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October 21, 1942

MEMORANDUM TO: Work Corps - Poston I
FROM: Temporary Community Council
SUBJECT: Fair Employment Practice Procedure

The purpose of this memorandum is to establish a Fair Employment Practice Procedure in Poston I.

The establishment of the Fair Practice Committee will fill a definite need in our community. The committee's success will depend on the response of the members of the Work Corps. We urge the support of all workers for the progress of our community.

The Fair Practice Committee will be elected by the members of the Work Corps; the Committee's duties are as outlined in one of the attached sheets.

For a just representation, the Work Corps was divided into seven occupational groups; shall elect a representative at a meeting of the particular sub-group; the time and meeting places are shown on one of the attached sheets. These representatives of one occupational group shall meet and elect their member of the Fair Practice Committee.

The Professional and the Managers and Supervisors groups shall each elect three members to act for their groups.

On Tuesday, November 3, 1942, in the conference room in Administration Building No. 3 at 1:00 p.m. the elected representatives of each sub-group with the Fair Practice Committee shall meet for a conference.

TEMPORARY COMMUNITY COUNCIL

W. J. Staman
Chairman

WORK PROJECTS COMMITTEE

Ernest Katow
Chairman

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ADMINISTRATIVE INSTRUCTION - No. 27

Fair Employment Practice Procedure

- A. Fair employment practice procedure shall be established to enable workers who feel that they have received unjust treatment to obtain a hearing. This procedure relates only to complaints regarding employment, working rules, and employment compensation.
- B. There shall be a Fair Practice Committee at each Unit composed of not more than seven members of the Work Corps. Members of the committee shall be elected by members of the Work Corps, for a six month term.
- C. The Committee shall elect its Chairman, who shall be designated as "Fair Practice Chairman" and who shall devote full time to the job and be compensated by the War Relocation Authority as a member of Group III. He shall conduct investigations of all cases coming to his attention and shall keep records of the activity of the Committee, which records shall be open to inspection by anyone concerned.
- D. Any evacuee employee may report in writing any employment complaint to the Fair Practice Committee or to any of its members. The Fair Practice Chairman shall investigate and, by consultations with the parties concerned, seek to effect a satisfactory solution. If such solution is not promptly secured, he shall present the case to a meeting of the Fair Practice Committee, which shall arrive at any opinion on the validity of the complaint and shall authorize the Fair Practice Chairman to prepare a written statement of the case. This statement shall be presented by the Fair Practice Chairman to the Project Employment Officer for his action. Appeal may be taken from the action of the Employment Officer to the Project Director, whose decision shall be final.

LABOR COMMITTEE CLASSIFICATIONS

I. PROFESSIONAL

Accountants
Attorneys
Chiropractors
Dentists
Doctors
Engineers & Surveyors
Optometrists
Pharmacists
Registered Nurses
Teachers
Artists
Funeral Directors
Dieticians
Laboratory Technicians
X-ray Technicians
Internes
Bacteriologists
Entomologists
Block Managers' Supervisors and Assistants
Inspectors

II. CLERICAL AND SALES

1. Bookkeepers
2. Clerks
 - Audit
 - File
 - Legal
 - Recorders
 - Payroll
 - Library
 - Post Office
 - Sales
 - Statistical
 - Stock (Canteen)
 - Timekeepers
 - Interviewers
 - Messengers
 - Cashiers (Canteen)
 - Mimeo. Operators
 - PBX Operators
 - Property
 - Receptionists
3. Custodians
4. Secretaries, Stenographers, and Typists

III. INDUSTRIAL

1. Maintenance Department
 - Boiler men
 - Carpenters
 - Electricians
 - Plumbers
 - Refrigeration
 - Sign Painters
 - Stove Mechanics
 - Utility Watchmen
 - Rod and Chain man
 - Engineer's Aid
 - Draftsmen
2. Trucks and Tractor Drivers
 - Chauffeurs
 - Ambulance
3. Garages, Machine Shop Workers
4. Garnishing Factory
5. Adobe Crew
6. Warehouse and Supply
7. Handicraft and Art Dept. Workers
 - Toy making
8. Manufacturing
 - Shoemakers
 - Food

IV. COMMUNITY SERVICE

1. Barbers
2. Beauticians
3. Firemen
4. Housekeepers
 - Janitors
 - Night Watchmen
 - House Cleaners
 - Laundresses
5. Policemen
6. Press Workers
7. Religious Workers
 - Red Cross Workers
 - Salvation Army Workers
8. Sewing
9. Sanitary Details

IV. COMMUNITY SERVICES (Cont'd)

10. Hospital Service
 - Nurses' Aids
 - Dietician's Helpers
 - Student Lab. Technicians
 - Orderlies
 - X-ray Students
 - Dental Assistants
 - Chlorinators
 - Research Workers
11. Undergraduate Nurses
- Doctor's Assistant
12. Adult Education and
 - Recreation
 - Entertainment
 - Translators
 - Interpretors
 - Organizers
 - Orientation
 - Projectionists

V. AGRICULTURE AND HORTICULTURE

1. Block Gardeners
2. Farm Mechanics
3. Field Operation Workers
4. Nursery & Landscape
 - Workers
 - Park Conservationists, Irrigation Workers
5. Subjugation Workers
6. Pile Drivers *Road construction*
7. Soil Division Workers
8. Swine Division
9. Poultry
10. Fish Culture

VI. Mess

1. Chefs
2. Cooks
3. Dishwashers
4. Kitchen Help
5. Stewards
6. Waiters and Waitresses

VII. MANAGERS AND SUPERVISORS

1. General Managers
 - Press Managers
 - Water Master
 - Supervisor
 - Supervisor's Assistants
 - Business Managers
 - Chief of Police
 - Fire Chief
 - Librarian
 - Advisors
 - Administrators
 - Foremen, Class III
 - Truck Dispatchers
 - Assistant Steward
 - Assignment Director
 - Employment
 - Block Managers
 - Housing
 - Maintenance & Construction
 - Timekeeping
 - Canteen
 - Family Welfare
 - Social Research Workers

ELECTION MEETING SCHEDULE

Monday - October 26

8:00 p.m.

- (1) Hospital auditorium
Hospital Service, etc.
Undergrad nurses
- (2) Mess hall - 27
Barbers
Beauticians
Adult Education, etc.
- (3) Mess hall - 21
Stewards
- (4) Mess hall - 22
Chefs
- (5) Mess hall - 28
Sanitary detail
Field Operation workers

Tuesday - October 27

8:00 p.m.

- (1) Mess hall - 19
Block gardeners
- (2) Mess hall - 30
Religious workers
- (3) Mess hall - 18
Sewing workers

Wednesday - October 28

8:00 p.m.

- (1) Mess hall - 21
Subjugation
- (2) Mess hall - 22
Nursery workers
Press workers
- (3) Mess hall - 27
Cooks
- (4) Mess hall - 28
Kitchen help

Thursday - October 29

8:00 p.m.

- (1) Mess hall - 19
Adobe crew
- (2) Mess hall - 30
Poultry
Fish Culture
- (3) Mess hall - 18
Handicraft
Manufacturing

Friday - October 30

8:00 p.m.

- (1) Mess hall - 21
Housekeeper, etc.
- (2) Mess hall - 27
Farm mechanics
Soil Division workers
Swine Division workers
- (3) Mess hall - 28
Dishwashers

Saturday - October 31

2:00 p.m.

- (1) Mess hall - 18
Secretaries, etc.
Bookkeepers
- (2) Mess hall - 19
Clerks
Custodians
- (3) Mess hall - 30
Waiters & Waitresses

Sunday - November 1

9:30 a.m.

- (1) Mess hall - 22
Professional
General managers
- (2) Mess hall - 28
Maintenance Department
- (3) Mess hall - 19
Warehouse and Supply
- (4) Mess hall - 30
Pile Drivers
Garage and Machine shop
workers
Truck and Tractor drivers

Every worker should refer to the attached Labor Committee classification sheets and the above meeting schedule to determine the proper meeting time and place.

Every department in mess hall workers' group, exclusive of chefs and stewards (head waiters), shall elect a representative within its own mess hall to attend the subdivision meeting.

Duplicates

FAIR LABOR PRACTICE BOARD

MINUTES OF DINING HALL EMPLOYEES' ELECTORATE MEETING

October 5, 1942

Dining Hall 21

Chairman: George Takigawa
Secretary: Dyke Miyagawa
Interpreter: Dick Kanaya

Meeting called to order at 7:20 P.M.

Roll call: Advance crew, Y. Kimura; hospital kitchen, Henry Tsuru, Haruo Fujino; Dining Hall No. 1, Norita, G. Kimura; No. 3, T. Kawako, K. Inouye; No. 5; F. Kaseguma, K. Hiroshige; No. 8, M. Morishita, T. Nakamura; No. 13, T. Morita, N. Maniwa; No. 14, Frank Yamashita, Tamiko Okano; No. 15, Tsuyoshi Inouye, Ray Nakamura; No. 16, Terimitsu Kano, No. 17, Y. Hiraki, K. Takimoto; No. 19, Dick Kanaya, Usaburo Miyatake; No. 21, Dave Yoshida, Giichiro Mizuki; No. 22, Fumi Yoshikawa, H. Okawa; No. 24, Isao Yoshida, Shiori Kajikawa; No. 26, Kunisuke Yamamoto, George Fukuhara; No. 28, T. Kurose; No. 29, Jitsuji Nagano, Aiko Kido; No. 31, Fred Kondo, F. Toyota; No. 32, S. Soeda, T. Yoneyama; No. 34, Thomas Suzuki, Henry Matsunaga; No. 35, N. Fujimoto, Hanna Glenn, No. 36, S. Yanagisawa, T. Shibata; No. 37, S. Moriyasu; No. 38, Tom Kogane, Mrs. Tokuda; No. 39, T. Niiyama, I. Oyama; No. 40, K. Kawahara, T. Kawamura; No. 41, J. T. Okada, N. Tanaka; No. 42, E. I. Nomura; representing the dining hall supervisory staff, Hiroshi Sumida and Yoshito Harada. Dining halls not represented: No. 2, and No. 7.

The Chair explained that the purpose of the meeting is to elect for six-months' term, two regular members or representatives, to the Fair Labor Practice Board, plus alternates. States further that it is up to the group present to determine whether the electoral body dissolves after the election of the two representatives, or continues to function ~~XXXXX~~ as some sort of dining hall council. The floor was then opened for general questioning and discussion as to the purposes and powers of the Fair Labor Practice Board. Discussion then followed on methods and procedure. It was agreed that each of the two groups would place a representative on the Board; that is, one representative to come from Group No. 1, namely, the cooks, bakers, storekeepers, meal checkers, etc., and the other to come from Group No. 2, which covers dishwashers, waitresses, porters, laundresses, etc.

The floor was then opened for nominations, nominees for Group No. 1:

1. Henry K. Tsuru, 2. K. Kawahara, 3. H. Sumida (declines) 4., F. Toyota, 5. S. Yanagisawa, 6. S. Soeda, 7. Dick Kanaya (declines) 8. T. Morita, 9. T. Kawako, 10. J. T. Okada, 11. F. S. Kaseguma, 12. Tom Kogane.

Nominees from Group No. 2: 1. Haruo Fujino, 2. Terukichi Yoneyama, 3. Henry Matsunaga, 4. Guchiro Mizuki, 5. M. Maniwa, 6. K. Inouye,

The results of the election which were conducted by secret ballot, with all representatives present voting were as follows:

Group No. 1: Henry K. Tsuru-10, (elected) Soeda-6 (alternate) Kogane-5 (alternate), Kawahara-5 (alternate), Morita-5 (alternate), Toyota-5 (alternate), Okada-4, Kaseguma-4, Yanagisawa-3, Kawako-1. Total number of valid votes, 48. 3 ballots were declared void, inasmuch as one was cast for Dick Kanaya, who had declined nomination, one was blank, and one contained two names. The total number of ballots cast for Group No. 1 representative, therefore, was 51.

Group No. 2: Haruo Fujino-15 (elected), Mizuki-14, (alternate) Yoneyama-12 (alternate), Matsunaga-4, Maniwa-2, Inouye-2. Number of valid ballots, 47. Number of ballots declared void, 1. One was blank. Total number of ballots cast, 48.

After a short period of added discussion on general matters pertaining to dining hall employees, the meeting was adjourned at 9:25 P.M.

Submitted by Dyke Miyagawa

MEMORANDUM

We are now in receipt of resignation submitted by Henry K. Tsuru, who was elected by dining hall workers electorate to serve on the Fair Labor Practice Board.

Our recommendation is that acceptance of his resignation will be up to the 7-man Board upon its formation.

Meeting called by the Community Council for the purpose of forming a Fair Practice Board. Held in 222 Recreation Hall, Saturday, 9:30 a.m., October 10, 1942.

Mr. Maeno, Chairman of the Community Council, presided over the meeting which was conducted for the most part in Japanese for the benefit of the issei present.

The main purpose of the meeting, as stated by the Chairman, was to select a seven-man Board of Fair Practice in accordance with Administrative Instruction #27. This Administrative Instruction divided all workers into four different groups; namely, Agriculture, Mess, Professional, and industrial. However, it was felt by the Labor Council that these four classifications were not all-inclusive, and for that reason six different groups were set up instead. It was decided that each of these six classifications: professional, clerical and sales, industry and supply, service and managerial, agriculture and horticulture, and mess; shall have one representative on the Fair Practice Board--the seventh man to be chosen at large. In addition, there may be a full-time paid chairman who does not necessarily have to be an official representative from any one group. It will be the aim and purpose of this board, said Mr. Maeno, not only to act as an arbitration or grievance board, but as a recommending body to initiate new regulations and procedures in matters pertaining to labor and employment.

The various groups reported on their official representative selected for the board as follows:

1. Professional group
Mr. Harry Kita elected.
2. Clerical and sales
Two temporary representatives were elected at their meeting on Friday. The group will meet again to select one permanent delegate.
3. Industry and supply
None elected. Representatives were asked by Mr. Shiratsuki to remain after the meeting and select their representative.
4. Agriculture and horticulture
Also asked to select their representative at the close of the meeting.
5. Managerial group
meeting had not yet been held.

6. mess

T. Nakagawa elected.

It was decided that WRA forms #27 and #44 shall be printed in Japanese as well as English, and distributed to all members of the Committee and to all block managers.

The church group and the Salvation Army with classification changed to Community Activities Worker, and also the canteen group who do not receive their compensation through the WRA shall be classified under the respective division as recorded on the list.

As to the topic of outside employment in which the residents will commute from camp, the committee was unanimous in recommending to the council--"the evacuee residents who accept private employment shall be paid the top WRA cash compensation of \$19 per month, and all differences between that sum and their actual wages shall be pooled in an "Evacuee Trust Fund" that fund to be divided equally at periodic intervals (at a time seemed fit) said trust fund to be divided to all workers in camp according to the amount of work they put in.

This procedure will not apply to anyone leaving camp.

Reports on the Camp 1 and 3 meetings were given by Mr. Abe and Mr. Horikawa.

The chairman requested that each representative group should elect, select, or appoint one official representative and submit their names to the Employment Office as soon as possible.

The meeting was then adjourned.

Those present at the Fair Practice meeting held Saturday,
October 10, 1942:

Gladys Onoye	Press	213-8-B
Mas Miyasaki	Post Office	213-9-D
Kay Nakamura	Administration	213-5-C
Robert Kitaji	Construction	215-5-A
T. Tsuda	Subjugation	219-7-B
Herbert Yoshida	Transportation	221-12-C
George Imai	Warehouse	215-3-B
Harry Shirachi	Agriculture	215-6-B
Mike Imoto	Custodian	226-4-D
Rinzo Nomi	Gardeners	209-6-D
Kinzo Etow	Janitors	216-5-B
Moichiro Sano	Subjugation	215-14-D
A. Hayashi	Janitor	219-13-B
A. Matsuo	Adobe	229-12-A
S. Umeda	Cook	229-10-B
J. Namba	Night Watchman	229-7-C
S. Mizutani	Gardener	229-9-D
M. Ishiki	Custodian	208
I. Sakashita	Carpenter	209
George Kimura	Carpenter	220-14-F
Ted Natsume	Mess	222-11-C
D. K. Kamitsuka	Janitor	221-2-A
William Wakayama	Recreation	219-5-A

Happy Okajima	Recreation	222-8-A
Seizo Kodani	Fire Department	
Herbert Takata	Community Enterprise	214-13-F
Jack Tadao Yagura	Community Enterprise	221-2-D
Tetsu Fukudome	Adobe Crew	216-5-D
George Tajiri	Tractor	209-10-A
Murata	Gardener	227-4-A
T. Nakagawa	Mess	211-5-DC
K. Yamasaki	Mess	226-14-F
Y. Miyamoto	Mess	221-8-D
Tetsuo Fukuto	Public Health	221-4-A
Harry Shiguma	Ambulance	216-2-A
Oritaro Kobayashi	Gardener	221-2-U
Wm. H. Sakurai	Janitor	220-2-D
George I. Shibata	Parker Whse	219-10-B
S. Wada	Electrician	220-3-A
George Ono	Boiler	219-4-B
H. Iwakiri	Janitor	214-3-B

October 29, 1942
Poston Unit I
Ad. Bldg. #3, Mr. Gelvin's office

FAIR PRACTICE BOARD

The meeting of the Fair Practice Board chairmen of Units II and III (George Ono and Mr. Nakaji respectively) and representatives from warehouses of Units I, II, and III was called to order by Mr. Vernon Kennedy on October 29, at 11 o'clock. The meeting was called on request of the Unit II Fair Practice Board to settle the controversy between Mr. Townsend and the Parker and warehouse crew of Units I, II, and III.

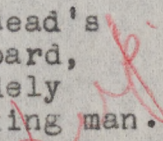
Mr. Ono presented the following grievances with an appeal to get a definite solution to settle these problems.

1. Orders received at Unit II from Mr. Townsend to unload WAAC furniture in the Unit II warehouse which belonged to residents of Units I and III.
2. Letter written by Mr. Townsend on October 25 to the warehouse and Parker crew which needed clarification. Basis on which this letter was written.
3. Lack of proper clothing and equipment such as gloves, aprons, shoes, etc. which created hardships on the boys and from which several serious accidents had already occurred.
4. Mismanagement of the supervisor, and a request for his removal from office.

Before a discussion on the aforementioned grievances was taken up, Mr. Maeno, suggested that a policy be formed at this meeting from which future controversies and misunderstandings could be based on. He also recommended the Administrative Staff to recognize the Fair Practice Board and use this organization by writing in their complaints, instead of the project director going directly to the root of the trouble via letters as Mr. Townsend had done.

Mr. Kennedy agreed on this point, supplementing Mr. Maeno's statement with a suggestion that dates of all meetings of the Fair Practice Board be widely publicized in order that everyone would know about and be free to attend the meetings.

Mr. Gelvin proposed a mem. be written with Mr. Wade Head's signature, describing the duties of this Fair Practice Board, the purpose and its importance and that this memo. be widely circulated--from the Chief Administrator down to the working man.



Mr. Maeno suggested that Mr. Kennedy call a weekly meeting to clear up the grievances which were brought up at the weekly Fair Practice Board meetings in the respective units.

A lengthy discussion followed on how best to dispose of the immediate problems at hand. The letter from the Unit II warehouse was read by the secretary, Ida Nagano. Mr. Kennedy stated that removal of the supervisor would not remedy the problem, and would be an inconvenience as a new man would have to be put in and trained. He suggested that definite proposals be made in one, two, three order which would then be presented to the administrative staff.

As no proposals were recommended and time was getting short, it was decided that a meeting be called Friday, October 30 with representatives from the Parker and warehouse crew present to meet with the Kennedy. At that time, the warehouse and Parker crew would meet with Mr. Townsend and Mr. Wickersham present.

Since there was no further business the meeting was adjourned, at 12:30 o'clock.

November 3, 1942

FAIR PRACTICE BOARD

The second meeting of the Fair Practice Board was called to order by the Executive Secretary, George Ono, on November 3, 1942 at 9:30 A. M. in the Administration Building.

The minutes of the October 25th meeting was read by the secretary Ida Nagano. Since there were no corrections or omissions to the minutes, it was unanimously approved by the Board as read.

Mr. Ono reported that letters had been written to the proper authorities in answer to the complaints brought in by the Warehouse, and Sanitary Detail departments asking for soaps, gloves, aprons, and other necessary equipment. The warehouse situation was stated to have been taken care of at two meetings which were held on October 29 and 30 at Unit I.

The minutes of these two meetings were read by the secretary. At the meeting of October 29, it was resolved that a weekly meeting would be held every Friday morning with Mr. Kennedy to clear up the grievances which came up at the Fair Practice Board meetings in the separate units. Mr. Kennedy also assured the representatives present that the proposals made at these Friday morning meetings would be handled by him, and if these proposals could not be cleared up through his hands, they would be submitted to the Administrative Staff. The Administrative Staff would either reject or accept the proposals, and all rejections or acceptances would be in writing as would the proposals made by the Fair Practice Board chairmen.

Reclassification of department heads and wage classification was discussed at length. Mr. James Abe, head of the timekeeper department who was present at the meeting outlined briefly the system which was used at the Salinas Assembly Center. The opinion of Mr. Abe in regard to the workers being underpaid or shortchanged was that the classification was not specifically stated on job referral cards, and the timekeeping department at Unit I probably did not have a definite list of workers in their correct wage bracket.

Dr. Kita made the following recommendation that Mr. Yoshio Abe and Mr. Hiro Yamamisaka of the Timekeeping and Employment Divisions respectively compile a tentative list of workers who should belong in the \$19.00 bracket, and to bring it before the Board for approval. This motion was seconded by Mr. Wada and unanimously carried.

It was suggested by Mr. Sid Shiratsuki that the Fair Practice Board advise the Council to investigate on the basic policies of the W. R. A. in reference to Relocation Centers, as it was not a

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question for the Fair Practice Board to handle. Mr. Maeno mentioned that in conjunction with the immediate problems the Fair Practice Board handled, representatives from the labor work corps should be chosen to contact the high officials to discuss the wage and labor problems.

In regard to the cotton deal, Mr. Ono reported that he had negotiated with the Units I and III representatives, but had not received any definite answer as to what proposals they wished to make to the cotton growers, however, both units were sending out high school students to alleviate the labor shortage, since it was quite definite that the 50¢ per hour proposed by Unit II would not be met with, the Board agreed to go out on the prevailing wage scale of \$4.00 per 100#. Discussion as to who should be allowed to keep the money followed.

The members of the Board felt that they should draw a line in allowing certain groups to go.

The Board went on record in favor of approving or disapproving all requests which came in from any department who asked to go out to pick the cotton.

Mr. Wada made the recommendation that only churches, high school students, the Recreation Department, and charitable organizations should be allowed to keep the funds which they earned as it would be used for the community's benefit. Mr. Shiratsuki seconded this motion and it was unanimously passed.

The block managers meeting which was being held at the same hour had decided 100% to go out to pick cotton by blocks and to keep the entire amount which they earned and not to split it up equally among all the blocks as there would be a tendency toward laziness among some blocks. Mr. Ono announced that he would contact Mr. Kennedy in the afternoon to see if the blocks could be allowed to keep the earnings instead of depositing it into the Trust Fund.

The Board went on record favoring the Recreation Department, churches, high school students be given the first chance to go out, to be followed by the blocks. Mr. Ono stated that there was still about 300 acres of long staple cotton to be picked.

Next was the reading of complaints:

1. Mess Hall Complaint (on file). This complaint was in regard to demanding more dishes, eating utensils, cooking utensils, stove tops, first aid kits, and putting in more workers.

Mr. Maeno proposed that Mr. Ono be given the power to negotiate with proper authorities outside of meetings to take care of complaints. Also, Mr. Maeno suggested that the Mess Hall committee

submit definite proposals to the Friday morning meeting presenting in detail the reasons for their proposals.

Mr. Ono and secretary Ida Nagano were asked to go with Mr. Nakagawa to a kitchen which was in poor condition and take down exactly what was needed by the Mess Hall workers.

Minors who were not paid for the month of August will be taken care of by Mr. Kennedy was the assurance given by Mr. Ono.

Since there was no further business, the meeting was adjourned at 11:30 A. M.

Respectfully submitted,

GEORGE R. ONO, CHAIRMAN
FAIR PRACTICE BOARD.

November 10, 1942

FAIR PRACTICE BOARD

The third meeting of the Fair Practice Board was called to order by the Executive Secretary, George Ono, at the Buddhist Hall at 10:00 A. M., November 10, 1942.

The minutes of the meeting of November 3rd was read by the secretary, Ida Nagano. As there were no omissions or corrections to the minutes, Mr. Nakagawa moved that the minutes be accepted as read, and the motion was unanimously carried.

Mr. Ono reported that Units I and III had both decided to send out volunteers from the blocks and approved of keeping the earnings in their respective blocks. The orders from General De Witt to stop all Japanese in Arizona from going cotton picking was being investigated by Mr. Kennedy, however, no change had been made in the previous program scheduled.

Mr. Ono made the announcement that high school students of Unit II had already picked \$171.44 worth of cotton, and that a total of 34,833 pounds or \$952.44 worth had been taken in by the three units.

At the weekly meeting of the Fair Practice Board chairmen held November 6, at Unit I with Mr. Kennedy, the question of pay roll dates and how to get quicker action was brought up. It was the advice of Mr. Kennedy to the chairmen that they bring up the problem of pay periods as one camp grievance, instead of the three separate units working individually. Mr. Kennedy also advised that the Councils of each unit work together with the Board and set up definite proposals to submit to the Administrative Staff.

At this time, discussion on how many trustees should be elected and how the trustees would be elected followed. The Board was reminded that only one trustee could serve on the Trust Fund, however advisors to the Trust Fund could be chosen to act as a Board of Trustees. The question before the Board was whether to have four trustees elected with one member to serve on the Trust Fund, or three trustees with the one member to serve on the trust fund.

Mr. Wada recommended that Unit II go on record in favor of having four trustee with the one trustee out of the four elected serve on the Trust Fund. Mr. Shiratsuki seconded the motion, and the Board unanimously passed the motion.

As for the election of the trustees, Mr. Nakagawa suggested that the Fair Practice Board nominate several members from the work corps, and submit these names before the work corps for election .

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Mr. Shiratsuki suggested that the blocks handle the nomination with the Block Managers taking charge of the meetings. This would be simpler as the block people would be acquainted with their respective nominees. However, this was disapproved of as the block people would only elect the nominees from their respective blocks.

Mr. Ono decided that each department head represented on the Fair Practice Board go back to their respective departments and handle the nomination in whatever manner that would be the most efficient.

The Board went on record in favor of allowing each member of the Board to handle the nomination in their respective department as they saw fit. This was unanimously agreed by the Board members. Mr. Ono asked that each department and sub-departments choose a delegate to send to the Board meeting to elect four trustees.

It was unanimously agreed that election be held on Tuesday, November 17, 1942.

Since there was no further business, ~~it~~ the meeting was adjourned at 11:20 A. M.

Respectfully submitted,

GEORGE R. ONO, CHAIRMAN
FAIR PRACTICE BOARD

December 2, 1942

FAIR PRACTICE BOARD

The fourth meeting of the Fair Practice Board was called to order by the Executive Secretary, George Ono at 10:30 A. M. in the Personnel Mess Hall on December 1, 1942.

The reading of the minutes of November 10th meeting was ready by the secretary, Ida Nagano. Since there were no corrections or omissions to the minutes, Mr. Wada moved that the minutes be accepted as read, and seconded by Taneko Irino, and unanimously passed.

A few unfinished reports held over from the November 10th meeting were taken up at this time. The first item concerned the cotton deal in Parker. Mr. Ono announced that there would be no more permits issued by the Army to go cotton picking.

The second item concerned the recommendations made to Mr. Kennedy regarding cash advances of Ray Tabata and Norman Matsumoto. It was announced that these two boys were taken care of in their September pay.

Mr. Ono reported that the Parker Crew had been stopped from going to Parker to work until further notice from the Administrative staff in Camp I. Mr. Empie, Mr. Kennedy, and Mr. Popkins were reported to be working on this problem and would promise an answer in another two weeks.

At this time, Mr. Ono requested the Board members to announce in their respective departments that all complaints must be in writing and sent into the secretary. He stated that each complaint would be taken up by the Board, and a recommendation would be made.

In regard to the time lost by workers who lived in Blocks 207, 209, 208 and 211, the chairman stated that they should write in their complaints immediately before the November payroll was sent into Camp I. In connection with this problem, the chairman asked the Boardmembers ~~with this problem~~ to remind their people to read Instruction 27 carefully, especially in regard to clothing allowances and wages.

The election of the trustees was held at this time. Those nominated were:

Dr. Henry Kazato
George Sakamoto
S. Sato
T. Yuki
C. Onoye
T. Yamamoto

Professional
Clerical and Sales
Industry and Supply
Service and Managerial
Agricultural & Horticulture
Mess

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The four persons elected were Dr. H. Kazato, S. Sato, T. Yuki, and C. Onoye. It was announced that there was a sum of \$10.12 available for the Trust Fund which had been turned over from the Press Bulletin.

A brief discussion followed on the clothing issued to the evacuees after October 21. Mr. Sid Shiratsuki felt that any clothing received after that date should be given free to the evacuees as many departments were on a pro-rata basis and were not able to get them before that date. Mr. Ono stated that this problem was being worked on by Miss Nell Findley and K. Endo.

Mr. Yamamisaka of the Employment Division gave a brief report on the jobs available to the evacuees in this camp and the rate of pay for the various types of work. Jobs included housekeepers, launderers, governesses, seamstresses, etc.

Following a brief discussion on the wage scale, working conditions, Mr. Wada made a motion that the Fair Practice Board meet with Mr. Crawford and demand rights of earning for evacuees. Mr. Shiratsuki seconded the motion and it was unanimously carried.

Mr. Abe announced that a checking system would be established in this camp, and asked for the cooperation from each department.

Following the Fair Practice Committee meeting, a short meeting of the Fair Practice Board was held to take care of complaints submitted by workers who had not been credited with their full 8 hours for work put in during the "strike" period in Blocks 207, 208, 209, and 211.

1. Toshio Matsushita, 211-9-A--Carpenter.
He reported to work on Monday and Wednesday, but learned his time was nil. Felt that the Fair Practice Board should handle this problem. He stated that he did not have a thing to do with the strike, but because he lived in 211 block, he was forced to stay away from work.

Mr. Wada moved that the Board accept his statement, and recommended that time be credited to the worker; it was seconded by John Maeno and unanimously passed.

2. Wilbert Iwami, 209-4-C--Kitchen Carpenter.
Worked the full three days (Nov. 23, 24, 25) but was advised that time was not given. He did not participate in the strike, and was not a member of any strike committee.

Mr. Maeno recommended that Wilbert Iwami be given the time discredited. This motion was seconded by Mr. Wada, and unanimously passed.

2. Wilbert Iwami, 209 4-C, Kitchen Carpenter. Worked the full three days (Nov. 23, 24, & 25) but was advised that time was not given. He did not participate in the strike, and was not a member of any strike committee.

Mr. Maeno recommended that Wilbert Iwami be given the time discredited. This motion was seconded by Mr. Wada, and unanimously passed.

3. Kunihiro Fujitsubo, 221-12A, Block Electrician at Camp #1. He did not have transportation to Camp I during the strike. Being a resident Block 221, their people had voted against the strike.

Mr. Harry Shirachi made the motion that Kunihiro Fujitsubo be credited the time for the three days missed. Mr. Nakagawa seconded the motion and it was unanimously passed.

4. Mariko Harada, 208-10C Secretary to Council. Resided in block where they had voted for a strike. There was pressure from residents in the blocks as her position was that of a secretary to the Council.

Mr. Maeno recommended that the circumstances be put forth before Mr. Kennedy and let him act upon it. Mr. Wada seconded the motion and it was unanimously passed.

Mr. Abe of the Timekeeping Department requested that the Fair Practice Board go on record as recognizing the fact that the 209 Kitchen had gone to work on a voluntary basis.

At this time, Mr. Ono reported on the situation in Blocks 207, 208, and 209. At Block 207, the Chef stated definitely that the kitchen crew was not on strike--Mr. Ono advised him to read Instruction 27 carefully and also gave the same advice to the older folks in Blocks 207.

Then Mr. Ono went to see the Block Manager at 208, Harry Ikegami who explained that he had tried to talk to his people but the residents did not recognize him or the councilman. He then tried to contact Mr. Harada on two trips, but not finding him home both times, explained to Mrs. Harada regarding the wage scale and clothing allowance, and had asked her to give Mr. Harada this message. However, the rumor started that Mr. Ono was trying to break up the strike.

He was then called back to the 209 Kitchen to explain the Instruction 27. Some of the members of the crew rudely cut him off in the middle of his explanation, and one went as far as threatening him. Although the name was not disclosed, it was

stated by the chairman, that one person said "By winning the strike, we'll receive our pay."

Since there was no further business, the meeting was adjourned at 12:15 o'clock.

Respectfully submitted,

FAIR PRACTICE BOARD

December 9, 1942

The fifth meeting of the Fair Practice Board was called to order by the Executive Secretary, George Ono at 11 o'clock in the Conference Room, Ad. Bldg. #2, December 9, 1942.

The minutes of the December 1, meeting was read by the secretary, Ida Nagano. Since there were no errors, omissions or corrections to the minutes, it was unanimously accepted as read by the Board members.

The first business on hand was the reading of complaints.

1. William Wakayama (on file): He stated he had two complaints. First, he was shortpaid for the month of September, and second, his change of classification from head of outdoor sports to Supervisor of Boys' Outdoor Sports had not been recognized.

It was explained by Mr. Wakayama that when he first came to Poston, he was located at Unit I, and worked in the kitchen as kitchen help. Later he transferred to Unit II and applied for a job in the Recreation Department. He stated he received \$2.15 for work in Unit I and his supplementary pay for work here in II was about \$10.00. However, the paymaster advised Mr. Wakayama that he had been overpaid in July and therefore, that was the reason for his being underpaid for September. He explained his duties as Supervisor of Athletics began about the end of August, after John Urabe had resigned. His work was taking charge of all games, scheduling games, setting up fields, supervising judo, sumo, pingpong, etc. This change to Supervisor have not been made through personnel action card.

The Board decided that a definite recommendation could not be submitted until there as a clarification made on his classification as kitchen help and sports director in July.

2. Happy Okajima (on file): This complainant stated he had received \$19.00 for the month of August, however, he received only \$16.00 for the month of September.

It developed that Mr. Okajima's position in the Recreation Department is Director of the Drama Department (Issei and

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Nisei). He stated his classification had not changed, nor had he received any notice from Dr. Powell. He stated his duties when he first was assigned his job was to supervise both the Issei and Nisei drama, however, about the middle of August, the Shibai group broke away and formed their own group.

3. Fusako Kodani (on file): She explained that her complaint was the same as Mr. Okajima--that of receiving \$19.00 for August and only \$16.00 for September. Her position is Supervisor of Girls' Clubs, and her duties are organizing and supervising clubs.
4. John Yamauchi (on file): His position is Chairman of Entertainment and his duty is to see that this Unit is entertained and also to see that performances from the other two units are being produced here. He also received \$19.00 for August and only \$16.00 for September.
5. Ena O'Konogi (on file): She was on active duty from August 17 as Supervisor of Girls' Outdoor Sports.
6. R. Tazumi (on file): He began work about August 22 or 23 as Director of Issei Drama (shibai) which was after the separation in the drama department had been made.

The Board after hearing the cases of Happy Okajima, Fusako Kodani, John Yamauchi, Ena O'Konogi, and R. Tazumi decided that George Ono contact Dr. Powell and Mr. Kennedy and try to get some uniform Classification of division leaders in the department of the three units.

Mr. James Hirokawa, Director of Community Activities, who was called into the meeting was explained the personnel action card. It was also explained that all promotions would first go through the Fair Practice Board for approval before it was turned over to the Employment department, and that the Fair Practice Board retained all rights of rejecting or accepting promotions.

Mr. Yamamisaka of the Employment Department explained the reason the five aforementioned had received \$16.00 cash advance for September was either through oversight of Mr. Landing or through his recommendation to the Employment Department to change their Classification to Group B.

7. Taizo Suyenaga 208-1C, Adobe worker (on file): He stated he was not a member of any strike committee and was not active in the strike movement. He further stated the residents were not given a chance to voice their opinion through voting or any other means to decide on the strike problem.

8. The cases of S. Ideuye, 208-7A; Mr. Higa Seigi, 208-14H; S. Inouye, 208-5AB; All adobe workers, were also of the same nature as Mr. Taizo Suyenaga. None of these four men were on any strike committees, and all felt they were prevented from reporting to work due to pressure from the block.

The Board recommended that these men be credited with the full time for the period from November 23 to 25 inclusive, and submit recommendation to the Administrative Staff at Unit I.

9. Y. Hara (on file) 211-12E: Mr. Hara's occupation is making adobe. He stated he resided in Block 211 where the strike originated, and through pressure from the majority of the people in his block, did not report to work.

It appeared on hearing the case, that the residents of Block 211 were not given the opportunity to vote to decide on the strike question.

The Board unanimously recommended that Mr. Hara be credited with time lost during November 23, 24, and 25.

10. Y. Nakamoto, 209-14G (on file): This man's occupation is carpentry. He stated that being the head of the family he thought the welfare of the family was important, and he did not wish to risk going to work. Furthermore, he
m did not participate in the strike movement or was he a member of the striking committee.

The Board considering the case of Mr. Nakamoto recommended he be given credit and time for period November 23, 24, and 25.

A letter of recommendation from the Agriculture Department to add four workers to the Group "C" classification was read by the Secretary (on file).

The Board first considered the recommendation of Mr. James C. Murakawa, Supervisor of Nursery. Mr. Harry Shirachi, representative of Agriculture Department, explained the duties of Mr. Murakawa was to raise plants from seeds, and raising seeds and transplanting seed plants.

After thoroughly examining the case, the Board recommended the promotion of Mr. James C. Murakawa to Group "C" classification and proposed a letter be written to Mr. Kennedy explaining the responsibility of his position.

The next case was that of Mr. Jitsuzo Fukuhara, Agriculture Irrigation Engineer. It was discovered that Mr. Fukuhara had graduated as engineer and therefore, was familiar with all technical engineering problems.

The Board unanimously recommended that Mr. Fukuhara be transferred into the Group "C" classification.

Tomio Takeshima, Head Accountant for the Agriculture Department, was responsible for all accounting work was the reason for his recommendation to Group "C". However, Mr. Yamamisaka stated that a new classification was being made at Unit I which would clarify Mr. Takeshima's status.

The status of Mr. Susumu Endo, Accountant-Statistician would also be cleared, therefore, recommendation on the last two accountants were held in abeyance until further investigation was made.

The promotion of Mr. Jack Ninomiya, from Truck Crop Specialist to Foreman of Truck Crops retroactive to December 1, 1942 was briefly discussed, (on file).

The board proposed that this problem be handled directly through the Timekeeping Department as it was beyond the control of the Fair Practice Board.

The next business concerned the Personal Service Bureau and the Camouflage factory.

Mr. Ono's suggestion was that the Board make arrangements for a meeting with Units I and III and discuss the question of the Camouflage factory as it was Unit III was waiting for Unit II to make their decision.

Since the time was getting short, it was decided to meet again in the afternoon at two o'clock.

Respectfully submitted

December 15, 1942

FAIR PRACTICE BOARD

The sixth meeting of the Fair Practice Board was called to order by the Executive Secretary, George Ono on December 15, 1942 in Mr. James Crawford's room at 10:30 o'clock.

The minutes of the December 9th meeting was read by the secretary, Ida Nagano. Since there were no omissions, errors, or corrections to the minutes, it was unanimously accepted by the Board.

Mr. Ono announced that all letters of recommendations had been sent in to Mr. Kennedy in answer to the complaints discussed at the previous meeting.

The reading of the complaints followed:

1. Y. Umeda: Foreman of the Irrigation Construction Crew stated that his crew of 24 men were working in an extremely dangerous job, rolling 1000 pound concrete pipes, making ditches, and constructing checks and drops for the canal. Mr. Jack Davenport, Supervisor of the Canal Construction previous to the meeting, recommended that these men be promoted to the \$19.00--Class C for the type of work they were doing. Other Caucasian supervisors and superintendents have recognized the hard work the crew is putting in.

The Fair Practice Board recommended that this Irrigation Construction Crew be entitled to top wage of \$19.00 for the extremely hard work. Also in reference to this recommendation, Instruction 27, Section IV, Paragraph A3d was quoted. Furthermore, in accordance, with Mr. J. Davenport's recommendation, the Board felt that such a recommendation was in order.

Mr. Ono, however, pointed out that only workers under the title of Irrigation Canal workers should be entitled to the top wage, and that anyone employed only for the job as truck driver or carpenter should be classified under the respective group.

2. Herbert Yoshida, Transportation Department stated that he had been paid \$16.00 for the months of July and August, and \$12.00 had been received by his truck drivers for the same two months. He explained that he had taken this matter up to both Mr. Barrett and Mr. Empie and had been promised that this problem would be taken care of, however, nothing had been done to correct this oversight or

error. He made his plea to the Fair Practice Board with the statement that these boys and himself had been promised \$16.00 and \$19.00 respectively. The work that the Transportation Department was performing at the time was far in excess than was required, and the overtime which was put in by the drivers had been voluntary. Mr. Yoshida also made known the fact that those drivers who had driven dump trucks for about a week were paid \$16.00. However, due to the shortage of trucks the boys drove any and all types of trucks which was in this camp.

Dr. Kita recommended that the Board submit a recommendation to the Administrative Staff stating that the Transportation Department be paid the difference between what they received and the amount they should have received for the months of July and August. It was seconded by Harry Shirachi and passed.

The new Group C classification for the month of November was brought to the attention of the Board members. It was requested by Mr. Ono that, should there be any names omitted from the new list, either through oversight or for the type of work they were doing which entitled them top wage, to submit these names to the secretary.

Hiro Yamamisaka's report on the wages for doing work for Caucasian was studied by the Board members, (on file). Mr. Yamamisaka stated that all wages listed was figured on the basis of subsistence provided by the employers.

It was unanimously agreed that the list be submitted to Mr. Head and Mr. Crawford for approval. A committee consisting of George Ono, John Maeno, and Hiro Yamamisaka was delegated to go to see Mr. Head and Mr. Crawford.

A brief report was given by Mr. Ono on the investigation made at Camp III on the garnishing factory. Several people who had worked at Santa Anita had been contacted in regard to working conditions and the number of nets that could be made in a day--8 hours. The general opinion of the workers was that if the full 8 hours was put in there was a good possibility of making 990 square feet of net; however, this work took time and practice. With the supply of good masks, there would be no danger of impairing the workers' health.

The third plan of distributing the money was considered the best way to handle the earnings for the good of the people.

Since there was no further business, the meeting was adjourned at 12:00 o'clock.

Respectfully submitted,

December 22, 1942
Crawford's Office
10:30 A. M.

FAIR PRACTICE BOARD

The seventh meeting of the Fair Practice Board was called to order by George R. Ono at 10:30 A.M. in Mr. Crawford's office on December 22, 1942.

The minutes of the December 15 meeting were read by the secretary, Ida Nagano. Since there were no corrections, omissions or errors to the minutes, it was unanimously approved as ready by the Board members.

Mr. Ono announced that the recommendation which had been submitted to Mr. Kennedy in regard to the Irrigation Canal workers getting top wage of \$19.00 had been answered through Mr. C. A. Popkins. However, since the answer was not satisfactory to the foreman, Mr. Y. Umeda, it was decided that Mr. Ono contact Mr. Rupkey of the Engineering Department, and the result to be reported on at the next meeting.

The reading of complaints followed:

1. Masuo Hayashi, Carpenter, resides in Block 208. He reported to work every day but did not stay to work although he was willing to work. He did not take any active part in the strike nor was he a member of the striking committee.

Insomuch as the petitioner reported to work each morning of November 23, 24, and 25, and the fact that both Mr. Puterbaugh, immediate supervisor and Bob Kitaji, Department Head, had officially excused him, the Board recommended that Mr. Masuo Hayashi be given time and credit for November 23, 24, and 25.

2. Construction Department represented by Mr. Bob Kitaji requested that the carpenter foremen who number seven be promoted to the Group C classification for reason stated in a complaint on file.

After a lengthy discussion, by the Board members, it was recommended that all foremen who handled more than five men on the crew were entitled to \$19.00 as shown in Instruction Sheet 27. It was also brought up that foremen of skilled crews should be entitled to the top wage.

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Mr. Ono stated that according to the new classification made by the Priority Board of four Caucasians, the workers were classified under three groups--A, B, and C. It was explained that the A and B groups both received \$16.00, but the type of work was differentiated by the two letters. Therefore, should a foreman have a crew of workers under the A classification, his wage classification naturally fell under the B grouping.

It was unanimous that the carpenters would be classified under the B group and that the foremen would be under the C Classification. The Board therefore, recommended that these seven men, namely, George Y. Kimura, Masao Maeda, Bob Yoshiyama, Eitaro Yutani, Isaac Jo, George Hada, and Masanori Iyama be promoted to the Group C Classification and receive top wage of \$19.00.

The Question arose regarding the cash advance of the professional and technicians. The Board members were unanimous in recommending to the Caucasians staff that a study be made to get an increase in the budget for the coming year to increase the cash advance of the professional class.

3. The warehouse complaint was read by the secretary. However, no action was taken as the warehouse representative was not present. The matter was tabled until the next meeting.
4. Hiroshi Kitaji, Promotion from tool clerk to tool and stock manager, C rating.

Mr. Sid Shiratsuki, head of the Maintenance Department stated that Mr. Kitaji's job was a responsible one--taking care of the entire stock of tools and equipment used by the maintenance department, keeping inventory of the tools and making a monthly check up.

The Board recommended that Mr. Kitaji be entitled to top wage of \$19.00 considering his responsible job as tool and stock manager.

5. George Yagi, Accountant in Maintenance Department to be promoted to Chief Accountant C rating.

Dr. Kita stated that this problem be tabled as it needed more investigation. Insomuch as the accountant from the Agriculture Department had been turned down, it was only fair that Mr. Yagi's request should not be accepted.

The next business to be discussed was the report of the meeting of the camouflage factory held at Unit I, December 19, (on file). Two things were derived from this meeting:

- (1) That the three units put in single votes into one pot and the votes be counted by a central committee. If the factory is accepted, the work corps is to decide on the distribution of the trust fund, accepting any of the three plans proposed.
- (2) That three eligible persons from the three camps be chosen to meet with Mr. Kennedy to draw up a uniform plan to present to the people in regard to the facts and figures and arguments of the camouflage factory.

Mr. Ono stated that after the outline is drafted and drawn up, the Issei Advisors, council chairmen, block manager supervisors, and if necessary, any other officers of community organizations would be asked to approve the plans.

It was suggested by Mr. Ono that a meeting be held with the sugar beet workers to discuss the working conditions on the outside, the treatments which these workers received from their contractors, etc., in order to guarantee better contracts for the coming year. However, the Board members decided that the beet toppers should call the meeting and invite any member who desired to attend the meeting instead of the Board taking the responsibility of holding such a meeting.

Mr. Ono reported that at the Congress meeting of December 21, the Fair Practice Board had been asked to take care of the adobe situation. To date, the crew of about 30 were making an average of 100 to 500 a day, and the difference in the figures was too great.

Mr. Shiratsuki stated that there seemed to be no incentive created to make the adobe workers make more, and that the construction department should work harder in setting up plans for building schools.

Mr. Wada stated that it was not a problem of the Board to take up, as it did not deal with the wages or labor problem of the adobe crew and recommended that this problem be turned back to Congress. It was unanimously passed by the Board.

Since there was no further business, the meeting was adjourned at 12:00 o'clock.

Respectfully submitted,

January 5, 1943

FAIR PRACTICE BOARD MEETING

The ninth meeting of the Fair Practice Board was called to order by George Ono at 10:30 A. M. on January 5, 1943 in Mr. Crawford's office.

The minutes of the previous meeting were read by the secretary, Ida Nagano. Since there were no errors, omissions or corrections to the minutes, it was approved as read.

At this time, Mr. Ono made a report on his trip to the Wila River Relocation Center in Japanese. His report included the general conditions in that center such as housing, food, the clinic, and the Community Enterprise.

The Center is divided into two camps, one camp has a total population of about 5000 and the other camp an approximate population of 9000, with about 50% employed. Of the 4135 male population working, there are 819 in the Group "C" classification, and of 2022 females employed, only 185 come under the Group "C" classification.

The outside walls of the barracks are finished with white plaster boards, the roofs are red. Stoves have been installed in all the apartments, iron beds have been distributed to the evacuees. In the kitchen, the floors are concrete, and although it was neat in appearance, the workers complained that it was tiring to them. The stoves in the kitchens are operated by natural gas.

As to the food situation, there appeared to be a shortage, and in comparison to Poston, Mr. Ono stated that we fared much better. Food was served in cafeteria style.

Although the hospitals were incomplete in Camp II, he stated that there ~~was~~ were wards set up which was convenient and of great help to the evacuees.

In the canteens which Mr. Ono visited, he noticed that there was a great deal more merchandise available to the people which included hardware.

The Community Council is not the strong central group, and unlike Poston, it does not have Issei advisors. However, the block managers appeared to be the controlling body in that center.

Mr. Ono then explained in detail how the camouflage factory was operating. (on file). There appeared to be three groups which had different opinions on the factory namely: the Isseis, the Niseis, and the Kibais.

The opinion of a reverend there was that the Isseis who had children eligible for work in the factory did not object, however those without children of working age or the strong pro-Axis groups were the opposing group.

The Niseis were mainly interested in the monetary end of the factory.

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therefore accepted the net project.

The third group which consisted of Kibeis had formed a SeiOnen-kai. The opinion which the Poston group formed was that this Kibei group was more or less against the factory set up in the camp, however, the outcome depended on the action of this newly formed organization.

Other groups which were of contrary opinion were the agriculture and mess hall groups. The agriculture group did not wish to allow the weavers and the non-weavers to eat the food produced by them, as the mess halls groups objected to serving and cooking for them. Both groups based their objections on the difference of wage scales.

The work card of Miss Gloria Ishihara of the Gila River Relocation Center was discussed at length. Her work card was compared with other crews with explanations supplied by Mr. Ono. The reasons why some crews were slower than others were that individuals who entered the jobs without first forming a set crew shifted from one crew to another. The faster crews had workers who had either experience or who were adept to this type of work, and they had formed their own crew of six or eight.

There were three kinds of crews, one composed of just men, one with just women and the third was the mixed crew.

The distribution of the income from the net factory seemed to be the greatest concern, and which did not seem satisfactory to the residents of Gila. According to their plan, the weaver was allowed to keep the amount over and above the 1000 sq. ft. woven.

It was the consensus of opinion of the members present that the difference in the income between the factory worker and the WRA worker not be too great that an internal strife be caused, however, it was the understanding that enough be offered to induce the evacuees to go into the net project.

That the three camps have three separate trust funds was a definite decision, and a uniform distribution of the trust fund should be established.

Mr. Ono stated that he would give a detailed report before Congress on January 6, at their regular meeting. At that time, he would present a recommendation to Congress requesting that they handle the camouflage factory through special committees.

Since there were no reading of complaints, and as there was no further business, the meeting was adjourned at twelve fifteen o'clock.

Respectfully submitted,

January 5, 1943

Members present at the meeting.

- | | | | |
|-----|-----------------|---|-------------------------------|
| 1. | Dr. H. Y. Kita | - | Professional |
| 2. | Sid Shiratsuki | - | Service & Managerial |
| 3. | Harry Shirachi | - | Agriculture & Horticulture |
| 4. | T. Nakagawa | - | Mess |
| 5. | Taneko Irino | - | Clerical & Sales |
| 6. | T. Kazato | - | Councilman Advisor |
| 7. | John Nakamura | - | Industry - Councilman |
| 8. | John Maeno | - | Advisor to Board |
| 9. | Hiro Yamamisaka | - | Employment Head |
| 10. | George R. Ono | - | Executive Secretary of F.P.B. |

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February 2, 1943

FAIR PRACTICE BOARD

The tenth meeting of the Fair Practice Board was called to order by George R. Ono in Mr. Crawford's office, Feb. 2, 1943 at 11:00 o'clock.

The minutes of the January 5th meeting were read by Ida Nagano. Since there were no errors, corrections or omissions to the minutes, they were approved as read.

Mr. Ono reported on the school construction program which was being handled by the Education Committee and the Labor Committee of the Temporary Council together with the Fair Practice Board. He announced that the plan advanced by Mr. S. Dohi, Block Manager of 222 that each block take turns in making adobe had been accepted by the majority of the blocks. Block 229 had been selected to start the rotation. To date, Block 229 had produced 1400 bricks.

Mr. K. Ohara of the Construction Department had been asked to supervise the foundation work, and the block manager and an issei from the respective blocks had been asked to act as coordinator. To date, blocks 207, 208, and 209 ~~had turned~~ ^{were} undecided votes.

The next report which Mr. Ono made was in regard the change of classification of the Irrigation Canal workers from B to C. This change had been made through letter and contacts with Mr. Rupkey and Mr. Kennedy at Camp I. The classification change would be effective as of Jan. 1, 1943.

Mr. Ono also reported that the classification of the dieticians had been taken care of through contacting Miss Riis of Camp I. He had informed Mr. Ono that dietitic classes would start from Feb. 24 at which time all dieticians would be asked to attend. All those completing the course would be qualified for the dietician classification.

In November, a number of workers had been asked to work in the 210 Mess Hall to prepare lunch for the school children. These workers had all received job referral cards, however, they had actually put in two days work in cleaning the kitchen and since then had never been called back to work. Through letters and personal contacts, the matter had been cleared up with the workers receiving unemployment compensation and credit for the two days work.

Following the reports, Mr. Yamamisaka reported on the meeting held at Camp I in regard to the camouflage factory. He stated that Camp I had started recruiting workers. Conference with the contractor and the evacuee representatives had been to discuss wage problems. To date, it was decided that the worker put in 8 hours a day, 40 hours a week, \$4.80 per 1000 sq. ft. Soap,

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paper towels, a drinking fountain, lounging room for women, would be furnished by the contractor.

The wage scale for the non-weavers which include reefers, swampers, warehousemen, typists will be computed on the average of the 25% top weavers. The foreman will receive 10% above the non-weavers, and the supervisor 10% above the foreman.

A point of discussion which Mr. Yamamisaka reported was the \$10.00 bonus which was to be paid to the worker producing over 1000 sq. ft which was stated in the original statement.

Negotiation was also being made to get a half day's wage in case of machinery breakdown or lack of supplies.

Mr. Shiratsuki asked if medical treatment outside would be provided for in case a party should be come so seriously injured that medical attention was insufficient here.

Mr. Yamamisaka ^{said} that this question would be taken up at this morning's meeting at Camp I.

Mr. Wada asked if unemployment compensation and social security tax would be deducted from the wages, and if the worker would be allowed to draw compensation from it.

This also was to be brought up by Mr. Yamamisaka at the meeting to be held that morning.

The next report was the announcement of the result of the voting on the camouflage question. The total votes cast were 7153, of which 3743 were "no" votes to 3033 "yes" votes. Unit I had cast 3075, Unit II, 1759 and Unit III 2319 votes.

To leave the camouflage question in that state was unfavorable, therefore a unit by unit vote was decided upon. In each unit there were three propositions before the people: (1). to operate the factory and allow the workers to keep all the earnings, (2). operate the factory by units ~~or blocks~~ and set up a dividend fund, (3). reject the whole project and forget about it.

The result of the Unit II voting is as follows: Blocks 229, 227, 226, 222, 221, 220, 219, 216, 215, 214, 213, voted for the ~~Camouflage~~ ^{Camouflage} project and 207, 208, 209 and 211 voted against the camouflage. The four opposing blocks were given another chance for reconsideration.

Block 211 had passed a petition in the block with the result that 27 favored the camouflage. Block 211 had asked that they be given permission to attend the meeting to be held in the afternoon which was to decide wages, dividend fund, etc.

Block 207 at their first meeting had reported a negative answer although the residents desiring to go would not be prohibited from going.

Block 208 had reported a negative answer stating that the work might impair the health of the residents.

Block 209 reported a general "no" voted with the statement that residents going to the factory would be ousted from the block.

With the attitude of the 209 block, the Fair Practice Board felt that they should go on record that such blocks should be eliminated from sharing the dividend fund.

The three plans which were submitted by Mr. Ono were:

1. The 50-50 plan giving the factory worker 50% of the gross earnings and the other 50% going into the trust fund. Necessary deductions such as the subsistence, social security tax, and possibly the victory tax would be deducted from the dividend fund.
2. The 60-40% plan giving the factory worker 60% of the net earnings and 40% going into the trust fund ~~xxxxxxxxxxxxxx~~.
3. The original plan giving the worker WRA 16.00 wage, plus clothing allowance, and bonus for production over 1000 sq. ft. (figures on file).

The next business was the reading of complaints.

Mr. James Hirokawa who represented the Community Activities stated that he wished the following to be put into the Group C classification: John Yamauchi, Mrs. Fusako Onoye, Happy Okajima, R. Tazumi, George Hanamura, Mrs. Kazue Kozani, Portola Takata, and Minetaro H. Nishimura ~~with a statement~~ *stating the responsibility* for each person.

Mr. Ono stated that he had been in Camp I to see Dr. Powell to clear up the Recreation Department classification on many occasions but Dr. Powell had never committed himself to any definite statement.

John Yamauchi, Mrs. Fusako ~~Kozani~~ Onoye, Happy Okajima, R. Tazumi had received \$19.00 before and they ~~were~~ wished a clarification made as to why their pay had been changed to \$16.00. It was the suggestion of the Board members that a meeting of the Camp I and III Community Activities supervisor meet with Mr. Hirokawa and make a general classification. A meeting with Dr. Powell was also suggested to clear up the difference which were so prominent in the Recreation Department.

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Since there was not sufficient information on the Recreation Department personnel, it was decided to hold a meeting on the 11th of April, 1943, at the Recreation Department.

Since there were no further complaints and no further business, the meeting was adjourned at 11:25 p.m. The next meeting was held on the 18th of April, 1943, at the Recreation Department.

Block 209 reported a general no vote with the statement that residents going to the factory would be ousted from the block.

With the attitude of the 209 block, the Fair Practice Board felt that they should go on record that such blocks should be eliminated from sharing the dividend fund.

The three plans which were submitted by Mr. Ono were:

1. The 50-50 plan giving the factory worker 50% of the gross earnings and the other 50% going into the trust fund. Necessary deductions such as the subsistence, social security tax and possibly the victory tax would be deducted from the dividend fund.
2. The 60-40 plan giving the factory worker 60% of the net earnings and 40% going into the trust fund.
3. The original plan giving the worker WRA 16.00 wage, plus clothing allowance, and bonus for production over 1000 ad. ft. (figures on file).

The next business was the reading of complaints.

Mr. James Hirokawa who represented the Community Activities stated that he wished the following to be put into the Group C classification: John Yamashita, Mrs. Fusaiko Ono, Happy Oksima, R. Tazumi, George Hanamura, Mrs. Kazuo Kozani, Portola Takata, and Minetaro H. Nishimura with a statement for each person.

Mr. Ono stated that he had been in Camp I to see Dr. Powell to clear up the Recreation Department classification on many occasions but Dr. Powell had never committed himself to any definite statement.

John Yamashita, Mrs. Fusaiko Kozani, Happy Oksima, R. Tazumi had received 19.00 before and they wished a clarification made as to why their pay had been changed to 16.00. It was the suggestion of the Board members that a meeting of the Camp I and III Community Activities supervisor meet with Mr. Hirokawa and make a general classification. A meeting with Dr. Powell was also suggested to clear up the difference which were so prominent in the Recreation Department.

February 2, 1943

FAIR PRACTICE BOARD

The tenth meeting of the Fair Practice Board was called to order by George R. Ono in Mr. Crawford's office, February 2, 1943 at 11:00 o'clock.

The minutes of the January 5 meeting were read by Ida Nagano. Since there were no errors, corrections or omissions to the minutes, they were approved as read.

Mr. Ono reported on the school construction program which was being handled by the Education Committee and the Labor Committee of the Temporary Council together with the Fair Practice Board. He announced that the plan advanced by Mr. S. Dohi, Block Manager of 222 that each block take turns in making adobe had been accepted by the majority of the blocks. Block 229 had been selected to start the rotation. To date, Block 229 had produced 1400 bricks.

Mr. K. Ohara of the Construction Department had been asked to supervise the foundation work, and the block manager and an Issei from the respective blocks had been asked to act as coordinator. To date, blocks 207, 208, and 209 were undecided.

The next report which Mr. Ono made was in regard to the change of classification of the Irrigation Canal workers from B to C. This change had been made through letter and contacts with Mr. Rupkey and Mr. Kennedy at Camp I. The classification change would be effective as of January 1, 1943.

Mr. Ono also reported that the classification of the dieticians had been taken care of through contacting Miss Riis of Camp I. She had informed Mr. Ono that dietetic classes would start on February 2 at which time all dieticians would be asked to attend. All those completing the course would be qualified for dietician classification.

In November, a number of workers had been asked to work in the 210 Mess Hall to prepare lunch for the school children. These workers had all received job referral cards, however, they had actually put in two days work in cleaning the kitchen and since then had never been called back to work. Through letters and personal contacts, the matter had been cleared up with the workers receiving unemployment compensation and credit for the two days' work.

Following the reports, Mr. Yamamisaka reported on the meeting held at Camp I in regard to the camouflage factory. He stated

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that Camp I had started recruiting workers. Conference with the contractor and the evacuee representatives had been held to discuss wage problems. To date, it was decided that the worker put in 8 hours a day, 40 hours a week, \$4.80 per 1000 square feet. Soap, paper towels, a drinking fountain, lounging room for women, would be furnished by the contractor.

The wage scale for the non-weavers which include reefers, swampers, warehousemen, typists will be computed on the average of the 25% top weavers. The foreman will receive 10% above the non-weavers, and the supervisor 10% above the foreman.

A point of discussion which Mr. Yamamisaka reported was the \$10.00 bonus which was to be paid to the worker producing over 1000 sq. ft. which was stated in the original statement.

Negotiation was also being made to get a half day's wage in case of machinery breakdown or lack of supplies.

Mr. Shiratsuki asked if medical treatment outside would be provided for in case a party should become so seriously injured that medical attention was insufficient here.

Mr. Yamamisaka said that this question would be taken up at this morning's meeting at Camp I.

Mr. Wada asked if unemployment compensation and social security tax would be deducted from the wages, and if the worker would be allowed to draw compensation from it.

This also was to be brought up by Mr. Yamamisaka at the meeting to be held that morning.

The next report was the announcement of the result of the voting on the camouflage question. The total votes cast were 7153, of which 3743 were "no" votes to 3033 "yes" votes. Unit I had cast 3075, Unit II, 1759, and Unit III 2319 votes.

To leave the camouflage question in that state was unfavorable, therefore, a unit by unit vote was decided upon. In each unit there were three propositions before the people: (1) to operate the factory and allow the workers to keep all the earnings, (2) operate the factory by units and set up a dividend fund, (3) reject the whole project and forget about it.

The result of the Unit II voting is as follows: Block 229, 227, 226, 222, 221, 220, 219, 216, 215, 214, 213, voted for

the camouflage and 207, 208, 209, and 211 voted against the camouflage. The four opposing blocks were given another chance for reconsideration.

Block 211 had passed a petition in the block with the result that 27 favored the camouflage. Block 211 had asked that they be given permission to attend the meeting to be held in the afternoon which was to decide wages, dividend fund, etc.

Block 207 at their first meeting had reported a negative answer although the residents desiring to go would not be prohibited from going.

Block 208 had reported a negative answer stating that the work might impair the health of the residents.

Block 209 reported a general "no" vote with the statement that residents going to the factory would be ousted from the block.

With the attitude of the 209 block, the Fair Practice Board felt that they should go on record that such blocks should be eliminated from sharing the dividend fund.

The three plans which were submitted by Mr. Ono were:

1. The 50-50 plan giving the factory worker 50% of the gross earnings and the other 50% going into the trust fund. Necessary deductions such as the subsistence, social security tax, and possibly the victory tax would be deducted from the dividend fund.
2. The 60-40% plan giving the factory worker 60% of the net earnings and 40% going into the trust fund.
3. The original plan giving the worker WRA \$16.00 wage plus clothing allowance, and bonus for production over 1000 sq. ft.

Figures on File

The next business was the reading of complaints.

Mr. James Hirokawa who represented the Community Activities stated that he wished the following to be put into the Group C classification: John Yamauchi, Mrs. Fusako Onoye, Happy Okajima, R. Tazumi, George Hanamura, Mrs. Kazue Kozeni, Portola Takata, and Minetaro H. Nishimura stating the responsibility of each person.

Mr. Ono stated that he had been in Camp I to see Dr. Powell to clear up the Recreation Department classification on many

occassions but Dr. Powell had never committed himself to any definite statement.

John Yamauchi, Mrs. Fusako Onoye, Happy Okajima, R. Tazumi had received \$19.00 before and they wished a clarification made as to why their pay had been changed to \$16.00. It was the suggestion of the Board members that a meeting of the Camp I and III Community Activities supervisor meet with Mr. Hirokawa and make a general classification. A meeting with Dr. Powell was also suggested to clear up the difference which were so prominent in the Recreation Department.

Since there was not sufficient information on the Recreation Department personnel, it was decided to table the complaint until the next meeting to be held February 9, 1943.

Since there were no further complaints and no further business, the meeting was adjourned at 12:15 o'clock.

Respectfully submitted,

Secretary

FAIR PRACTICE BOARD MEETING

February 9, 1943

John Maeno
Masao Wada
Sid Shiratsuki
Taneko Irino
George R. Ono
T. Nakagawa

Bob Kitaji
James Abe
Charles O'oye

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Feb. 9m 1943

FAIR PRACTICE BOARD MEETING

The 11th meeting of the Fair Practice Board was called to order by Chairman, George R. Ono in Mr. Crawford's office at 10:30 A.M. February 9, 1943.

The minutes of the February 2nd meeting were read by Ida Nagano. Since there were no errors, omissions or corrections to the minutes, it was approved as read.

Mr. Ono reported that Block 211 had held a block meeting on Feb. 2 at which time they had reconsidered and decided in favor of the camouflage factory. However, Blocks 207, 208, and 209 had again turned in negative answers after given a chance to reconsider the question.

A brief report was made by George Ono on the February 2 and 3 meeting when block representatives from each block had been present to discuss the wages to the workers, distribution of the trust fund, method of recruiting workers, etc. Since no definite conclusion had been arrived at at that meeting held February 2nd, on the following day, another meeting of the block representatives was held. At that time, it was voted upon and accepted by the block representatives present, that the 50%-50% net wage scale be presented to the camouflage workers for a trial period with the provision that a change would be made if it was unsatisfactory to the workers. Four volunteers from each block who had voted for the factory were requested to go to learn the camouflage work.

Mr. Ono reported that on the 4th, a total of 31 workers from Unit II had gone to work at the Camp I factory--the average of the nets produced was about 500 sq. ft. The following day 11 new workers had gone over with an average of about 1000 sq. ft. On Feb. 8, the top crew had produced 1269 sq. ft.

There were two persons, namely Charles and Evelyn Onoye who had cancelled their applications to work in the factory as they felt that the maintenance of the Project came first.

Mr. Maeno then spoke briefly on the meeting held Saturday, Feb. 6 at Camp I with the contractor and the Camps I and II representatives. Mr. Maeno stated he worried about making the report as he had been informed of the attitude of the workers here in this camp, and that the effort of Mr. Ono and himself were not fully appreciated nor valued, and any further steps in that direction would be futile. However, through Mr. Ono's request, and in fairness to the group present, he made the following report on the contract as far as it had gone between the contractor and the representatives.

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The contracts which would be drawn up would be made separately from the two camps, however, both would contain the identical provisions.

The main articles of the contract were discussed point by point by Mr. Maeno. Article I was in regard to the contractor complying with all Federal and State laws. This point was agreed upon by the contractor. Article II was also agreed upon by the contractor, and this referred to the working hours--8 hours constituting a day's work, 40 hours a week's work, etc. Article III which asked for recognition of the Factory Committee was opposed very strenuously however, Mr. Maeno felt the contractor would compromise after further negotiations. Article IV in reference to Grievances was not mutually agreed upon by both parties. The fifth article in regard to Arbitration was opposed by the contractor. The sixth article was in reference to working conditions, overtime, wages of the foremen and general superintendent were points which needed further negotiations and conferences. However, all points which were in disagreement were to be brought up to the U. S. Engineers who would make some clarifications, and until these terms demanded by the representatives were complied with, the contract would not be signed.

It was the decision of the board members that the factory should not open here in Unit II until a contract had been signed.

Mr. Ono then reported on the number working from each block and the number of applicants waiting for this factory to open. He stated that applications could still be filed at the employment office. He wished to see the factory open here as soon as possible.

A lengthy discussion followed in regard to an unofficial meeting which had been held Sunday, February 7 at which time requests from the camouflage workers had been made to change the proposed wage scale of 50-50 net earnings to 60-40 net. As far as essential workers were concerned, these workers agreed that the medical staff and the kitchen workers were the essential workers in the camp and should be entitled to the highest dividend. However the sentiment of that group was to try and encourage the non-essential workers to work in the factory.

To clear up any disagreement or misunderstanding, it was proposed that a member from the factory group be invited to sit in and give his side of his argument and at the same time make him understand that the workers as part of the community should share the responsibility of the project. Mr. John Urabe was named to be invited to attend the next meeting.

It was the general opinion of the members that should workers feel dissatisfied with the wages, the factory committee should make recommendation to the Board for a change and not the mass of workers themselves unrepresentative deciding ~~xx~~ to change the wage scale.

~~XXXXXXXXXXXXXXX~~The Board approved the recommendation made by Mr. Onoye that those individuals desiring to stay or forced to stay on the project should receive dividend in ratio with the wages of the factory workers as compensation.

From the various rumors which were being spread in regard to poor lunches, Mr. Nakagawa stated that the supply of food coming in was very poor, however he said he would tell the ~~group~~ kitchens to make the best lunch they possibly could for the workers.

Mr. Shiratsuki suggested that a Priority Board be set up with neutral persons to handle the classification of the various occupation. Another suggestion was to form a sub committee under the Fair Practice Board representing the same six departments together with members from the factory to make up a merit rating board. This committee would make recommendation of the classification which would be submitted to the employment after it had been approved by the Fair Practice Board. *The jurisdiction of this group covers the entire labor + working conditions and not to decide the wage scale.*

Another point which was brought up by Mr. Takagawa was in regard to persons quitting the job without giving previous notice to the employer. This situation seemed prevalent at the present time with the opening of the camouflage factory in Unit One. A suggestion was made that the person who wished to leave a job should either give the employer at least five days notice or bring in a person to take his place.

Mr. James Abe stated that there was a ruling which the employer or division head the right to put a P (Penalty) after the employee's name for leaving a job without previous notice. This P meant four days unexcused absence marked against him. However, if the employer or division head was reluctant to take such action, the new employer should refuse to take on the worker until the employee could show proof that he had given five days notice to the former employer.

A suggestion was made to replace the younger men with older men as in the case of block gardeners going into the Agriculture Department and releasing the younger boys to take on jobs at the factory, etc. It was suggested that a recommendation be made to the Administration to raise the pay of some of the workers doing essential work to prevailing wages in order to keep them on the job.

Since there was no further business, the meeting was adjourned at 12:00 o'clock.

Respectfully submitted,

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February 9, 1943

FAIR PRACTICE BOARD MEETING

The eleventh meeting of the Fair Practice Board was called to order by Chairman, George R. Ono in Mr. Crawford's office at 10:30 A.M. February 9, 1943.

The minutes of the February 2 meeting were ready by Ida Nagano. Since there were no errors, omission or corrections to the minutes, it was approved as read.

Mr. Ono reported that Block 211 had held a block meeting on February 2 at which time they had reconsidered and decided in favor of the camouflage factory. However, Blocks 207, 208, and 209 had again turned in negative answers after given a chance to reconsider the question.

A brief report was made by George Ono on the February 2 and 3 meeting when block representatives from each block had been present to discuss the wages to the workers, distribution of the trust fund, method of recruiting workers, etc. Since no definite conclusion had been arrived at at that meeting held February 2 on the following day, another meeting of the block representatives was held. At that time, it was voted upon and accepted by the block representatives present, that the 50%-50% net wage scale be presented to the camouflage workers for a trial period with the provision that a change would be made if it was unsatisfactory to the workers. Four volunteers from each block who had voted for the factory were requested to go to learn the camouflage work.

Mr. Ono reported that on the 4th, a total of 31 workers from Unit II had gone to work at the Camp I factory--the average of the nets produced was about 500 sq. ft. The following day 11 new workers had gone over with an average of about 1000 sq. ft. on February 8, the top crew had produced 1269 sq. ft.

There were two persons, namely Charles and Evelyn Onoye who had cancelled their applications to work in the factory as they felt that the maintenance of the Project came first.

Mr. Maeno then spoke briefly on the meeting held Saturday, February 6 at Camp I with the contractor and the Camps I and II representatives. Mr. Maeno stated he worried about making the report as he had been informed of the attitude of the workers here in this camp, and that the effort of Mr. Ono and himself were not fully appreciated nor valued, and any further steps in that direction would be futile. However, through Mr. Ono's request

and in fairness to the group present, he made the following report on the contract as far as it had gone between the contractor and the representatives.

The contracts which would be drawn up would be made separately from the two camps, however, both would contain the identical provisions.

The main articles of the contract were discussed point by point by Mr. Maeno. Article I was in regard to the contractor complying with all Federal and State laws. This point was agreed upon by the contractor. Article II was also agreed upon by the contractor and this referred to the working hours--8 hours constituting a day's work. 40 hours a week's work, etc. Article III which asked for recognition of the Factory Committee was opposed very strenuously, however, Mr. Maeno felt the contractor would compromise after further negotiations. Article IV in reference to Grievances was not mutually agreed upon by both parties. The fifth article in regard to Arbitration was opposed by the contractor. The sixth article was in reference to working conditions overtime, wages of the foremen and general superintendent were points which needed further negotiations and conferences. However, all points which were in disagreement were to be brought up to the U.S. Engineers who would make some clarifications, and until these terms demanded by the representatives were complied with, the contract would not be signed.

It was the decision of the board members that the factory should not open here in Unit II until a contract had been signed.

Mr. Ono then reported on the number working from each block and the number of applicants waiting for this factory to open. He stated that applications could still be filed at the employment office. He wished to see the factory open here as soon as possible.

A lengthy discussion followed in regard to an unofficial meeting which had been held Sunday, February 7 at which time requests from the camouflage workers had been made to change the proposed wage scale of 50-50 net earnings to 60-40 net. As far as essential workers were concerned, these workers agreed that the medical staff and the kitchen workers were the essential workers in the camp and should be entitled to the highest dividend. However, the sentiment of that group was to try and encourage the non-essential workers to work in the factory.

To clear up any disagreement or misunderstanding, it was proposed that a member from the factory group be invited to sit in and give his side of his argument and at the same time make him

understand that the workers as part of the community should share the responsibility of the project. Mr. John Urabe was named to be invited to attend the next meeting.

It was the general opinion of the members that should workers feel dissatisfied with the wages, the factory committee should make recommendation to the Board for a change and not the mass of workers themselves unrepresentative deciding to change the wage scale.

The Board approved the recommendation made by Mr. Onoye that those individuals desiring to stay or forced to stay on the project should receive dividend in ratio with the wages of the factory workers. as compensation.

From the various rumors which were being spread in regard to por lunches, Mr. Nakagawa stated that the supply of food coming in was very poor, however, he said he would tell the kitchens to made the best lunch they possibly could for the workers.

Mr. Shiratsuki suggested that a Priority Board be set up with neutral persons to handle the classification of the various occupations. Another suggestion was to form a sub-committee under the Fair Practice Board representing the same six departments together with member from the factory to make up a merit rating board. This committee would make recommendation of the classification which would be submitted to the employment after it had been approved by the Fair Practice Board. The jurisdiction of this group would be over labor and working conditions and not to decide the wage scale.

Another point which was brought up by Mr. Nakagawa was in regard to persons quitting the job without giving previous notice to the employer. This situation seemed prevalent at the present time with the opening of the camouflage factory in Unit I. A suggestion was made that the person who wished to leave a job should either give the employer at least five days notice or bring in a person to take his place.

Mr. James Abe stated that there was a ruling which the employer or division head the right to put a P (Penalty) after the employee's name for leaving a job without previous notice. This P meant four days unexcused absence marked against him. However, if the employer or division head was reluctant to take such action the new employer should refuse to take on the worker until the employee could show proof that he had given five days notice to the former employer.

A suggestion was made to replace the younger men with older men as in the case of block gardeners going into the Agriculture Department and releasing the younger boys to take on jobs at the factory, etc. It was suggested that a recommendation be made to the Administration to raise the pay of some of the workers doing essential work to prevailing wages in order to keep them on the job.

Since there was no further business, the meeting was adjourned at 1:00 o'clock.

Respectfully submitted,

FAIR PRACTICE BOARD

FAIR PRACTICE BOARD MEETING

February 9, 1943

John Maeno
Masao Wada
Sid Shiratsuki
Taneko Irino
George R. Ono
T. Nakagawa

Bob Kitaji
James Abe
Charles Onoye

February 26, 1943

FAIR PRACTICE BOARD MEETING

The 12th meeting of the Fair Practice Board was called to order by George R. Ono in Mr. Crawford's office February 26, 1943 at three o'clock.

The minutes of the February 9th meeting were read by Ida Nagano. Since there were no errors, omissions or corrections to the minutes, they were approved as read.

Reports on the activities of the past two weeks were made by the chairman. The first was in regard to the camouflage factory and the series of meetings held between the contractor and the evacuee representatives to bring about a fair and satisfactory agreement. It was reported that the two contracts were written and signed on February 14, the Camp I contract was signed by Franklyn Sugiyama, Council Chairman of Camp I, and the Camp II contract was signed by himself (G.R.O.) as chairman of Fair Practice Board.

Mr. Ono also reported that the Camp I workers had submitted a 65%-35% net wage scale to the Council, which had been approved by Mr. George Fuji, Secretary of the Council. The 65-35 split gave 65% of the net earnings to the worker and 35% went into the trust fund. The camouflage workers participated in the trust fund, however, their share went into the block fund.

Several meetings had been held in this camp to decide what the best and fairest distribution would be to satisfy both the worker and the project worker. Mr. Ono asked the Board members to come to a decision at this meeting as a new month was approaching, and the factory in this camp would open on Monday, March 1, 1943.

Mr. Ono reported that 23 cases had been brought to his personal attention in regard to cash advances for October and November. These 23 persons had received \$16.00 but had Notice of Assignment sheets showing \$19.00. This payroll matter had been taken up to the Administrative Staff in Camp I, and notice was given whereby starting from January, cash advances would be paid according to the wage designated on the Notice of Assignments sheets.

The following complaints were taken up. Jimmy Hirokawa, Supervisor of Community Activities represented for the following petitioner s.

1. Mrs. Flora Ito, Personnel Counselor. No complaint had been brought up by the individual, however, it was reported by Mr. Hirokawa that Mrs. Ito had been receiving \$19.00 until December when she had been dropped to \$16.00 without recommendation from him. Her duties are the same as timekeeper.

Mr. Sid Shiratsuki recommended that this case be dropped until her classification was checked and clarified. It was seconded by Mr. Maeno and unanimously passed.

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2. Mrs. Kazue Kozeni, Supervisor of Adult Education. Mrs. Kozeni handles the knitting, Artificial Flower making, and adult education classes in addition to being an instructor of Adult English. The Board recommended that Mrs. K. Kozeni be promoted to Class C effective as of March 1, 1943.
3. Minetaro Nishimura, Supervisor of Go and Shogi. The Board dropped this case as they felt that this position did not warrant this individual top wage on grounds that individuals on the outside did not make a living as an instructor of parlor games, nor were they on the city list payroll for this kind of occupation.
4. George Hanamura, Publicity Supervisor. Mr. Hirokawa explained that Mr. Hanamura's position was not only painting and making signs, but he also took charge of the sign and paint department. The Board members recommended Mr. Hanamura to the \$19.00 class as this tupe of work required skill and is listed as skilled labor on the outside.
5. Jane Shigemasa, Kuniko Kodani, Dorothy Yoshioka, Matsu Yoshioka, and Maxine Uyeda, Supervisors of Nursery. Upon investigation at Camp I, Mr. Hirokawa discovered that Supervisors there were receiving top wage. It was reported by Mr. Hirokawa that these girls would be willing to spend the extra \$3.00 to purchase toys, materials and other nursery supplies. Mr. Maeno recommended that these five girls receive top wage. Mr. Shiratsuki seconded the motion and it was unanimously carried.
6. Mrs. Asa Ikeda, Sally Mizokami, Margaret Miyake, Piano instructors; Lois Kanagawa, Violin instructor. Mr. Maeno suggested that these teachers be put under the school system. However, Mr. Hirokawa advised that there were only three pianos in the camp, each placed in various parts of the camp. He also informed the group that there were over 100 students taking lessons now. Allocations of fund to this apartment were used to buy music books. As the Board members felt that instructors belong in the Professional group, it was recommended by Mr. Wada that these four teachers be promoted to Group "C".
7. Smiles Kinoshita, Legal Secretary and T. Kinoshita, Subjugation. These ~~xx~~ two persons were not given credit for three days, namely November 23, 24, 25, 1942 due to the strike in their block. Neither were members of the strike committee or were they sympathetic towards it, however due to intimidation of threats, they were prevented from reporting to work. Mr. Maeno recommended that these two persons be given credit for the three days.

8. John K. Hayashi, Superintendent of Agriculture Warehouses. Mr. Kenji Shikuma, who represented the Agriculture group stated that Mr. Hayashi was in charge of five warehouses and responsible for the incoming and outgoing of equipment, tools, seeds, fertilizer and other materials and supplies. He was also responsible for breakage and loss of equipment and tools. Due to the responsibility of the position, the Board members recommended that John K. Hayashi be classified under the "C" group.

Following the complaints, discussion on wage scale for camouflage workers was resumed. It was brought up by the chairman that the Camp III factory would soon be operating and they were tentatively planning on a 60-40 net distribution.

Mr. Maeno's recommendation to the council was a 60-40 net wage scale, giving 60% of the earnings to the factory and 40% to the trust fund; the factory workers would not participate in the trust fund. It was Mr. Maeno's suggestion that an agreement be signed by each worker before he started work at the factory assigning 40% to the trust fund to avoid any future misunderstanding. It was seconded by Mr. Shiratsuki and unanimously carried.

Since there were no further business, the meeting was adjourned at four o'clock.

Respectfully submitted,

PRESENT AT THE MEETING:

1. John Maeno
2. Kenji Shikuma
3. Sid Shiratsuki
4. Masao Wada
5. Jimmy Hirokawa

April 2, 1943

FAIR PRACTICE BOARD

The meeting of the Fair Practice Board was called to order by the new chairman David Imahara at 8:30 p.m. in the Council office of Unit II on April 2, 1943.

Mr. Imahara said a few words in Japanese that he will try his best to fulfill this position. He stressed the point, however, that he will not accept this position if he had to take care of the private employment, such as the camouflage and the Road Construction. He said that the purpose of the Fair Practice Board was to increase the benefits of the project workers, and that if there is too much to do, he cannot do a good job of it. He also explained to the members that in the instruction that he received from Mr. Kennedy stated that all truck drivers working for the Road Construction must file indefinite leave clearance and live outside the camp.

The members thought that the Camouflage problems should be taken care by the Board because the people within the camp are working there, and the Trust Fund comes from them. The Board said that the workers had to have someone to take care of their grievances. To this Mr. Imahara said that the camouflage workers should have a committee of their own because the Board does not know about every little thing that goes on in there.

Mr. Crawford read the Administrative Instruction No. 27 Article VI concerning the Fair Practice Board, and he said that he thinks the interpretation of the Instruction 27 is that the Fair Practice should cover all employment whether inside or outside the Project.

Mr. Imahara stated that the Merit Rating Board could take care of the requisition and transfer of workers, and the Labor and Employment Committee handle the requisition and distribution of workers and the labor problems.

After a lengthy discussion on whether or not the Fair Practice Board would handle the cases of private employment, it was moved and seconded that the Board will not have anything to do with the private employment problems. It will stay strictly on the Project Workers' grievances.

Next on the program was about the date and time for the regular meeting of the Board. It was decided to have a meeting once a

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week on Wednesday mornings at 9:00 a.m. At this time it was stressed that everyone be on time for the meetings.

Since there was no further business, the meeting was adjourned at 10:00 p.m.

Respectfully submitted,

Secretary

Members presentat meeting:

George Nagano
Thelma Kawakami
Kenji Shikuma
Archie Nakagawa
Iwataro Sakashita
Mr. Crawford
David Imahara

April 20, 1943

FAIR PRACTICE AND LABOR AND EMPLOYMENT MEETING

Before the meeting was called to order, the Fair Practice Chairman, David Imahara spoke to the two nominees representing the professional group who were present for an election to select a member for the Fair Practice Board.

Since there was only a small percentage of the nominees present, it was decided that they should wait until all the nominees assembled on another day before holding an election.

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With the above decision, the combined meeting of the Fair Practice Board and Labor and Employment Committee was called to order by Fair Practice Board chairman, David Imahara at 8:15 p.m. at the Block Manager Supervisor's office.

Since the functions and duties of the Fair Practice Board and the Labor and Employment Committee are closely related, Mr. Imahara reported that the two groups should combine.

A member of the Labor and Employment Committee stated that if combining the two groups meant involving work that the Labor and Employment Committee did not know very much about, he was opposed to combining the two groups. However, the functions and duties were explained, and the plan was approved.

Trivial matters would be settled by Mr. Imahara and Mr. George Matsumoto, chairmen of the two boards, and a general meeting will be called in case a large issue arises.

A discussion was held as to the name of the new committee, but no decision was reached. The group decided to leave the naming of the new board up to the two chairmen.

As for the officers of this new group, Mr. Imahara shall remain as chairman as a full-time paid work; Mr. Matsumoto, as vice-chairman on voluntary basis.

A series of requisitions for workers by various departments was next approved:

8 landscape workers, Industry workers' transfers, transportation night watchman, school math instructor, school physical ed. instructor, 5 firemen, 1 phone operator, block inspector (request for 3 cut to 2), M.P. Kitchen help, school janitor, Timekeeping foreman, express deliveryman, tractor drivers, rod and chainman, sales clerks, reporters, librarian, kitchen nightwatchmen.

It was decided that meetings be held every Wednesday morning at 9:00 a.m. to 10:00 a.m. sharp. Everyone was urged to be on time for these meetings.

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As there was no further business, the meeting was adjourned at 10:00 p.m.

Respectfully submitted,

Secretary

Members present:

H. Taketaya

~~G. Matsumoto~~

G. Matsumoto

Fujimoto

Hamada

D. Imahara

A. Nakagawa

E. Shikuma

I. Sakashita

G. Nagano

Representatives from professional group:

G. Ikeda

M. Shintaku