebraska begin to appear in numbers we believe that an appreciable interest will result.

A responsible evacuee who has helped in the coordination of our relocation program sums up the panaceas for a more effective program as follows:


1. Arouse more interest in the older group, by quieting their fears on the outside.
2. Inaugurate an educational program whereby the people can be taught the danger of continuous incarceration in the camp and what it means to them and their children.

3. Broaden the government grants in regards to larger families; at the present a family of 3 can receive as far as subsistence grants are concerned as much as a family of 7 or 8.
4. Encourage families to go out as a group, rather than individually thus assuring preservation of family ties.

A copy of a memorandum issued to the relocation interivewers is herewith attached.

C
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WAR RELOCATION AUTHORITY
INTEROFFICE MEMORANDUM
GILA RIVER PROJECT
RIVERS, ARIZONA

Gila 

Employment

June 24, 1943

MEMORANDUM TO: Outside Employment Interviewers

SUBJECT: RELOCATION

Relocation is more than an employment problem; its ramifications spread out to include social adjustments, family plans and an outlook for the future. In your capacity as outside employment interviewers, you may be prone to think that in interviewing an applicant in writing to an employer when he is qualified that your responsibilities have been discharged. This is not always an axiom. An interviewer outside of a relocation center is primarily concerned with a favorable job order but in these cases the applicant is not inhibited by the restrictions which have been placed upon the evacuees. Since the family tie is so much stronger among our population than that of other races it has aggravated the problem all the more.

The young people can sense more readily the need for relocation and hence, their thinking in the matter is usually in advance of their elders. However, when a Nisei thinks that his family should worry about their own chances for resettlement it shows that that party has not thought the problem through if he bears any love for those of close ties. Sometimes he is not realistic about it and idealistically hopes that somehow the balance of the family will be able to get jobs after he has left whether through his own efforts or that of the WRA. When a Nisei of agricultural background goes to the city when perhaps he should be relocated to a farm he has placed a barrier in the path of sensible resettlement. Oftentimes, you hear them say: "I can't help what my folks are going to do, I am going out into whatever I can get". Unless the viewpoint of the elders is utterly obtuse on relocation, this is a dangerous attitude.

While you are determining an applicant's desires for occupational preferences please try to see beyond that person's immediate needs. Oftentimes you readily find out what his family status is and thereby focus his attention on a broad plan for all the members of his immediate family. If we resettle the evacuees unwisely now it will mean another relocation in months to come in the event we are successful in emptying our centers. Remember too that those going out now are in most cases doing the thinking for the whole units. We cannot afford to have their influence dissipated by sending them into localities where it cannot be deemed wise to send their families. Do not feel that you are prying too much into the applicant's life by asking him if he has thought of a plan for the whole family because after all you are giving him a service which later on he will be thankful for. I would advise almost in all cases when people under twenty-one years contact an offer that we secure such a person's permission to call in the responsible heads of the family to determine if all is well in reference to any or all of them accepting leaves for work opportunities.

I wish all of you would treasure every job order that is trans-

mitted to us from the relocation offices. It is a well known fact that only in rare instances are these orders average or below average and in most cases they are considerably above the ordinary offer of employment. Therefore, we ought to consider that there should be some one interested in every offer submitted to our project. In cases where the offers are sketchy and in details as to housing or conditions in the locality which would affect their leaving, kindly inform the placement officer at once so that the relocation officer may be cognizant of what is lacking on the order. When some orders are slow in recruitment, there must be some definite reasons and in order to better guide the officers, we should afford them this information immediately.

You now have been given a complete set of all registration cards for those who have been engaged in project work and any additional information you need will be supplied by our statistical unit. Therefore, when people contact our office, a record of each interview or transaction should be placed on the card so that whenever that individual contacts the office, any interviewer will have a complete record of his efforts in securing a job on the outside. Kindly make a note of all his preferences and notate as to whether you believe his preferences are backed up by solid qualifications or partial ones so that we are able to refer on a sound placement basis. Any notations in reference to a family set-up will also be highly desirable since two persons equally qualified for a job are not equally eligible for referral because of family relationships.

When you are calling individuals in for the first time, the atmosphere of such an interview will oftentimes determine that person's attitude for some time on relocation; therefore, we must be extremely careful in ferretting out the information we desire in reference to his plans for leaving the center. A plan of indirect questioning in which you will ostensibly create the impression of trying to help the evacuee will be the most desirable one. Kindly do not in any way attempt to recriminate anyone for not having the right attitude on relocation but rather by insinuation, point out what the possibilities are on the outside.

It takes a lot of stamina for you as interviewers to determine whether an applicant should be given the opportunity of corresponding in reference to certain orders. In most cases, you will know yourself whether someone should be restrained from writing to specific employers. When your reasons appear to be none other than the fact that such applicant would be an undesirable one, I would appreciate if such an individual would be turned over to the placement officer or to the counsellor who will attempt to show such an individual the plausability of such restraint. Good placement work will cause you a lot of heartaches but I am firmly convinced that you realize how important this whole program of relocation is and hence that you will try to interest no one except those who will bear a banner for a sound relocation program.

William Huso
Employment Officer

Berkley

APPLICATION FOR DOMESTIC SERVICE

Date: _____

I hereby make application to the Gila River Cooperative Enterprises, Inc. for domestic service on the following basis:

1. Rates of Charge:

- a. ^{40.00}~~\$50.00~~ per month (8 hours per day).
- b. ~~\$20.00~~ per one-half month (4 hours per day).
- c. \$.~~45~~ per hour.

2. The minimum service charge is equivalent to 3 consecutive hours per worker per day, or \$1.00.

3. To sign the Release Agreement.

4. To fill out a questionnaire as requested.

5. To make all payments to the Gila River Cooperative Enterprises, Inc. for services rendered upon presentation of the monthly statement.

Name: _____

Address: _____

QUESTIONNAIRE (DOMESTIC SERVICE)

I. Please check the rate you desire to pay:

- a. \$50.00 per month (44 hours per week)
- b. \$27.50 per one-half month (22 hours per week) _____
- c. \$.40 per hour (3 hours minimum) _____

II. Please indicate number of hours per day and per month:

- a. How many hours per month _____
- b. How many hours per day _____
- c. Do you wish to hire regularly _____ hours every Monday, Wednesday, Friday, Saturday, etc. _____
- d. What day or days of week preferred: _____
 - 1. First choice _____
 - 2. Second choice _____
 - 3. Third choice _____
- e. Indicate whether a.m. or p.m. or any other specific period _____

III. What type of work do you desire:

- a. General housework _____
- b. Laundry _____
- c. Cook _____
- d. Child care _____
- e. Other work (indicate specifically) _____

Name: _____

Address: _____

RELEASE AGREEMENT
(Domestic Service)

In consideration of the agreement of the Gila River Cooperative Enterprises, Inc., to furnish to me and for my benefit and for the benefit of the members of my immediate family living at the Gila River Relocation Center workers to perform domestic service of whatsoever nature in my home or such other place as I may designate at said Relocation Center, including, but without limitation as to the type of service, housemaids, cooks, child nurses, general houseworkers, cleaners, and "sitters" for rates of pay which shall be established from time to time and placed in effect at said Center by the corporation, I hereby agree to release and do release the corporation from any and all liability, claims, demands, suits and actions whatsoever, which may arise from the furnishing of such services and the furnishing of workers to perform such services, whether the same be for personal injuries, property injury, loss, damage, or destruction, affecting my person or property or the person or property of any member of my family or other person who shall be in or upon any property within my possession or control at the time such services are being rendered, and whether the said personal injuries, property injury, loss, damage or destruction shall result from the wilful or negligent act of the corporation or any of its servants, agents, or employees or from circumstances beyond the control of the corporation or from any other cause whatsoever; I hereby further agree to indemnify and hold harmless said corporation from any claims, demands, liability, suits, or actions for any injury or loss arising out of or resulting from the furnishing of such domestic services to me and my family by the said corporation.

Subscribed by me under seal this _____ day of _____, 1944.

_____ L. S.

WITNESS _____

RELEASE AGREEMENT
(Laundry Service)

In consideration of the agreement of the Gila River Cooperative Enterprises, Inc., to perform laundry service for me and members of my immediate family living at the Gila River Relocation Center at such prices as shall from time to time be established and placed in effect for such laundry service by the said corporation, I hereby agree to release and do release said corporation from any and all liability, claims, demands, suits and actions whatsoever arising out of the performance of such laundry service by the corporation, whether the same be for loss, damage, destruction, or injury to any article or articles or any portion of any article or articles delivered to the corporation for such laundry service and whether said loss, damage, destruction, or injury shall result from the wilful or negligent act of the corporation or any of its servants, agents, or employees or from circumstances beyond the control of the corporation or from any other cause whatsoever.

Subscribed by me under seal this _____ day of _____ 1944.

L.S.

WITNESS _____

$$\begin{array}{r}
 840 \\
 9.24 \\
 \hline
 849.24 \\
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 1056.31 \\
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 \end{array}$$
$$\begin{array}{r} 518 \\ + 415 \\ \hline 933 \end{array}$$

WAR RELOCATION AUTHORITY
San Francisco, California

Employment Division

SUMMARY OF STATISTICAL DATA ON EMPLOYMENT WESTERN PROJECTS AS OF SEPTEMBER 30, 1941

	UTAH CENTRAL	COLORADO RIVER	GILA RIVER	MANZANAR	MINIDOKA	TULE LAKE
Total Residents of Project	5804	17846	11564	10128	9846	14646
Number Employed in Private Employment on Project	15		0	109	0	0
Number in Private Empl. Off Project, living on Project			204		127	0
Number Away from Project On Group Employment	13	561	0	1060	1444	622
Number in Labor Force Not Employed	101	498	612	972	939	625
Number Employed in Project	1847	7711	4234	4053	3033	6420
1. Project Administration	113	434	133	168	76	135
2. Employment & Housing	139	89	383	133	169	65
3. Industrial Work		144		334	0	59
4. Building Construction	18	340		248	103	485
5. Building Maintenance)))))	498
6. Grounds Maintenance)284)905)158)357)371	63
7. Public Utilities)))))	51
8. Transportation & Motor	208	431	102	183	235	198
9. Mess Operations	576	2924	2099	1503	1350	2285
10. Warehousing						421
11. Agriculture	9	284	432	67	0	611
12. Land Subjugation	19	239			77	
13. Health & Sanitation	76	311	294	297	257	563
14. Police	77	91	201	56	74	158
15. Fire Protection	17	108	90	20	43	117
16. Education	2	138	155	174	69	243
17. Community Administration				94	9	129
18. Community Enterprises	15		105			172
19. Other Community Activities	57	1273	82	419		150
20. Miscellaneous	39					

NOV 7 1942

C-1254
 O
 P
 V
 Dept. of Interior, Service Unit Date: May 22, 1944 NUMBER EMPLOYEES 188

Reported
 as of: May 15, 1944

Males under 18 none

Males 18 to 37 30

Males 38 to 44 29

Males 45 and over 41

Total Females 88

Total Employees 188

Departmental none

Field 188

Signature of Transmitting Officer

Personnel Office

REPORT ON
 SELECTIVE SERVICE STATUS OF EMPLOYEES

WAR MANPOWER COMMISSION
 REVIEW COMMITTEE ON DEFERMENT
 OF GOVERNMENT EMPLOYEES

Remarks: 1 employee, age 45, 1 dependent
 classified 4A;

SELECTIVE SERVICE CLASSIFICATION	Males 18 to 37, Inclusive			Males 38 to 44, Inclusive			Totals
	Single	Married No Children	With De- pendent Children	Single	Married No Children	With Dependent Children	
Class I-A	0	0	9	0	2	3	14
All Other Class I	0	2	0	0	1	0	3
Class II-A	0	0	4	0	0	2	6
II-B	0	0	0	0	0	0	0
II-C	0	1	0	0	0	0	1
All Other Class II	0	0	0	0	0	0	0
Class III-A	0	0	1	0	4	13	18
III-C	0	0	0	0	1	1	21
III-D	0	0	0	0	0	0	0
All Other Class III	0	0	0	0	0	1	1
Class IV-E	0	0	0	0	0	0	0
IV-F	0	4	8	0	0	0	12
All Other Class IV							
Unclassified	0	0	1	0	0	1	2
TOTALS	0	7	23	0	8	21	59

