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Meeting of the Merit Rating
Board of Poston III

March 25, 1943

Meeting of the Merit Rating Board held on Thursday, March 25, 1943, 7:30 P.M. at Block 310-8-D was called to order by Chairman Jimmy Takashima of the Temporary Community Council.

Roll Call: Hideo Higashi, K. J. Takashima, Henry Nakaji, S. Shirazawa, T. Hasegawa, Gerald S. Wumino, Ed Takahashi being present and Harvey Iwata being excused.

Question was brought up in reference to the adobe workers being compensated \$19 per month. Explanation given by Gerald Wumino that it was the desire of the construction department to complete the school building before fall, and in order to create incentive to work longer hours, harder in production of set number of bricks, \$19 per month was accorded them by Project Director Wade Head.

Discussion was then opened in considering distribution of the Trust Fund:

- a. Allocate a set sum to each department, and let the department heads distribute as he merits the workers in his particular department.

Objection raised to this system is that the department head would be placed in an embarrassing situation in that he could not merit himself higher or highest in his department without drawing criticisms from the rest of his department.

- b. Let each of the departments set up a merit rating of their respective departments, and distribution be made accordingly by the Merit Rating Board.

On this point, it was brought out that some departments are considered more essential than others, and that some sort of merit should be set up by the Board.

- c. Trust Fund distribution to be made on the basis of project wage scale, perhaps would cause least dissatisfaction since workers at present seemed to be satisfied with present wages.

It was felt that with the coming of manpower shorages, hot weather conditions, and increased responsibilities on the key positions, there should be some incentive to keep people on essential jobs and also means of giving recognition to those for staying on these essential jobs.

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- d. Let the Caucasian department heads set up a merit rating in each of the departments. This plan was not though feasible in that many of the department heads were not continually in Poston 3 and would not be very familiar with the quality, quantity, etc. and qualifications of the individual workers in his particular department.

Discussion brought up pertaining to request made by doctors that some allocation be made for the licenses, membership fees, and books or manuals which the doctors must pay for personally and which is at present rather difficult under such wage scales as are in the project. The body felt that some arrangement must be made in these instances, so that hardship would not put upon such members whose services to the community are vital.

TENTATIVE MERIT RATING LIST

- I. Physicians, surgeons
- II. Dentists, Pharmacists, Registered Nurses
- III. Assistant Administrator
- IV. Supervisor of Block Managers
- V. School Teachers, Assistant Supervisor of Block Managers, Block Managers, Chefs, Cooks, Department Heads, Kitchen Help
- VI. Police, Fire Department, Postal, Carpenters, Maintenance, Construction, Secretaries A, Agriculture A, Industry A, Clinic Staff, Warehouse, Engineering, Motor Repairs, Time-keeping, Social Welfare
- VII. Camouflage Workers (Pending)
 - a. According to the camouflage workers, they wish to have their personal share of the Trust Fund given to their own respective block. In other words, if one block furnishes 50 workers, that block should be given 50 workers' shares.

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- b. Give each block equally a fund from the workers share, irrespective whether one block furnishes 50 workers and another block none.
- c. Give one half of the workers' share equally to all the blocks, and the other half on the number of workers from each block pro rata basis.

For instance, if there is \$1,600 in the workers' share of the Trust Fund, divide \$800 equally among the blocks in Poston 3, and the rest or \$800 on a pro rate basis of number of workers per block.

Meeting and discussions to be resumed next Thursday, April 1, 1943 at the same location at 7:30 P.M.

Meeting of the Merit Rating Board
of Poston III

April 15, 1943

Meeting of the Merit Rating Board of Poston III held on Thursday, April 15, 1943, 7:30 P.M. at Block 310-8-D was called to order by Chairman Jimmy Takashima.

Roll Call: Ed. Takahashi, S. Shirazawa, K. J. Takashima, Gerald S. Wumino, and Harvey Iwata. Hideo Higashi and Henry Nakaji being absent from the meeting.

Chairman Takashima gave a very brief report of the meeting between representatives of Poston 1 and Poston 3 on the Trust Fund, where proposal was made to have a single trust fund for the Poston project. Representatives from Poston 2 were not present at the meeting.

Discussion was opened on what the Merit Rating Board felt pertaining to a single Trust Fund for the three units:

1. In the event any of the unit's camouflage plant should close down, in the case of a single Trust Fund, the other units would be giving toward the unit which in no way is contributing their proportion.

This matter may be solved by having special clause stating that if any unit's camouflage plant closes, such unit will not receive from the other two units' share of the trust fund.

2. The argument put up by Poston 1 that since some of their workers are serving units 2 and 3, that there should be a single trust fund is good, but you can argue back that since all the offices are located in unit 1, they have advantages over the other two units and therefore not doing units 2 and 3 a special favor.
3. It is better for Poston 3 to have separate trust fund from the other units in light of the benefits to this unit and also the fact that in proportion to the population, Poston 3 has most workers and therefore would be contributing most toward the trust fund.

Recommendation of the Merit Rating Board to the Community Council is that Poston 3 have their own trust fund separate from units 2, and 3.

Recommendations of reclassification from \$16 to \$19 rating:

1. Mess Hall Workers
Kitchen Help to be classified as Cooks and receive \$19.00, Dieticians, and others with the exception of Dishwashers and Waitresses. Janitors are to be considered before decision made. Firemen-nightwatchmen to be on same basis as Waitresses and Dishwashers.
2. Subsistence Warehousemen
3. Police, Firemen, Postal, and Express employees.
4. Medical staff, ambulance drivers included. Exception of Janitors and Messengers.
5. All Agriculture Department workers, with the exception of subjugation. Landscaping still under consideration. If landscaping to be classified into \$19, janitors in mess halls to be classified into same status.
6. Social Welfare workers----5
7. Maintenance
8. Mr. Burge's department, 2 secretaries, 1 receptionist
9. Block Managers' Supervisor Secretaries
10. Legal Secretary
11. Leave Office Workers
12. Timekeepers' Department Workers
13. Transportation & Supply
14. Census
15. Community Council secretaries

MERIT RATING BOARD
MINUTES
MEETING

May 4, 1943

Merit Rating Board: Gerald S. Wumino
K. J. Takashima
Hideo Higashi
Henry Nakaji
S. Shirazawa
Ed Takahashi (absent)
Harvey Iwata (absent)

Meeting of the Merit Rating Board of poston 3 held on Thursday, May 4, 1943, 7:30 P.M. at Block 310-8-D was called to order by chairman Jimmy Takashima.

The following requisitions for workers were reviewed and decisions rendered as follows.

1. supervisor Family Welfare (housekeeper) \$16.00

Duties: cleaning in personnel barracks
Female

Rejected. It was felt that if such maids were needed, regular outside standard wages should be paid to these housekeepers.

- 2.

Nine lifeguards to the Water safety Division of the American Red Cross of poston 3.

Duties: to patrol river and pool when that is built.
Would like to start training for examinations.
Male, age about 20 years.

Rejected. It was felt that Red Cross lifeguards could be done on voluntary basis in face of the manpower shortages facing this unit. Another reason is that residents should not be going down to the river except over the week-ends.

3. one judo instructor

one judo secretary

two judo janitors

Duties: since number of students increasing, necessary to have additional staff members.

Rejected. on the basis that most of recreational activities if possible to alleviate manpower situation should be conducted in the evenings, and if possible to keep recreational activities staff members down to minimum.

4. weight Lifting instructor

Male, age about 21 years.

Duties: Instruct body building and weight lifting.

MERIT RATING BOARD
MINUTES
MEETING

May 4, 1943 (2)

rejected. reason that such activities could be conducted in the evenings on volunteer basis in face of the present manpower situation.

5. Sumo instructor
Male, age about 62 years.
duties: instruct in sumo

rejected. recreational activities could be conducted in the evenings on volunteer basis.

6. Special Talent scout
Female, about 20 years
Duties: clerical work as well as talent scout.

Rejected. Felt this was not necessary from the standpoint of being vital to the life and existence of the residents. It can be done on volunteer basis as well.

general discussion held on what divisions should be considered as necessary to the life, health and security of the residents of unit 3, and therefore could be regarded as in the "A" classification:

1. Fire department
 2. Police department
 3. Medical, dental, and clinic staff
 4. Education--teachers
 5. transportation
 6. Legal department
 7. warehouse--subsistence and supply
 8. subsistence--mess halls
 9. subsistence--steward's office staff
 10. Timekeeper
 11. Leave office
 12. Census
 13. Community council
 14. Block manager supervisor, assistants and office staff
 15. Agriculture, with the exception of janitors, messengers, soil, landscaping, subjugation.
 16. social welfare
 - 17.
- "B" classification
1. school construction
 2. sociological Research
 3. Community Activities.

departments to be checked upon:

- a. Maintenance
- b. postal
- c. Industry

MERIT RATING BOARD
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May 4, 1943 (3)

- d. poston chronicle
- e. school maintenance
- f. Block manager,s staffs
- g. Housing
- h. supply department

Approximate limitations to be placed on the following departments.

1. Administration area landscaping --10 men
2. Soil survey---0
3. Subjugation---3
4. Townsite Landscaping--10 school gardeners--10
5. public health visitors--0
But to be checked upon thoroughly first.
6. P_oston chronicle--13 for the staff members
16 delivery boys.
7. C_ensus--2
supply warehouse--10
subsistence w_arehouse--15

check upon the other departments before decision to be made on the maximum essential manpower.

meeting was then adjourned by chairman Jimmy W^h Kashima.

Merit Rating Board of
Poston 3

May 6, 1943

Merit Rating Board: K. J. Takashima
Gerald S. Wumino
Henry Nakaji
Ed Takahashi
S. Shirazawa
Hideo Higashi

Employment Manager: Charles Iwashita

Meeting of the Merit Rating Board of Poston 3 held on
Thursday, May 6, 1943, 8:00 P.M. at Block 310-8-D was called
to order by Chairman Jimmy Takashima.

Memorandum from Project Director Wade Head to Giles L.
Zimmerman, Chief of Employment Division, read to the meeting.
Contents in brief stated that Project Director Wade Head
had approved a minimum number of positions to be changed in
status from \$16 to \$19. Also positions so authorized are
within the "A" or vital class considered essential to the
continued successful operation of the Project.

Also list of positions in the "A" category read to the meeting.

Discussions were then opened on what changes in status will be
made in Poston 3 under the authorization issued by the Project
Director.

1. Office of Poston 3 Administrator: \$19.00 status
 - a. Assistant Administrator
 - b. Office Manager--Secretary
 - c. Receptionist
 - d. Property Head (Evacuee)
2. Timekeeper's Office: \$19.00
 - a. Clerks
 - b. Field Timekeepers
3. Camp Steward's Office: \$19.00
11 members of the subsistence office of the camp steward's
staff.
4. Subsistence Warehouse: \$19.00
15 workers maximum number to receive \$19.00 status
in subsistence warehouse.
5. Subsistence Drivers: \$19.00

6. Ice Delivery: \$19.00
 a. Drivers
 b. Swampers
7. Hardware Warehouse: \$19.00
 a. Bookkeeper
 b. Clerk
 c. 10 workers maximum number to receive \$19.00 status.
8. Transportation Department: \$19.00
 a. Truck Dispatcher
 b. Drivers
 c. Garbage Crew
 d. Secretary

\$19 Exception: Rubbish crew of 6 to be left at \$16.00 status.

9. Express Office: \$19.00
 a. Truck Drivers
 b. Truck swampers
 c. Workers
10. Garage Operations: \$19.00
 a. Mechanics
 b. Pumpmen
11. Agriculture:
 a. Office staff
 b. Truck drivers
 c. Executive staff
 d. Truck farmers
 e. Poultry
 f. Vegetable nursery

Exception: Soils workers \$16.00
 Administration area landscaping \$16.00
 Townsite landscaping \$16.00

12. Post Office: \$19.00
13. Industry: \$19.00
 a. 7 Executive Office staff members
 b. 6 Moyashi & Tofu workers
14. Maintenance: \$19.00
 a. Reefer
 b. Cooler attendant
 c. Boilerman
 d. Office staff
 e. Sewage disposal

f. Other workers of Maintenance dept.

15. Construction: \$19.00
- a. Adobe workers
 - b. Carpenters
 - c. Concrete foreman
 - d. Nightwatchmen
 - e. Truck Drivers
 - f. Secretaries
 - g. Workers
16. Supply Department: \$19.00
- a. Secretary
 - b. Supervisor
 - c. Foreman
17. Administration:
- 1. Community Council \$19.00
 - a. Executive Secretary
 - b. Secretary
 - c. Clerk
 - d. Typist
 - 2. Fire Department \$19.00
 - a. Chief
 - b. 3 captains
 - c. 3 engineers
 - d. 3 assistant engineers
 - e. 24 firement
 - f. 4 inspectors
 - g. 1 telephone operator, secretary
 - 3. Police Department \$19.00
Exception: Nightwatchmen---\$16.00 status
 - 4. Employment Department \$19.00
Exception: Janitors and messengers---\$16.00
 - 5. Leave Office \$19.00
 - 6. Census \$19.00
Maximum number of workers at \$19.00----5
 - 7. Block Managers Supervisor Office Staff----\$19.00
 - a. Supervisor
 - b. Assistant Supervisors
 - c. Secretaries

18. Health Personnel: \$19.00
 a. Medical clinic personnel
 b. Dental clinic personnel
 c. Ambulance department
19. Community Activities: \$19.00
 a. Lifeguards
 Limited to number of 6 only at present time
20. Education: \$19.00
 a. Nursery school personnel staff
 b. Elementary school teachers
 c. Director's office staff
 d. Librarian
 e. High school teachers
 Exception: \$16.00 Janitors
 Ground Maintenance
 Gardeners
 Housekeepers
 Messengers
 Physical Education helper
 student readers
 Radio help
 Bell ringer

Recommendations of the Merit Rating Board to have the following placed into \$19.00 status:

1. Housing.
 a. Secretary
 b. Clerk
2. Social Welfare
 All workers
3. Legal Department
 a. Secretary
4. Mess Halls
 a. Cooks "A" category
 b. Kitchen helpers "
 c. Dishwashers "
 Exception: Waitors or waitresses
5. Block Managers staffs "A" category
 a. Block Manager
 b. Assistant Block Manager
 c. Block Janitors

6. Poston Chronicle "A" category
- a. Promotion Manager
 - b. Editor-in-chief
 - c. Editor
 - d. Editorial staff, 2 workers
 - e. Stencil Cutter, Japanese section
 - f. Editorial staff, Japanese section
 - g. Stencil cutter, English section
 - h. Subscription Manager
- Minimum necessary, 9 in all
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Allocation of Trust Fund

Set aside 10% of the March, 1943, Trust Fund for hospital fund or \$456.00.

Give \$10.00 to each block as fund--total \$160.00

Divide Trust Fund on equal basis, irrespective of whether \$19.00 or \$16.00 per month, and part-time workers on part-time basis.

In order to save approximately \$100.00 per month for charges on checks issued, it was decided to give Trust Fund division at the end of the camouflage plant operations since the plant might be open only ten more days. Give a press release making facts clear to the residents so as to not have any misunderstandings.

Secretary instructed to send letter of thanks to J. Shiota, Head of Timekeeping Department for the list of those employed during the Month of March, 1943.

MERIT RATING BOARD
310-8-D
Poston, Arizona

May 14, 1943

Mr. Wade Head
Project Director
Poston I, Arizona

Dear Mr. Head:

In accordance with your memorandum of April 30, 1943, to Giles L. Zimmerman, Chief of Employment Division, pertaining to reclassification of vitally essential or "A" class from \$16 to \$19 per month, effective April 1, 1943, the Merit Rating Board of Poston 3 has after due deliberation with department heads made the reclassification of positions applicable under your directive of May 6, 1943, enclosed herewith is complete list of change of status in Poston 3.

Keeping in mind the essential departments vital to the functioning of this unit, the Merit Rating Board makes the following recommendations for your consideration and approval in addition to recommendations made by the Manpower Commission of Poston 1 and approved by the Project Director:

SUBSISTENCE - Kitchen Operations:

Chief cooks
Cooks
Kitchen Helpers
Bakers
Head Waiters
Dieticians
Janitors
Dishwashers

Justification

This decision is based on the fact that the kitchen is essential department from the standpoint of maintaining the life and health of the residents, and the

May 14, 1943

above listed personnels are vital to kitchen operations. With the extreme summer heat approaching and resulting added exertion of the workers, together with the acute problem of diminishing manpower in the center, a serious shortage of manpower in the kitchen may occur unless an added incentive, privilege, and priority to manpower is given to this department.

Therefore, in order to prevent a very damaging problem in the future, we make a recommendation that above listed personnels be given "A" classification with \$19.00 cash advance.

COMMUNITY SERVICE: Family Welfare, Clothing Allowance,
Public Assistance, Leave Procedures
Six workers

Justification

The social welfare department requires carefully selected workers who have been trained especially for this type of work, and qualified to handle various problems. Workers must be courteous, have good judgment and on numerous occasions make home calls. The six workers must handle the making of monthly clothing allowance reports, take care of all family welfare work, issuance of cash grants, handling of transfers of evacuees from one point to another, and other details of leave problems. It is evident that the six members in the office are doing work with a limited number, which otherwise requires more than at present.

Their work is certainly vital to the functioning of this unit, and the nature of the work is such that replacements are not desired as well as difficult to fill.

ADMINISTRATION - Block Managers' Staff:
Block Managers
Assistant Block Managers
Block Janitors

Justification

The above members are considered vital and absolutely necessary to maintain the proper functioning of the block

system. The Block Managers and Assistant Block Managers are necessitated not only to act as a link between the Administration and the residents; but to keep up the daily functions of the blocks. The janitors are vital in considering their duties of maintaining sanitary conditions in the block latrines, laundry rooms, and ironing rooms and do other duties pertaining to keeping within the block a healthy place.

LEGAL DEPARTMENT:

Department Head
Secretary

Justification

In the definition of "A" category, which includes activities necessary to the life, existence, and security of the residents, may we point out how great a part the legal Department plays in the security of the residents, both materially and mentally, without which law and order cannot be adequately maintained.

BOSTON CHRONICLE:

Promotion Manager
Editor-in-Chief
Editor
Editorial staff
Stencil cutter, Japanese section
Editorial staff, Japanese section
Stencil cutter, English section
Subscription Manager

Justification

In order that harmony and the proper functioning of this project be kept, probably the only means of conveying notices, bulletins, and important announcement is through the press. Not only will a written document be correctly read, but it will greatly lessen the labor involved if other means are used. Certainly the need for press may be stressed as security to the residents.

HOUSING DEPARTMENT:

Manager
Secretary

May 14, 1943

Justification

The functions of the Housing Department are to keep records of all housing facilities within the unit and the work requires accuracy and experience of the workers in this department. Such records are vital and essential.

We request your utmost consideration on the above recommendations, and shall greatly appreciate whatever you can do for us. May we hear from you soon?

Very sincerely yours,

K. J. Takashima, Chairman
Merit Rating Board
Poston 3

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Meeting of the Merit Rating Board
of Poston 3

May 18, 1943

Meeting of the Merit Rating Board of Poston 3 held on May 18, 1943, at Block 310-8-D, 7:30 P.M. was called to order by Chairman Jimmy Takashima:

Members present were:

Merit Rating Board

Jimmy Takashima
Ed Takahashi
S. Shirazawa
Gerald S. Wumino
W. Teizo Hasegawa
Hideo Higashi
Henry Nakaji

Representatives of Block Managers' Staffs

Dale Okazaki, Assistant Supervisor of Block
Managers

Toru Ikeda, Chairman of the Committee, Block 307 Manager
Jitsuo Nishida, Block 308 Manager
Masashi Hayakawa, Block 306 Manager
George Ikuta, Block 325 Manager
Ben Nakagawa, Block 318 Manager
Takeo Yabuta, Block 328 Manager
K. Karasawa, Block 322 Manager

Block Manager Toru Ikeda of Block 307 acted as spokesman for the committee. Schedule "A"--Duties and Functions of the Block Manager and of the Block Manager's Office, Duties and Functions of the Block Managers' Office Staffs (Detailed) were read by Toru Ikeda.

Chairman Takashima read letter from Tom Sakamoto, Supervisor of Block Managers to Mr. Morris Burge, Administrator Poston 3, of resignation and reasons whereof.

Memorandum from Tom Sakamoto, Supervisor of Block Managers, to Merit Rating Board of Poston 3 read stating recommendation being made that 1 Block Manager, 1 Assistant Block Manager, 1 Secretary, 3 Gardeners, 2 Carpenters were essential and should be placed into an "A" category.

Chairman Takashima gave the definition of the "A" category as stated by the Manpower Commission of Poston 1. It covers the positions which are truly essential and vital from the standpoint of life, health and security of the residents. These positions are considered from the standpoint that they are essential when the project must run on the minimum possible of available manpower.

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"A" category means priority of that position, in the event that most acute manpower shortage is here. That is, to keep the absolute minimum number essential to run the block. For illustration, in order to run the block, the block manager is necessary; in order to have a mess hall, the chef and cooks are necessary. "A" means where it is impossible, absolutely impossible to cut down the staff more than this minimum.

It is possible to have a B19 classification for those non-essential positions, but they are not in the "A" category and may be eliminated if necessary to fill the essential positions.

Statement was made by Toru Ikeda that Tom Sakamoto did not at the time the recommendation was made to the Merit Rating Board on May 6, 1945, of the meaning of "A" category and therefore left out the janitors which should have decidedly been included. Therefore, at this time, the Block Janitors are included to be placed into the "A" category.

Meeting was then opened for discussions, questions, answers, opinions on this matter:

1. Question: In the event of very acute manpower shortage, you think you cannot cut down on any single member of the Block Managers' staffs?

Answer: Yes, we feel that we cannot cut down the staff at all. When real acute manpower shortage is here, it is going to hit the blocks, and we believe that the blocks should not suffer first. We know the blocks will be asked to fill such shortages, and when it comes to actual shortage, we will be glad to alleviate the situation.

But in order to carry on the block activities, we felt that we need this number of members on the block staff. With indefinite leaves, short-term leaves, and others going out, the work of the Block Managers staffs have greatly increased-- such as helping packing up household goods, taking in of property signed up, and other things.

We as Block Managers have to recognize the manpower shortage when it comes, and we are always in a position to help out in that event. As long as actual manpower shortage is not here in this camp, all these members are essential to the camp.

Question: When the absolute rock-bottom of manpower shortage is reached here in Poston 3, on how many people can you run your Block Manager's office?

Answer: Jay Nishida--10 is the minimum on which we will need in order to operate the block office. There are a lot of departments who are not essential that can be cut down. Suppose the Block Managers' staffs have 10 as recommended, and which are considered as essential, you can cut down other departments.

Question: In the event some kitchens are down to less than half of the staff and are not able to get any replacements due to manpower shortage, would you consider it more important to keep 10 members on the Block Managers' staffs and letting the kitchens go unreplaced when the kitchens are considered absolutely necessary for the life of the residents?

Answer: When the time comes, some of the Block Managers' staffs will be willing to go into the kitchen and cut down the staff.

George Ikuta: Since coming into the Block Manager's office, I have noticed additional work coming up continually. Take for instance clothing allowances. It requires the secretary one week's time to get out a monthly allowance report. There are various requests by the sanitation department, health department, churches, and other organizations asking for reports.

With more manpower shortage, more work is bound to become piled upon the Block Manager's staff. We can't get efficiency if the staff is cut any more than 10 members.

The Block gardeners have been raising much vegetables for all the blocks and assisting with the making of pickled vegetables for mess hall use.

It has taken the Block Manager's staff in my block nearly a week to make the block shade. And I am sure that each chef in each kitchen will certify that each block has raised a lot of vegetables for each block mess hall.

Question: Ed Takahashi--When I was with the food inspection there were very few blocks that supplied the kitchens with vegetables and they still had block gardeners. I know in Block 300 at that time they were very anxious to start but Tom Sakamoto did not give any seeds because they were promised to Camp 2 and to Block 306. It is just very recently they have some vegetables, and only in a very small space.

George Ikuta: We stopped vegetable growing because the blocks were going to be leveled.

Ed Takahashi--Poston 3 Agriculture Department has not progressed very much to date in their plantings. Camp 2 is producing quite a bit, something greater than 70 tons of cabbage last week alone was delivered. They have carrots, lettuce, turnips, tomatoes, and various other items numbering about fifteen varieties. They produce enough so we can stop some of the orders to the quartermasters along with the production of Poston 1 and 2 which sufficiently supplies these certain produces.

Gerald Wumino: Poston 3 is the last of the three camps and so far only 20 acres are being cultivated. Poston 2 was very fortunate because they were able to obtain 80 acres already ready for cultivation near Parker.

M. Hayakawa: I think when the manpower shortage comes, it is necessary to cut down the departments which are not necessary.

Gerald Wumino: There is another point I wish to bring up. In the beginning of the next fiscal year with July 1, 1943, the project has to raise something like \$500,000 of vegetables for the camp. Therefore, production has to be done on cleared lands toward the north, and therefore it would not be advisable to produce in the blocks.

George Ikuta: When acute manpower shortage comes, leave the system as is. Take for example, when the agriculture department needs a certain number as 16 or 32 extra help, we can work out a method where we can borrow from the Block Managers' staffs, but leave the block managers' system as it is.

W. Hasegawa: There seems to be a confusion of the meaning of "essential". Supposing 10 or 11 members are on your Block Manager's staff, what reducing can you stand, that is what number can you really stand for the minimum essential. It concerns any other department. Timekeeping department is very essential but when we speak of manpower shortage, we have to speak on how many reduction we can stand. Suppose that department can run with 5 instead of 7, that is considered the "minimum essential".

Toru Ikeda: We still maintain that the "minimum essential" for the Block Managers' staffs are 10 in number, but we can loan some of the members of the staff for a day or so out of the week if necessary to other departments, but we do not want to cut down any member entirely. Everyone of the ten are required for serving the people in a half-way decent manner.

Ed. Takahashi: Each Block Manager's office is taking care of approximately 275 people on the average. The Steward's Department is taking care of 18,000 people with less in Mr. Snelson's office than in the Block Manager's office. We are working from 7:45 to 12:00, 1:00 to 5:00 and many times all day Saturdays, Sundays and many evenings. We are doing this taking into consideration the existing manpower shortage.

We are unloading all vegetables and meats with eight people supplying 18,000 people. We are ourselves in a position to call workers from other departments since we are entitled to such priority because we are handling the very food necessary for our existence.

We are looking at the problem from the standpoint of acute manpower shortage, when we come down to bare necessities. We are not talking about today, tomorrow, but when the actual shortage is here.

Jay Nishida: The worst block is 308. If worst comes to worst our staff will work and help in the kitchens, but I don't see how we can cut down to bare necessities. We have more trouble in our block trying to fill even some of the kitchen positions.

May 15, 1943

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Merit Rating Board

Chairman Takashima: You claim that ten in number is absolutely necessary, and if it is so, how can you lend some to the agriculture department and to the kitchens if these departments are down to bare necessities.

Jay Nishida: Cutting down to bare necessities, ten in number on the Block Managers' staffs are absolutely necessary. We are not having an actual manpower shortage here in Poston 3, so why even think of it yet. At present 10 is an absolute necessity. If you want to keep up all the work we have been doing, we have to have this number.

Chairman Takashima: When it comes to bare necessities of keeping life, health, and existence, do you think appearance counts? Each Block can take care of itself if necessary. As far as it goes, you can only have one in the Block Manager's office, and still get along.

Gerald Wumino: On account of the manpower shortage, we may have to change the systems in the kitchens to a semi-cafeteria style, where the waiters or waitresses assist with the dishwashing.

M. Hayakawa: What about Agriculture Department and other departments being put into "A" category. I would like to have an explanation.

Chairman Takashima: In Poston 1, the Manpower Commission made recommendations of certain departments to Mr. Head to be put into an "A" category. Some departments have been authorized to be put into such a category, and what has become applicable to Poston also applies to Poston 2 and Poston 3. The recommendations we have made are only on the Mess Hall, Block Manager's staff of 4, Legal Department, Housing Department, Poston Chronicle. We had nothing to do with recommendations made by Poston I Manpower Commission.

Gerald Wumino: I think the best thing to do is to have the committee of 3 take the issue up directly with Wade Head and try to get the ten members of the Block Manager's staff into "A" category.

May 16, 1943

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Merit Rating Board

- Toru Ikeda:** Mr. Burge stated to Tom Sakamoto and personally stated to me that if the Merit Rating Board makes a recommendation to Mr. Head that ten members be put into "A" category of the Block Managers staff he will back them up as much as possible.
- Ed. Takahashi:** I was just conversing with Mr. Head this afternoon and it was Mr. Head's opinion that eventually the Block Manager's staff will be cut down to three or four members. It may be that Mr. Head has the idea of running all Block Managers' offices in this project under the same system.
- Jay Nishida:** I do not think it is necessary to do as Wumino says. I don't see why the Merit Rating Board can't make the recommendation as we are requesting. If it comes down to absolute necessity, will the school construction be cut down?
- Gerald Wumino:** Evidently there is a priority on the school construction, and also it was a matter decided upon before the Manpower Commission took over the manpower situation.
- Jay Nishida:** The attitude of the Merit Board is that you go see Mr. Head yourself, and try to get what you can, but we are not doing anything about it for you.
- Chairman Takashima:** If Mr. Burge has stated as Toru says, I would like to have this committee get such a statement in writing from Mr. Burge.
- When Jay Nishida came after me yesterday to go to a mass meeting of the block managers' staffs consisting of approximately 170 persons to try to explain to the group, and I did not go, but I sent word by Jay Nishida that got a written statement from Mr. Burge of what he said, as well as a written recommendation from the Block Managers. Why was not this matter even mentioned at that meeting as I requested?
- Jay Nishida:** We, a certain number of us, felt that such a written statement was not necessary. If Mr. Burge deemed that it was necessary, that the

May 18, 1943

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Merit Rating Board

Block Managers' staffs should have ten in each block, he will try to get it for us. Mr. Burge did not guarantee to get any results. All Mr. Burge said was that he will do it for us if the Merit Rating Board recommends it.

Chairman Takahira: For our records we would like to have a written statement if such was said by Mr. Burge.

Since the Block Managers' staffs committee felt that such a written statement from Mr. Burge was not necessary, it was decided that confirmation of such statement may be requested of Mr. Burge if such a statement had been made.

George Huta: A great deal of the manpower shortage could be alleviated by the block itself. There has been organized a manpower commission in the respective blocks to cope with the situation.

Ed Takahashi: The steward's office is allowed so much to feed a certain number of people. Now the agriculture departments in Poston 1 and Poston 2, as well as Poston 3 give us 10, 30, and 60 days notices of what we may expect from their harvests. On this basis we make orders to the quartermaster's.

There are many occasions because of the adequate supply of certain products, that allowed could be diverted to ordering other supplies instead.

To date, the steward's office has had no report of the produce from the block gardens. If we have a record of the production, we could also eliminate many duplication of supplies and thus cut down waste goods.

M. Hayakawa objected to this points since he felt that the Block Gardeners were being picked upon unnecessarily. He pointed out that block gardeners were using less equipment, supplies and materials than the agriculture department and producing many more times. The block gardeners are working very hard from morning to night producing much for the respective kitchens.

It was felt, however, that such a record of production to the steward's department will cause no harm and might be a good idea.

Jay Nishida stated that in Poston 2, the whole Block Managers' staffs of 10 persons on each staff have been recommended by the Merit Rating Board to "A" status to Mr. Wade Head, so why couldn't the Merit Rating Board of Poston 3 do likewise.

May 18, 1943

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Merit Rating Board

Secretary asked to confer with Mr. George Nagano, Supervisor of Block Managers in Poston 2 on this point.

SUMMARY

The Block Managers Staffs committee representing same body requests and recommendations be made by the Merit Rating Board of Poston 3 to Mr. Wade Head, Project Director, that ten members listed as follows be put into the "A" category:

- 1 Block Manager
- 1 Assistant Block Manager
- 1 Secretary
- 3 Block Gardeners
- 2 Block Carpenters
- 2 Block Janitors

No condition whatsoever is to be made that relinquishment of any members of the staff will be made if necessary. The above ten members are in the decision of the block manager staffs vital and absolutely essential to operate the block system, and not one could be reduced even when down to bare necessity and shortage of manpower.

Discussion held among members of the Merit Rating Board as to what action should be taken on the above request of the BLOCK Managers.

It was decided that a letter be sent to Mr. Wade Head, Project Director, that "the Merit Rating Board is presenting request of the Block Managers for our recommendation which request the body is forwarding to Mr. Head for his consideration." Committee members, meeting date, and ten positions be stated in the letter as well as to give justifications as presented by the committee.

Meeting was then adjourned by Chairman Jimmy Takahira.

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MERIT RATING BOARD

Poston 3

May 19, 1943

Mr. Wade Head
Project Director
Poston 1, Arizona

Dear Mr. Head:

At a special meeting of the Poston 3 Merit Rating Board held on Tuesday evening, May 18, 1943, with a committee consisting of Dale Okazaki, Toru Ikeda, Jay Nishida, M. Hayakawa, K. Karasawa, Ben Nakagawa, Takeo Yabuta, and George Ikuta representing the 16 Block Managers staffs, a request was made by this committee for our recommendation, which request we are presenting to you in turn for consideration as follows:

The members of the 16 Block Managers staffs felt that they were absolutely necessary in order that the block mg function and therefore felt they should be given an "A" category rating. Those who are to be put into this category are:

- 1 Block Manager
- 1 Assistant Block Manager
- 1 Secretary
- 2 Block Carpenters
- 3 Block Gardeners
- 2 Janitors

The justifications as presented by the above named Block Managers' committee were:

1. With the decreasing number of manpower in all the blocks due to resettlement, and the fact that many old people and women, and children will remain, it is absolutely necessary to maintain a full block manager's staff to be able to give proper service to the residents of the block.

Sup.

2. With the manpower shortage coming on, there are many calls for assistance to the blocks, and if a full Block Manager's staff is present, it will be possible to loan some members of the staff to other departments to help alleviate the situation temporarily, but cannot release these staff members permanently.
3. The Block Manager's system cannot function without 10 on the staff, and it is absolutely necessary to have them. Other departments, in fact practically all the departments could cut down to half the number, but Block Manager's staff cannot do so without injuring their functions.
 - (a) It takes one week's hard work for the block secretary to type out the monthly clothing allowance report as well as to take care of other duties.
 - (b) The block carpenters are occupied from morning to evening daily doing much of the carpenter work as well as handling the maintenance duties within the block.
 - (c) 3 Block Gardeners are absolutely necessary to take care of the vegetables which are being supplied to the mess halls.
 - (d) Janitors have the important task of keeping up the health and sanitation of block latrines, laundry rooms and the ironing room.

Since this matter is of great interest to the Block Manager's staffs of Poston 3, may we request an early reply on this matter.

Very sincerely yours

K. J. Takashima, Chairman
Merit Rating Board
Poston 3

Meeting of the Merit Rating
Board of Poston 3

May 21, 1943

Special meeting of the Merit Rating Board of Poston 3 was held on May 21, 1943, at Block 310 - 8 - D, 9:30 a.m.

Members present were:

Merit Rating Board

Jimmy Takashima
Ed Takahashi
S. Shirazawa
Gerald S. Wumino
W. Teizo Hasegawa
Henry Nakaji

Representatives of Block Managers' staffs

Dale Okazaki, Assistant Supervisor of Block Managers
Toru Ikeda, Chairman of the Committee, Blk 307 Mgr.
Jitsuo Nishida, Block 308 Manager
Masashi Hayakawa, Block 306 Manager
George Ikuta, Block 325 Manager
Ben Nakagawa, Block 318 Manager
Takeo Yabuta, Block 328 Manager
K. Karasawa, Block 322 Manager

Chairman Takashima: This meeting called for the reason that the committee was not satisfied with the recommendation send to Mr. Wade Head. If possible not to include any personal feeling as a committee and Merit Rating Board, let's trash out the dissatisfaction in the most quiet manner.

I understand from Mr. Shirazawa that this letter we have sent to Mr. Head was not satisfactory to the committee and we like to get your opinion on it.

Toru Ikeda: At the last meeting we left with the understanding that you would talk it over and make recommendation on it.

K. J. Takashima: At that time we came to the conclusion and decided to send the letter, recommendation, for his consideration.

Toru Ikeda: We asked for recommendation but you just turned the whole thing over to Mr. Head.

Chr. Takashima: This recommendation is not our recommendation but that you wish to have us send it.

Toru Ikeda: We left with the understanding that you were ^{to} vote and see whether or not to send the recommendation but now you just turned the whole thing over to Mr. Head's decision.

Chr. Takashima: You want to know definitely whether we would

make recommendation to Mr. Head or not. I would like to discuss with the Merit Rating Board and with your opinions expressed on this matter, very frankly, the Block Managers want the recommendation or denial.

W. Hasegawa: So far as it stands we did not make the recommendation so it seems as we have started over again as just presented the case to Mr. Head.

Toru Ikeda: In other words you wish to say that that the board has said no. I want to know whether that means no.

Chr. Takashima: I believe there is room for reconsideration and for the sake of reconsideration we have gathered this morning. So I would like to understand that point and see whether we can make reconsiderations.

Since this letter has been sent, we could make recommendation on this letter once more and justifications mentioned in this letter.

Toru Ikeda: From my personal opinion, there seems to be sardonic remarks in the letter. I believe there is ill feeling and prejudice included in it. That would make Mr. Head deny it, of course.

J. Nishida: The way I look at it, it is just a letter all but asking him to refuse it.

G. Wumino: "Other departments, in fact practically all the departments could cut down to half the number, but Block Managers staff cannot do so without injuring their functions" should not be in there.

W. Hasegawa: Is that fact true? Fact is a fact.

J. Nishida: There is a feeling expressed in the letter almost telling Mr. Head to reject the recommendation. It isn't a very neutral feeling.

H. Nakaji: I believe that remark should be striction out -- the part on other departments can cut down on staff and the block managers' staffs cannot do so--.

Toru Ikeda: Has this letter been already sent to Mr. Head?

Chr. Takashima: Yes.

J. Nishida: There is a feeling of prejudiced opinion expressed.

Chr. Takashima: I believe there sufficient room for new recommendation to be sent to Mr. Head.

K. Karasawa: I believe it is better to erase the present feeling now and send a new recommendation from the Merit Rating

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Board and probably better understanding and reconciliation can be made.

H. Nakaji: I believe we can draw up a rough form and ask for approval from the committee before sending the recommendation to Mr. Head.

J. Nishida: That is the best thing to do now as one letter has been sent to Mr. Head and the best recourse to take, but it has already conveyed the impression from the Merit Rating Board.

G. Ikuta: This recommendation was being asked for that matter. I think you should have sent the recommendation to us first and get our okay before sending the matter of such nature to Mr. Head, from my personal opinion.

S. Shirazawa: But it seems Mr. Head went to Washington and since it is addressed to Mr. Head, can we take steps to disregard the second letter we sent?

Chr. Takashima: Gerald Wumino, can you call up and ask Miss Johnson to hold the letter and I will authorize you to get the letter back.

As the line was busy and Gerald Wumino was to go to Camp 1, a letter authorizing him to recover the recommendation letter was written.

Chr. Takashima: If this letter is already in the hands of Mr. Calvin, the thing to do is to make an entirely new recommendation.

J. Nishida: I think to do this over again and have the Merit Rating Board write out the recommendation unqualified with all the explanation and as added explanations why not have the committee draw up the activities of the staff? And this to go with the recommendation or separately.

G. Wumino: In other words you want a supplementary recommendation to state the activities of the Block Managers' staffs.

J. Nishida: I believe that will help the situation.

G. Wumino: I believe that is more or less necessary to go with the recommendation.

E. Takahashi: How about sending in the recommendation with the presentation of the supplement?

J. Nishida: The way it was explained in the second recommendation there is a touch of irony in it.

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Toru Ikeda: I believe that will be better because then there won't be any misinterpretation on the Merit Rating Board.

J/ Nishida: I believe it is best to put the supplementary with the recommendation.

H. Nakaji: Supposing you draw up the justifications and the board send a recommendation deriving from the justification.

G. Ikuta: It is very injurious and misinterpretation on the part of the board when they say such statement as -- It takes one week's hard work for the block secretary to type out the monthly clothing allowance report as well as to take care of other duties.-- which is naturally quite hard to believe.

H. Nakaji: Have the supplement as the main issue and our recommendation will go with it.

Chr. Takashima: You draw up the justifications and we will make recommendation on that, our unqualified recommendation.

G. Wumino: I believe the recommendation has been drawn up wrongly as to activities mentioned.

W. Hasegawa: To give recommendation of 10 Block Managers' staffs is the present issue and the kernel of the question and other things are minor details.

G. Wumino: We will make recommendation upon the supplement brought by the committee.

The plan suggested by ~~the~~ G. Wumino was agreeable with Mr. Nakaji, and Mr. Takahashi.

W. Hasegawa: There are some things that are not clear to me. Take for example what Mr. Hayakawa brought up in the last meeting about the Nursery Department on Camp 1 recommendation. They included that department as essential but did not specify or designate how many workers or what type of workers were essential. That is the point. I don't hesitate to say that Block Managers' staff is important. I rather say it is essential, no doubt about that but when you say 10 of them are essential. We must draw a certain line as there is no definite line in other departments, as to necessary or definite number of workers.

Chr. Takashima: In other words you don't want to say that 10 are essential.

W. Hasegawa: I want to say that department is essential but as to the exact number of people to run the department. But as we can't say how many are essential and how many are not, therefore, we cannot say 10 are essential. We recognize the department as being essential but you say the 10 are essential.

E. Takahashi: Some blocks may operate with only 2 on the staff while other blocks may need 9 or 11 to run the block.

J. Nishida: We do not care how many people other camps need to operate their blocks but we need 10 on the staff to run the block in Camp 3.

S. Shirazawa: In that you wish to say that 10 are being essential regardless of what other 2 camps say and you are acting as a Camp 3 and not for the three camps.

Since we committed ourselves to say that 10 were essential and first as 4 were essential, now the number is increased to 10 so the number must be mentioned to fill the purpose of the this recommendation.

W. Hasegawa: We must mention the 10 to fill the purpose and that is point of the matter. Whether or not it is feasible thing to recommend under the severe situation to come. Under that condition should we retain 10 people on the Block Managers' staffs?

S. Shirazawa: I believe the departments will adjust among themselves to relieve the situation.

W. Hasegawa: Once they are classified as essential, that department and group has priority over other groups and ~~will~~ naturally other departments will have a hard time.

Supposing we find some of the recommendation Camp 3 and 1 made feasible, we can take up the same subject in other ways as this is not final as yet.

Chr. Takashima: As the same thing should apply to Camp 1 as to Camp 3 so we want it on that supposition. And you want to say that 10 are being essential in your department then we should designate the number for other departments.

Toru Ikeda: But you remarked only 4 as being essential.

Shirazawa: Also, so far we have no complaints from other departments whether that they do not know or know and are satisfied.

H. Nakaji: The point Mr. Hasegawa is bringing out is that we should give blanket recommendation, and not designate any number.

Chr. Takashima: However, we have to weigh the facts and the Merit Rating Board cannot give everything what other people ask for. We recommended 4 as being essential to run the block in case of real manpower shortage.

J. Nishida: Do you have to designate the number of people essential to run other departments?

Chr. Takashima: We went on Camp 1's Manpower Commission's ruling.

J. Nishida: I believe if we cut down to mention the bare essential workers, the administration will shut down on employment of

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people and there will be unemployment, some work will get through and camouflage will close.

H. Nakaji: Manpower shortage comes when 15 departments start asking for people instead of one or two.

J. Nishida: I believe manpower shortage will adjust itself.

Chr. Takashima: Let's give consideration whether to give recommendation or we don't.

W. Hasegawa: My idea is this: to recommend something to take place of recommendation saying 4 is essential and to give recommendation that covers the whole department as being essential instead of naming 10 as being essential.

Toru Ikeda: By giving the 10 as being essential, there will be a chance of getting the "A" category with the justifications and activities of the Block Managers' staffs.

J. Nishida: This recommendation should be the reconsideration of the original 4 workers as being essential.

S. Shirazawa: I favor the recommendation of the staffs of the Block Managers. There is no use to argue so much as Mr. Nishida says I believe other things will adjust itself.

Chr. Takashima: Everyone on the Merit Rating Board agrees that we will make recommendation on the justifications.

Toru Ikeda: If the letter cannot be stopped, what will happen?

Chr. Takashima: If we cannot get the letter back, we will send a supplementary recommendation to the one sent on May 20, 1943.

Toru Ikeda: Do you know if Mr. Gelvin or whoever in charge will open that letter or not?

Chr. Takashima: That, we cannot tell. We will not send the new recommendation unless okayed by the committee of the Block Managers.

Mess Hall Committee headed by spokesman Mr. Yoshimine:

Roku I Susumu Ichinose, 305
Kiyozo Noji, 308

II Kenneth Kimura, 326
Saburo Shibata, 327

III Satoru Imada, 329
George Higuchi, 322

Mr. Yoshimine wanted clarification and what was being done by the Merit Rating Board and the Council on the petition for \$19 classification for the kitchen helps, cooks, and dishwashers. As the committee members could not keep on stalling when asked

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by the fellow workers, they wanted to know definitely if the petition had been turned down or not and to what extent the Merit Rating Board could help them get the \$19 pay status.

Chairman Takashima explained that the letter of recommendation was sent immediately along with the petition but as to date no words have been received. Only a memo was received from Mr. Burge saying that he will do all he can to get the \$19 pay status for the Kitchen workers.

Mr. Yoshimine also stated that other departments had secured their \$19 classification and why could not the mess hall workers get their raise. Justifications were stated as follows:

1. /Workers must keep early hours and work a full 8 hour day.
2. Adobe workers work only proportionally half a day and receive \$19.
3. Whether kitchen help or cook if they receive \$19, same pay, work is more harmonious and no hesitancy in asking each other to help.
4. As the kitchen workers are the ones more or less who sustain our life, therefore more attention should be given to their pay status while other departments workers easily acquire their \$19 pay status.

Chairman Takashima called Mr. Burge and found out that Mr. Head had denied either the petition or the "A" category recommendation but did not know which. The "A" category ruling by the manpower commission is not the ruling they will get \$19.

Mr. Yoshimine had understanding that it was not the manpower commission nor the Merit Rating Board's decision to give \$19 to the present workers and the \$19 the kitchen workers are now receiving.

Chairman Takashima clarified the fact that "A" category went into effect when manpower shortage starts and those departments in that category will get priority on workers.

Mr. Takahashi stated that Mr. Snelson had endorsed the recommendation on the petition for the raise of pay for the kitchen workers.

As soon as definite words could be received upon whether the petition or the "A" category had been denied, the committee was to be notified and they will take action as situation sees fit.

Meeting adjourned.

Merit Rating Board
Minutes
Meeting

June 4, 1943

Meeting of the Merit Rating Board of Poston 3 held on Thursday, June 4, 1943, 2:00 PM at Block 310-8-D was called to order by Chairman Jimmy Takashima.

Roll Call: Henry Yoshimine, J. Shiota, W. T. Hasegawa, K. J. Takashima, Hideo Higashi, and Gerald S Wumino present with S. Shirazawa being absent from the meeting.

Financial statement of the Trust Fund of May 31, 1943 read showing a balance of \$14,902.53.

Tentative plans for the distribution for the Month of March of \$4,576.37 were:

1. \$1.50 to all members of the Work Corps employed 15 days or more of the month and part-time workers of the dividend.
2. \$10.00 equally to the 16 blocks for block fund; $\frac{1}{2}$ of camouflage workers' share equally to all the 16 blocks and $\frac{1}{2}$ of the camouflage workers' shares on pro rata basis of number of workers to the net project to the blocks.

For the Month of April, Trust Fund check of 35 % of the net workers was \$10,883.80. Trust Fund check to be received for the Month of May will be \$8,815.13.

The reason why May Trust Fund check has not received is because the Project Attorney of Gila River Relocation Center made a protest that the accounts should be audited by a regular certified public accountant paid by the project. Therefore, all the documents are in escrow and cannot be touched. Mr. Gelvin, Associate Project Director, has wired to Washington, D.C. requesting for the release of the May check and accounts. However statement on the entire net project was made available, the total receipts for Poston 3 being \$24,225.48.

Before any distribution is contemplated, we must consider that \$2,500 has been set aside from the Trust Fund by the community Council from Poston 3 to be distributed among the hospital and clinic workers. Also \$500 from this unit is to be set aside as a hospital revolving fund. Poston 1, 2 and 3 are to combine funds in the 2-1-1 ratio--\$5,000, \$2,500 and \$2,500 respectively for the hospital distribution fund and \$1,000, \$500 and \$500 for the revolving fund.

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(2)

Question was raised whether the hospital workers would be entitled to also receiver of the Work Corps' dividend from the Trust Fund besides that of the hospital funds. The body felt that since the number of clinic workers were so few here in Poston 3, it would not matter if regular dividends were given, but this to be decided upon later.

Requests have been made to have Block funds from the Trust Funds distributed at earliest possible date. Due to all records being held in escrow and therefore impossible to obtain employment records of the camouflage workers, it would be amost impossible to make block distribution of the camouflage workers' shares.

On the basis of the above facts, meeting was then opened for discussions:

1. Unless a certain amount be designated to be distributed to the blocks, it would be impossible to make the fund distribution to the blocks just now. In othere workds distribute just the block fund from the Trust Fund without the camouflage workers' share.
2. Since the camouflage project did not operate a long as expected, it is not possible to give too much to the blocks.
3. Give \$50 to the 16 blocks for the months of March, April, and May. With this \$50 and the camouflage workers' shares, most of the blocks will get between \$75 to \$125.

It was decided by the Merit Rating Board that \$50 be distributed equally from the Trust Fund to the 15 blocks in Poston 3/

Request of Block 310 Mess Hall for some allocation to enable the purchasing of coolers for the mess hall. Matter considered and decided to allocate \$25 to Block 310 Mess Hall due to the fact that this particulare mess hall is serving the entire unit for various occasions and events.

Letter from Poston 3 Parents-Teachers Association of the Merit Rating Board requesting for a fund to be set aside as a scholarship fund to assist students in continuing with higher education read to the meeting. Discussions held were:

1. About \$300 would be sufficient for one year only.
2. About \$100 per year for a long time period.
3. Why not make it a prize money for the graduate with highest standing? This particular point, it was felt that the fund should be available to those most in need of it.
4. Appoint the P.T.A. as trustees of the fund and let them distribute as they see fit because they are more familiar with school activities than this body is.

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(3)

It was decided by assent of all members present that \$300 be set aside as a scholarship fund and the P.T.A. to be appointed as trustees of this fund.

ALLOCATIONS:

- A. \$50 to 16 Blocks in Poston 3-----\$800.00
Block Fund from Trust Fund distributed
equally, but not including camouflage
workers' dividend. Months of March,
April, and May.
- B. \$25 to Block 310 Mess Hall for Pur-
chase for coolers of the mess hall ----- \$25.00
- C. \$300 as scholarship fund for 1943
with Poston 3 Parents-Teachers
Association as trustees for this fund ----- 300.00
- D. \$2,500 set aside as distribution fund
among the medical and clinic workers.
Poston 1, 2, and 3 to contribute on the
basis of 2-1-1-----2500.00
- E. \$500 set aside as hospital and clinic
revolving fund-----500.00
-

Memorandum from Dr. John Powell, Chief of Community Activities to Poston 3 Merit Rating Board requesting that \$19.00 be granted to the teaching personnel of the Adult Education Department read by Chairman Takashima.

This matter is to be checked with the Poston II Manpower Commission and the Employment Division to be reported on at the next meeting.

Y

Request for Chester A. Posts, Principal of Poston 3, Schools, read asking that 7 members of his office staff be changed from a \$16 to \$19 status. Matter to be referred to the employment office and reported on at the next meeting.

Memorandum from American Red Cross pertaining to request of Mr. Fred Hamamoto, Director of Water Safety Division, for additional lifeguards read. Discussions were then held:
A. Under present existing conditions of manpower shortage,

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(4)

and the patrolling of the river only two days of the week, there was very little necessity of increasing the number of lifeguards just at present.

- b. If there are to be lifeguards added, let them go through the training period first to qualify as lifeguards and then put on the payroll.

It was decided to send Mr. Hamamoto a memorandum to have his presence at the next meeting of the Merit Rating Board.

Request of the Poston Chronicle Japanese Section for an addition to the staff read. At present there is one reporter and one stencil cutter. The work consists of putting out one page of Japanese section every other day. In view of these facts, it was felt that the addition of another member could not be granted. Memorandum to that effect to be sent to the Poston Chronicle.

Memorandum from C, V, Bash, Construction Department Head of Poston, 3 to Merit Rating Board read by Chairman Takashima. This is a request for all manpoer available to work as carpenters, bricklayers and laborers at the School Construction and maintenance of the camp. The members felt that there were no action they could take just at this particular instance.

The meeting was then adjourned by Chairman Jimmy Takashima/

MERIT RATING BOARD
MINUTES
MEETING

June 10, 1943

Meeting of the Merit Rating Board of Poston 3 held on Thursday, June 10, 1943, 2:00 PM at Block 310-8-D was called to order by Chairman Jimmy Takashima.

Roll Call: Henry Yoshimine, J. Shiota, W.T. Hasegawa, K. J. Takashima, Hideo Higashi, and Gerald S. Wumino present with S. Shirazawa being absent from the meeting.

The first thing taken up was the request of \$70.00 from the Trust Fund needed by the Post Office. The letter from Postmaster Ichiro Furuta was read by Chairman Takashima. It was decided to grant this request and together with the letter is to be the provision that if and when the Government furnishes the money, the money is to be returned to the Trust Fund or in the event of the termination of the camp.

A letter from Bob Hiratsuka of the Chronicle regarding the addition of seven -part-time mimeographers to the staff was read. This request was granted and Chairman Takashima called Mr. Hiratsuka on the telephone and told him the request was approved.

A requisition from the Shibai group for a Shibai worker at \$16 pay rate, age 27, male which comes under Community Activities and authorized by Mas Honda was read. It was decided to grant this request.

Mr. Hamamoto, Director of Water Safety Division spoke regarding the matter of additional lifeguards. At the present time, there are seven lifeguards. He showed a diagram indicating where he wished to place the lifeguards--2 for the wading pool, 5 for the swimming pool, 10 instructors, and one custodian for the life-saving equipment. The question as to advisability of going to the river after completion of the pool will be decided at a later date. Discussion was opened and questions asked. It was decided to discuss this matter over later and give recommendation at the next meeting. A suggestion was that we check with Camp 2 to find out how many workers there are in the Red Cross at the present time.

The matter of \$19.00 be granted to the teaching personnel of the Adult Education Department was checked with Camp 1 to find how much the instructors there were receiving. Only translators and Department head is on Class A rating and the rest are all \$16.00. It was decided to recommend that the instructors be put on \$19.00 pay.

A letter from Hideo Higashi, Director of P~~Q~~3AA regarding allocation from the Trust Fund for softball equipment was read by Chairman Takashima. It was decided to leave this matter up to the Community Council to decide.

The meeting was adjourned by Chairman Takashima.

Meeting of the Merit Rating
Board of Poston 3

June 24, 1943

Copy
Meeting of the Merit Rating Board of Poston 3 held on Thursday, June 24, 1943, 2:00 P.M. at Block 310-8-D was called to order by Chairman Jimmy Takashima.

Roll Call: All members present.

Since the Red Cross representatives are here, I think we will take up first regarding the additional fifteen life-guards on their force. Dr. Powell was to be here at this meeting but called and thought it was necessary to have fifteen life-guards. Mr. Mas Honda of Community Activities stated that the report from Dr. Powell was that life-guards were subject to increase. Discussion was held on this matter. Merit Rating Board members left room for a vote. Decision was to leave it up to eight persons as it is at present and when the pool is completed, then other arrangements will be made. This decision was given to Messrs. Hamamoto and Watanabe of Red Cross Department.

Mr. Masami Honda of Community Activities stated that under the new organization of Issie Activities, only twenty-four workers including shibai, nagauta, odori, flower arrangement will be allowed with shibai having fourteen workers. All departments will subject to decrease. A request for supervisor of summer activities was requested by Mr. Honda. The Merit Rating Board unanimously approved the request for supervisor of summer activities.

Regarding the increase of wage of six persons in the sewing Department, in Camp 2 seventeen are receiving \$19 and in Camp 3 twenty-eight are employed and only one is getting \$19 and 26 are \$16 and one part-time worker. This request was granted.

A memorandum from Employment to Community Activities regarding the request of another shibai worker was read by Chairman Takashima. This person is not receiving credit for the time he has put in. Suggestion was that a memorandum be sent to shibai stating that no increase of members is allowed and the limit is 14 workers as of July 1, 1943 so it would be advisable not to hire this man in question.

Request from the Public Library head for increase of the workers there from \$16 to \$19 was taken up. According to a memo from Mr. Shiota, Timekeeping Dept. only eight working at present in Camp 3 and in Camp 2 there are ten and all ten are receiving \$19. This request was granted. The increase to \$19 will be effective July 1 for sewing dept. and Library.

creation of a Man Power Commission with duties, powers and membership was passed by the community council and was read by Chairman Takashima. The letter regarding this resolution to Mr. Wade Head was also read. It was suggested that the name be changed to Man Power Commission after Mr. Head approves this Man Power Commission. The same members of the Mexit Rating Board are to be on the Man Power Commission as approved by community Council.

The meeting was adjourned by chairman Takashima.

MERIT RATING BOARD
MINUTES
MEETING

July 24⁴, 1943

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