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MEETING OF THE MANAGEMENT COMMITTEE

February 12, 1943

A joint meeting of the Management Committee and Store and Service Managers of the Tule Lake Cooperative Enterprises, Inc., was called to order by acting Chairman, T. Kawasaki.

Those present were:

Management Committee:

Ward II-----S. Ikeda
" V-----H. Hashimoto
" VII-----K. Horike

Managers:

George Ikegami, Y. Shibata, Miyahara, Akiyama, Ishizaki,
Nishimoto, M. Terada, R. Koizumi, L. Nakano, H. Sunada,
and H. Ichimura

Scrip Cashier----Jiro Goto
Education Leader----J. Sakamoto
Ass't Ex. Sec.----T. Kawasaki
Research Director----Takeo Yoshihara

Since a quorum was not present, with the assurance of the Management Committee of the performance to carry out of all favorable suggestions of this group, a discussion was held on the following points:

All Scrip received will be placed in the cash registers and those without the defaced cancellation mark will be given in change for purchases. Individual records of Scrip purchases by people for small amounts will be kept temporarily. For the convenience of the customers, when they do not have Scrip nor sufficient cash to buy a Scrip Book, accommodations will be made to sell small amounts of Scrip. More change will be kept on hand for scrip sales. Canteen check service is not being utilized by the members. On bank days, the service charge is 10¢ and approximately \$10,000 is handled by the bank on Tuesdays and Thursdays. Co-op check service is available on Mondays, Wednesdays, and Fridays at 2:00 P.M., but the amount handled averages only \$600 to \$1,000.

Following suggestions and proposals of the Employees Discussion Groups were presented to the committee for consideration:

1. Their request for installation of lockers and wash basins in each store is not possible because of priority. Wash buckets and towels will be supplied.
2. Permission for workers to sell mail-order goods for the accommodation of customers when the latter are unable to use the merchandise received will not be granted.
3. A letter will be sent to the mail-order department of Sears Roebuck and Co. requesting more careful attention to the correct filling of colonists' orders.

4. The manager of each store or service unit is in a position to answer inquiries of customers.
5. No discounts on large purchases of Scrip Books will be granted because of discrimination in favor of those having financial advantage.
6. Arrangements for cashing of small checks issued by Sears Roebuck & Co. at the Canteens is under consideration.
7. A drawer or tray will be built for the Scrip salesgirls as a means of safekeeping Scrip sales proceeds.
8. To give employees a general knowledge of the business operation a bulletin board will be set up and information posted from time to time. In addition, employees may secure information from their Managers upon request.
9. Price discrepancies throughout the Canteens will be abolished by price co-ordination upon the adoption of a retail sales control system soon.

The meeting was adjourned at 11:30 P.M.

Respectfully submitted,

(sgd) Takeo Yoshihara

/s/ Sec. Pro temp

MINUTES OF JOINT MEETING OF AUDITING AND MANAGEMENT COMMITTEES
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

February 19, 1943

A joint meeting of the Auditing and Management Committees of the Tule Lake Cooperative Enterprises, Inc., was held on February 19, 1943, at Building 717-A at 7:30 P.M. Mr. K. Sugimoto, Treasurer, presided.

There were present:

	Auditing Committee	Management Committee
Ward 1	M. Fukai	M. Sakaguchi
2	Y. Shibata	K. Ikeda
3	Y. Hitomi
4	M. Miyamori
5	K. Hayashi
6
7

Past Ex Officio: R. Kitade (Management)

The Chairman stated that the purpose of the meeting was to study and discuss the Retail Control System. He emphasized the following argument for such a system:

1. Insurance of a smooth-running management.
2. Avoidance of theft, losses, etc., to as great an extent as possible.
3. Facilitation in compiling reports on condition, etc.

The Assistant Executive Secretary was requested to ascertain the legality of issuing checks of the Co-op as a form of money order.

The committee made recommendations to the Board of Directors as follows:

1. Maintenance of check cashing service all day.
2. Limiting of amount to \$100 for any one person; provided, however, that changes in this regulation be made whenever more funds are available.

The meeting was thereupon adjourned at 9:30 P.M.

Respectfully submitted,

(sgd)

Assistant Executive Secretary

MINUTES OF MEETING OF MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

March 5, 1943

A meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held at the Co-op office at 717-A, at 8:15 P.M. In the absence of Mr. K. Ikeda, T. Kawasaki, Assistant Executive Secretary, presided.

There were present:

Ward 1. M. Sakaguchi
3. Y. Hitomi
5. H. Hashimoto
7. S. Hori
Ex Officio: R. Kitade

The Chairman reported that all of the committee's recent recommendations to the Board had been accepted with the exception of its recommendations on the selection of an "Advisor to the General Manager" and on the centralization of the dry goods division.

The recommendation of the centralization of the dry goods division was again discussed. The following conclusion was reached after considerable discussion:

Different types of goods should be centralized at the various canteens. Each canteen should specialize in its respective line, such as hardware or dry goods, with a sales force experienced or expert in the featured line. The canteens would carry, in addition, drugs and sundries, groceries, etc.

The recommendation was made from the standpoint of economy in stocking the stores, and service, as well as convenience, for the colonists. The warehouse would also benefit from the centralization in that the distribution of goods would be greatly facilitated. The committee therefore strongly urged reconsideration of its recommendation.

The members stressed the fact that extreme caution in purchasing expensive seasonal goods should be exercised and that such caution be transmitted to the buyers.

The matter of allowances of indemnities at the Shoe Repair Shops was brought up for discussion. The consensus was that indemnities for damages to shoes being repaired should be eliminated in view of the fact that the charges are nominal and that materials for repairs are expensive and difficult to obtain. It was agreed that the actual cost of repairs, at least, be charged in all cases. The amount to be charged would be left to the discretion of the shop managers.

MINUTES OF THE MANAGEMENT COMMITTEE

April 16, 1943

The regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held on April 16, 1943, at 7:30 p.m., at 717-A. Chairman K. Ikeda presided.

Those present were: Messrs. Hashimoto, Ikeda, Seiki, Sakaguchi, and Hitomi. Mr. F. Tonomura was also in attendance as a guest.

A discussion was held on the advisability of installing the cash register system of recording patronage records. Consensus was that operation under the scrip plan incurred too great an expense and that the purchase or renting of cash registers should therefore be given immediate consideration. The Committee felt that if the registers could not be rented, they should be purchased on an installment plan, and decided that a recommendation to this effect be submitted to the Board of Directors for its approval.

Chairman K. Ikeda spoke at length on the incident which occurred at Canteen #2 and the Committee on Committees' recommendations in regard thereto. It was explained by Mr. Ikeda that the said Committee's suggestion on the hiring of supervisors for the canteens had been rejected by the Board of Directors, and that the Management Committee was not being requested to take up the problem. He further declared that at a managers' meeting which he attended, the managers had expressed the opinion that someone from among the canteen employees should be selected to help supervise to avoid any possible friction likely to arise if an outsider were chosen.

Mr. Tonomura, speaking in behalf of the Committee on Committees, revealed the following sentiments of his committee on the theft incident and the lax conditions reported to be prevalent in the canteens:

1. Fines should be imposed upon persons committing thefts.
2. The addition of three or four supervisors in the canteens will save money.
3. All scrips are not defaced.
4. The canteens are being operated, not for the employees, but for the 6,000 members.
5. The various committees are responsible for the correction of the many defects existing in the present system of operation. If the committee members cannot properly discharge their duties in this respect, they should resign.
6. There should be representatives from each of the seven wards to act as supervisors in the stores, and the seven so selected should be known as the Board of Supervisors. These persons should furthermore be of high integrity.

The members of the committee felt that their lack of knowledge of the Co-op's management is detrimental to the proper performance of their duties. They requested more power to conduct investigations when and if necessary. The matter will be taken up for further discussion at the next meeting.

There being no further business, the meeting was adjourned at 9:45 P.M.

Respectfully submitted,

(sgd) T. Kawasaki

Secretary pro tem.

MINUTES OF MEETING OF MANAGEMENT COMMITTEE OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

April 2, 1943

The meeting was called to order by Mr. K. Ikeda, Chairman,
at 7:55 P.M.

The following members answered the roll:

M. Sakaguchi	Ward 1
K. Ikeda	Ward 2
Y. Hitomi	Ward 3
F. Dairiki	Ward 4
H. Hashimoto	Ward 5
S. Seike	Ward 6
James Sakamoto	Ward Ed. Leader
George Ikegami	General Manager
T. Kawasaki	Ex. Secretary
L. Oki	Personnel Director

S. Hori, Ward 7, was absent.

SUBJECTS OF DISCUSSION

1. Mr. K. Ikeda brought recommendation from Ward 2 in regards to Canteen #4--to close it permanently or reduce its size to one-half because sufficient business is lacking to offset the expense. The committee decided to have Mr. George Ikegami investigate this matter further and report back at the next management committee meeting.

2. On the matter of subsidizing the Community Activities, the Committee decided to table it.

3. The subject of manufacturing bean cakes and miso to be marketed by the Co-op was discussed. Mr. K. Ikeda reported that the necessary equipment is available from Sacramento.

Mr. George Ikegami stated that five 100-pound sacks of soy beans were ordered at the cost of six cents per pound.

After lengthy discussion the committee decided to make recommendation to the Board of Directors to make necessary arrangements and manufacture the "miso" and "tofu."

4. The incident of Canteen #2 in regards to loss of scrip and cash (refer to the minutes of Executive Committee meeting of March 30, 1943) was brought to the attention of the committee by Mr. K. Ikeda.

The committee recommended that a thorough investigation be made on this case and that in the future any employees, especially

those who are to be assigned to a responsible position, be carefully chosen for their integrity. The matter of investigation was left up to the chairman, K. Ikeda.

5. The purchasing of cash registers for the purpose of replacing scrip books to keep patronage records was discussed.

Mr. George Ikegami made the following report as supplied by the National Cash Register Company.

New cash register (capable of handling four departments)
\$495.00 - 5% discount.

The local Co-op required 15: #1 Canteen --3; #2 Canteen--3; #3 Canteen--2; #4 Canteen--2; #5 Canteen--1; each of two service departments--1 each; News stand--1; and 1 extra.

The National Cash Register representative placed an exchange value of \$275.00 each for the 7 cash registers which are on hand. The terms of payments--18 months with no carrying charges. After lengthy discussion, the Committee tabled this matter until more facts can be obtained from the other relocation centers where its use has been discontinued.

6. Mr. Y. Hitomi of Ward 3 brought recommendation in regards to rigid supervision in purchasing of merchandise to eliminate "Dead stock" (merchandise unfit for the colonists or in case of shoes--misfit sizes.)

After deliberation the committee decided to recommend a "sale" on those items and to prevent recurrence in the future through selective buying.

7. Ward Educational Leader, Mr. James Sakamoto, requested the committee to release some funds (\$75.00 to \$100.00) for an Educational Program to be conducted very soon from ward to ward.

The committee made recommendation to the Board of Directors to release the required sum for the Educational program.

8. The recommendation by the Employee Relations Committee in regard to "day off" was brought up for discussion. After a short discussion, the Committee decided to hold a joint meeting with the Employee Relations Committee in the near future.

As there was no further business, the meeting was adjourned at 11:15 P.M.

Respectfully submitted,

(sgd.) Louis M Oki
Secretary pro tem

8. The deliveries of all scrips and cash should be supervised.
91. Decisions made or recommendations approved by the Board which require immediate action should be so treated.

Other arguments presented at this meeting were:

1. The ass't Managers should participate more actively in the management of the stores. The managers would thereby not be required to do any clerking.
2. A shed should be obtained to house the stoves until needed again.
3. The general manager should be chosen as soon as possible, and he should be preferably an older person and one who is not contemplating immediate relocation.
4. Lights should be placed on the sides of each canteen.
5. Watchmen, even though as many as three may be required, should be stationed at the warehouse.

There being no further business, the meeting was adjourned at 11:00 P.M.

Respectfully submitted,

T. Kawasaki
Secretary Pro Tem

MINUTES OF MEETING OF MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

May 14, 1943

A regular meeting of the Management Committee of the Tule Lake Co-operative Enterprises, Inc., was held at the Central Office, 27-A, on May 14, 1943, at 7:30 P.M. Chairman K. Ikeda presided.

There were present: K. Ikeda, H. Hashimoto, F. Dairiki, K. Matsumoto, and S. Kubo, General Manager.

A discussion on the poor work being done by the Comart Studio on the colonists' orders referred to the Management Committee by Ward III; was held. Upon suggestion made and accepted, the Executive Secretary will be requested to confer with the Administration in regard to possibilities of employing an expert Japanese photographer.

It was disclosed that recommendations for the closing of Canteen #4 have been received from Wards III and V. After considerable discussion on the matter, it was decided that the Management Committee recommend the discontinuance of Canteen #4 to the Board of Directors on the grounds that its operation is not profitable and that the population of the Project will be decreased in number in the future due to relocation.

A request for the distribution of Montgomery Ward mail order packages at the canteens where the orders were placed, as suggested by Ward III, was brought up by the Chairman. The consensus of the committee was that since compliance with such a request would necessitate the employment of additional employees, the plan is not advisable at the present time. The committee, however, approved and accepted a suggestion made by the Ward II Assembly regarding notices of arrival of mail orders; such notices will be sent to customers hereafter on arrival of shipments.

The problem of the menace created by empty pop bottles scattered around the Project, referred to the committee by Ward II, was presented. It was stated that a special arrangement had been made by the General Manager with the Boy Scouts for the collection of the bottles.

The retail Control System was discussed by the committee. It was the opinion of the attending members that unless a more accurate check can be kept, the control system is useless and should therefore be abolished.

The Management Committee went on record as opposed to the manufacture of new shoes at the Shoe Repair Shop due to the fact that the Co-op may be liable to investigation by the Government in this matter and to consequent undesirable complications.

The Board of Directors will be requested by the Management Committee to notify them of the decisions reached with respect to the recommendations and suggestions acted upon or submitted by the committee.

A discussion was held on the procedure being followed in the placing of orders by the various buyers. The Management Committee felt that the General Manager should be consulted by the buyers in regard to contemplated purchases, and the General Manager, in turn, consult with the Management Committee if he considered it necessary or advisable. In any event all orders placed by the buyers should have the previous sanction of the General Manager.

There being no further business, the meeting was adjourned at 10:00 P.M.

Respectfully submitted,

/s/ K. Ikeda

Secretary pro tem

MINUTES OF MEETING OF MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

May 28, 1943

A regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was called to order by Chairman K. Ikeda, at 7:30 P.M., on May 28, 1943, at the Central Office, 717-A

There were present: Y. Hitomi, H. Hashimoto, K. Horike, F. Dairiki, K. Ikeda, and S. Kubo, General Manager.

The status and rights of members leaving the project were discussed by the committee. The members felt that a report should be published in the Tuelan Dispatch, setting forth the rights of such members to dividends on their recorded patronage and the distribution of them thereof.

The question of the eligibility of block nationals to membership was submitted. A clarification on the issue was requested.

A discussion was next held at length on the manufacture of new shoes. The committee strongly favored its discontinuance in view of possible violations of the Government ration order on shoes. It was furthermore agreed that the Co-op should not contemplate entering into the manufacture of other articles or products as more and more colonists will leave the project on relocation.

Due to the issuance of the new regulation banning the ordering and shipment of fresh fish to the colonists, the committee stressed the urgency of expediting the establishment of the Co-op fish market.

The subject of the motion picture theater was brought up by the Chairman, but was tabled pending receipt of further details.

With regard to the employment of a successor to Mr. Tsunoda as hardware and grocery buyer, the General Manager, the committee felt should employ a competent person to fill the vacancy if and when he deemed it necessary.

The Committee members expressed a desire for an invitation from the management to hear reports of the buyers on their return from the buying trip.

As there was no further business, the meeting was adjourned at 10:00 P.M.

Respectfully submitted,

/s/ K. Ikeda

Secretary pro tem

MINUTES OF MEETING OF THE MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

June 11, 1943

A regular meeting of the Management Committee of the Tule Lake Co-operative Enterprises, Inc., was held at the Central Co-op Office, 717-A, on June 11, 1943, at 7:30 P.M. Chairman K. Ikeda presided.

There were present: K. Ikeda, Y. Hitomi, H. Hashimoto, F. Dairiki, and K. Matsumoto. There were also present: S. Kubo, General Manager, Messrs. M. Miyahara, Osuga, and F. Fukuda of Shoe Repair Shop #1, and Isamu Shijo, Ward II Educational Leader.

The representatives of the Shoe Repair Shop requested that they be permitted to continue making non-rationed shoes for acted as an incentive to the workers. Since definite information as to the definition of a rationed shoe was not on hand, it was suggested and agreed that a study should be made and such information be obtained.

In view of the crowded condition at Shoe Repair Shop #1, it was also agreed that the public should once more be informed in both English and Japanese that shoes left for repairs should be called for within a week.

A suggestion was made that the Mail Order Department be separated from the other units of the Co-op and a set of books established solely for the department, dividends on orders to be paid from any surplus derived therein.

With regard to prices on tobacco, it was decided by general assent that no mark-up should be effected in view of the rapid turnover in the department.

A recommendation that one-half of the canteens be closed one afternoon and the remaining half be closed the next afternoon, possibly Wednesday and Thursday afternoons, was made and will be transmitted to the Board.

The committee sanctioned the issuance of \$2.50 grants in lieu of shoes to have been distributed to employees on the payroll on October 21, 1942, and still employed by the Co-op.

The committee also approved the replacement of worn aprons, provided materials are available.

The Honor Roll System for Co-op employees was approved following discussion thereon.

All Co-op employees will be requested to wear their work badges.

The cashing of checks at the canteens was discussed. A recommendation that 5¢ charges be made on all checks cashed at the canteens will be forwarded to the Board. A discussion was held on the facilitation of check cashing through the distribution of additional change at or before noon to the various canteens.

The production of miso and tofu by individuals in the project was discussed and scored by the committee members. It was requested that the sale of miso at the canteens be discontinued until the Co-op can produce its own since individual enterprises are in violation of WRA policies.

Respectfully submitted,

/s/ Isamu Shijo,
Secretary pro tem

MINUTES OF MEETING OF MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

June 25, 1943

A regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held at the Central Office of the corporation at 717-A, on June 25, 1943, at 8:00 P.M. Chairman K. Ikeda presided.

There were present: M. Sakaguchi, K. Ikeda, Y. Hitomi, F. Dairiki, H. Hashimoto, K. Matsumoto, and H. Tsubota. There were also present: General Manager S. Kubo and Ward Educational Leader Isamu Shijo.

The sale of cherries, watermelons, strawberries, cucumbers, and similar perishables at the canteens was discussed. In reply to a statement that the prices were exceedingly high, Mr. Kubo pointed out the fact that prices are high on the outside--a fact which is not fully realized by the colonists. It was recommended that sales of costly perishables should be limited.

A discussion was next held on the reactions of the various wards on the theater building proposal. The consensus was that the Co-op should proceed with negotiations and plans for its establishment and in the meanwhile obtain the entire colony's vote on the proposal.

A suggestion from the Ward Chairmen's meeting for one matinee and one night showing, closing at about 10:00 P.M., and the elimination of Sunday night showings was accepted on discussion.

Criticisms being made with regard to the sale of anti-Japanese comic books at the magazine stand were reported. It was recommended that such sales, at least of the most offending, be discontinued if possible.

The problem of bottle refunds on soda pop sold to sponsors of parties in cases where refund slips have been lost was brought up for discussion. Mr. Kubo explained that the imposition of deposit fees had been necessitated by the demands of the bottlers for the return of bottles with orders for soda pop. He further stated that a separate area for the safeguarding of empty bottles will be obtained and that thereafter no deposit slips will be issued and refunds will be made on returns of bottles alone.

The conditions in the mail order division were discussed. It was announced that the mail order department and laundry service department will be placed under one division entirely separate from the other divisions, and that dividends, if any, will be paid from the profits derived in that division.

A request for the expedition of the declaration of patronage dividends was made.

Following a discussion, it was decided that a recommendation to the effect that the Management Committee be consulted previous to the sanctioning of further buying trips be forwarded to the Board of Directors.

Refreshments were served and the meeting was adjourned at 9:45 P.M.

Respectfully submitted,

/s/ Isamu Shijo
Secretary pro tem

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MINUTES OF MEETING OF THE MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

August 6, 1943

A regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held at the Central Office, 717-A, on August 6, 1943, at 7:45 P.M. Chairman K. Ikeda presided.

There were present: Y. Hitomi, F. Dairiki, M. Sakaguchi, K. Matsumoto, and K. Ikeda. Those absent were: H. Hashimoto and H. Tsubota.

The recommendations from the Committee on Committees were read by the Chairman.

Owing to the W.R.A. segregation policy, the members of the Management Committee believed that the Co-op would be confronted with great difficulties; the committee therefore recommended that the Board of Directors take the matter up with the Project Director to obtain financial assistance from the National W.R.A.

The committee also recommended that the Board send an inquiry to O.P.A. with reference to the issuance of shoe ration coupons to the colonists.

The meeting was adjourned at 10:45 P.M.

Respectfully submitted,

/s/ K. Ikeda

Secretary pro tem

MINUTES OF THE MANAGEMENT COMMITTEE OF THE TULE LAKE
COOPERATIVE ENTERPRISES, INC.
1325 BELL STREET, TULE LAKE, CALIFORNIA, U.S.A.

August 27, 1948

A special meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held on August 27, 1948, at the Central Co-op Office, 717-2, from 7:30 P.M. Chairman A. Ikeda presided.

There were present: A. Ikeda, F. Bairiki, and H. Tsubota. The attendance did not constitute a quorum, but the Committee members present decided to proceed with the business of the day, their decisions to be subject to ratification of the absentees.

In order to have the group present understand and clarify the purpose of the meeting, the minutes of the special and regular meetings of the Board of Directors, held on August 19 and 23, 1948, respectively, were read by the Executive Secretary.

The Committee members present unanimously approved the Board of Directors' of the proposals of the Amache Consumer Enterprises, Inc., submitted by Mr. Otto Rossmann, Senior Advisor of the Business Enterprises, WPA, Washington, D.C. A lengthy discussion was held with reference to possible candidates to be sent to the conference, representing Tule Lake Cooperative. The Management Committee recommended Mr. S. Kubo, General Manager, Mr. Corke Matsuzaki, former Executive Secretary, and the other delegate, preferably a buyer, to be recommended at a later date.

As there was no further business, the meeting was adjourned at 8:15 P.M.

Respectfully submitted,

/s/ B. Akitsuki
Secretary pro temp

MINUTES OF THE REGULAR MEETING OF THE
MANAGEMENT COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INCORPORATED
October 29, 1943

The regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc. was held on October 29, 1943, at 717-1, from 7:30 P.M. Ex-Officio member, Y. Tsukamoto, presided.

Those present were: Messrs. S. Morimoto, K. Miyagishima, M. Sato, S. Murakami, and T. Imamura. Wards 5 and 6 were not represented, pending election.

Executive Secretary first brought up the topic of requisite parliamentary procedure, requesting the committee to elect a chairman and appoint a secretary among themselves, in order that hereafter, meetings may be conducted and committee function without the presence of an ex-officio member. The latter should terminate his office as soon as possible.

Decision was reached, that arrangement is to be made immediately with the W.R. for the installation of the projection machine at the high school auditorium. It was indicated that Sunday afternoons and nights and Monday nights will be available for exclusive Co-op use. Discussion arose as to the question of disposing the motion picture machine to the W.R., as was previously planned. It was the opinion of some of the members present that, such should be withheld. No definite solution or decision was reached.

In view of the fact that we have, for redemption, some outstanding Certificates of Indebtedness, which were issued during the last fiscal period ending in June 30, 1943 plans for the liquidation of the said Certificates were discussed. Certificates of Indebtedness issued during the fiscal period ending September will be coming up. Therefore, the less outstanding Certificates we have on hand, the more time and labor we will save.

The committee decided to hold a special meeting some time in the early part of next week, to which everyone was urged to attend. The time and the place will be notified.

Upon motion made, seconded and carried, the meeting adjourned at 10:30 P.M.

Respectfully submitted,

/S/ Byron Akitsuki
Secretary Pro tem.

MINUTES OF THE MANAGEMENT COMMITTEE MEETING
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INCORPORATED
November 12, 1943

The regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held on November 12, 1943, at 717-A from 7:30 P.M. Mr. Y. Tsukamoto, Ex-Officio presided.

There were present:

WARD 1	S. Morimoto	WARD 4	S. Murakami
2	K. Miyagishima	6	T. Toyoji
3	M. Sato	7	N. Sakaki

Y. Hitomi, General Manager and Y. Tsukamoto, Director were also present.

The group present decided to proceed with the election of chairman and secretary for the second half of 1943. Upon announcement of temporary chairman, Y. Tsukamoto that nominations were in order, the following committees were nominated: K. Miyagishima and T. Toyoji, after which, motion was duly made, seconded and carried, that nominations were closed. As a result votes casted, Messrs. K. Miyagishima and T. Toyoji were elected chairman and secretary respectively.

Importance of responsibility rather than honor on the part of this committee of such a huge Co-op as Tule Lake Cooperative Enterprises, Inc., and only unselfish and untiring efforts on the part of the committee enables the preservation of harmonious coordination among members, was stressed by Y. Tsukamoto, in his address. Thereupon, the newly elected chairman K. Miyagishima assumed the chair.

The General Manager explained in full to the Committee, the following: Saving plan, motion picture, manufacture of children's clothes, delaying of tofu manufacturing, ceasing of newspaper distribution and closing of Canteen #4, as a direct result of the current incidents. Upon consideration of the circumstances, the report was accepted upon motion made by Mr. Morimoto, seconded by Mr. Sato, and carried unanimously.

Questions submitted were read as follows and answered by the General Manager thereon were:

(1) Uniformity of selling prices at all canteens.

At present it is being acted upon.

(2) Whether Co-op employees are entitled discounts for their purchases.

Answer: Positively no.

(3) Expansion of Fish Market to avoid congestion.

Answered by General Manager: Under the existing circumstances, his utmost effort is being exerted in this aspect.

(4) Sale of anti-Japanese literatures, especially to children.

After a prolonged discussion, no decision was reached.

The same Ward's recommendation for a circumspect study of the future policy of the management was assented by the Committee for study.

The meeting adjourned at 10:45 P.M.

Respectfully submitted,

/s/ T. Toyoji, Secretary

SPECIAL JOINT MEETING
OF THE
MANAGEMENT AND EMPLOYEE RELATIONS COMMITTEE
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.
November 17, 1943

Pursuant to the decision of the Board of Directors at its meeting held on November 15, 1943, a special meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held jointly with the Employee Relations Committee on November 17, 1943, at 2:00 P.M. at 707-D. Chairman of the Management Committee K. Miyagishima presided.

Roll call was made by the Executive Secretary and the following were present:

Employee Relations Committee:	Management Committee:
C. Nagatoshi	S. Norimoto
F. Muranaka	K. Miyagishima
Z. Inamura	M. Sato
S. Morimoto	S. Murakami
	N. Sakaki
	T. Toyoji

Staff representatives in attendance:

Y. Hitomi
Y. Tsukamoto
E. Akitsuki
M. Iwawaki

The special joint meeting was called for the purpose of discussing the vital employment problem, in addition to many other pending business, for it was deemed advisable by the Board of Directors that the matter involved so much complication that the discussion would be conducted more efficiently if held conjointly.

The minutes of the Management Committee meeting held on November 12, 1943, were read by the Committee's secretary T. Toyoji and approved as read.

In reference to the difficulties encountered by the canteen cashiers, since the banks have ceased issuing pennies, the Board of Directors at its meeting held on the 15th of November has decided to readjust the selling prices on merchandise, in order to eliminate the transaction of pennies, the Executive Secretary reported. Notwithstanding various conflict of opinions expressed on this matter, the body finally gave full approval to the decision of the Board of Directors. In the meantime, the colonists should be requested to surrender for exchange as many pennies as they are able to spare. Our plan and reasons for the readjustment of the selling prices should be thoroughly conveyed to the colonists in order to avoid misunderstanding.

The next matter brought up by the Executive Secretary was that on the 15th of November, the Board of Directors rescinded the decision that it had taken on the 8th of November pertaining to the question of granting full time to canteen employees for hours not filled, caused by the recent shut-down of the stores as a consequence of the current incident. The reason given by the Board for the rescission of the matter was that the length of the incident or possibility of reoccurrence is an uncertainty that it will be a great risk, on the part of the Co-op, to pay out tremendous salary expenses relative to its non-income, in such case; inasmuch as the WRA does not allow such either.

The next question to be undertaken was the matter of Employment--overabundance of personnel relative to the volume of work. Only solution, the committee members commented, is to discharge employees. At this time, Personnel Director Iwawaki, specified that, according to his survey, there are approximately 51 employees under 21 years of age--stating specifically there are:

18 - 20	years of age		
17 - 19	"	"	"
11 - 18	"	"	"
5 - 17	"	"	"

Complicating the situation, furthermore, there are some 230 applicants, who are experienced, on the waiting list. Thereupon, after a prolonged deliberation, the two committees, upon motion made by Mr. S. Murakami seconded by Mr. C. Nagatoshi, and carried unanimously set up a recommendation stating that, as an initial step, non-member employees should be immediately terminated, since an option has already been given to those concerned some time ago. It was also suggested that, inasmuch as, this task of discharging employees is very delicate and "touchy", deliberate study and investigation should be conducted before action takes place. Thereupon, it was recommended that a joint meeting of all canteen managers, Employee Relations Committee, and the Management Committee be held first, followed by another joint meeting of the division heads, buyers and the two committees. By general assent the recommendation was sanctioned.

A recommended procedure for the disposition of the case was to commence with the discharge of non-members, then proceed with the 18 years or under employees, and finally employees lacking efficiency as well as experience.

The Management Committee then continued making recommendations as follows:

- (1) All departmental buyers should make thorough reports from October 1 to November 15, 1943, to the Management Committee through the General Manager. Submit the report by the 27th of November.
- (2) General Manager should report the condition of the business management and merchandising for the committee's approval.

Upon the request made by the General Manager, the body approved of a plan to open the canteen at 8:30 A.M. instead of 8:15 A.M. Another suggestion brought up, concerning store operation, was that the weighing scale of the Fish Market should be in view of the patrons.

Finally, the Executive Secretary mentioned that, according to Treasurer Maruyama, as a consequence of the situation, difficulties may be involved if the Treasury should decide to redeem all the previous outstanding Certificates of Indebtedness at the end of this month or former part of next month as stated by the former Treasurer Sugimoto; therefore, the Treasurer has suggested the issuance of scripts, which we have on hand, to all the center residents and checks to relocated people. The Treasurer's plan had the unanimous consent of the body assembled.

There being no further discussion, the meeting was adjourned at 4:35 P.M.

Respectfully submitted,

/s/ Byron Akitsuki
Secretary Pro-tem.

JOINT MEETING OF THE MANAGEMENT AND
EMPLOYEE RELATIONS COMMITTEES, DIVISION HEADS, AND BUYERS
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.
November 23, 1943

A joint meeting of the Management Committee, Employee Relations Committee, Division Heads, and Buyer, of the Tule Lake Cooperative Enterprises, Inc., was held at 707-D, on Tuesday afternoon, 2:00 P.M., November 23, 1943, the Chairman of the Management Committee K. Miyagishima, in the chair.

The roll was taken as shown per attached sheet.

The purpose of the meeting, the Chair declared, for which the meeting was called was to report on the business taken up by the Management and Employee Relations Committees and ultimately sanctioned by the Board of Directors, in addition for the purpose of receiving recommendations, requests, complaints, or grievances which the assembled body may have.

The minutes of the Special Joint Meeting of the Management and Employee Relations Committee meeting held on November 17, 1943 were read, explained, and essential points were stressed with emphasis.

The Chair asked for the assembled body's frank and sincere opinion. However, inasmuch as, the expressing of opinions in the face of a group is so difficult to perform, the General Manager suggested that such be written on a piece of paper which will be collected by Mr. K. Miyagishima. Buyers are requested to refer any above-mentioned matters to Mr. Iwawaki, Personnel Director, who will submit the same to the Employee Relations Committee.

Chair also brought up the fact that some people pay no regard to the common-sense courtesy as manifested by their conducts shown (as sitting on counters, etc.) and give no consideration whatsoever to the congestion that follows when they crowd around the stoves. In facing in-anities as this, the body believed that the only preventive measure to take was to post signs. He further added that regarding supplies which are limited in volume, the sales clerks should be emphatically informed that partiality should be absolutely excluded.

The report of the General Manager was given as follows:

1. Hereafter all complaints, grievances, or recommendation should be properly referred to the Management or Employee Relations Committees for study and investigation.
2. The new hours for the opening and the closing of the canteens which will be in effect tomorrow, November 24, 1943, are as follows:

8:30 A.M.	to	11:45 A.M.
1:15 P.M.	to	5:00 P.M.

Nevertheless, emphasis should be stressed on the fact that the hours will not affect the working hours of the employees, whatsoever,

since the new hours were put into effect for the purpose of general clean-up, display, or other necessary preparatory work required in the operation of the store.

3. Retail control system is being put into effect. Daily sales will be credited. If the goods to be sold are damaged or damaged to a degree where sales can be made, it should be sold for what its worth, using the discretion of shop managers. However, if the goods are totally damaged, such should be sent back to the Warehouse; total loss credit memos will be sent in return.
4. Regarding this price readjustment, as a result of pennies' shortages, the articles are being marked accordingly at the Warehouse with the tax added, since tax are not inclusive in the selling price. Therefore, all division heads are hereby requested that when such goods are delivered, the other identical merchandise on hand with former price should be changed, if possible, to correspond with the newly-priced articles.

A question was raised as to what procedure to follow in the event electric lights go off, to which the General Manager replied that if operation of the Dept. is wholly impossible as in the case of Dry Goods Department, where designs or materials are difficult to discern the discretion of the Shop Managers should be used.

Division heads and buyers were excused from the meeting at 3:05 P.M.

The meeting continued with the remaining Management and Employee Relations Committees' members.

Mr. Iwawaki, Personnel Director, presented for approval a list of 3 names of employees, who are to be discharged. After carefully analyzing the situation and discussing the matter, the body accepted the list. In the case of efficient employees who are being discharged for under-age (17 years or under) the matter was left up to the judgment of the departmental heads.

Suggestion was brought forth that frequent meetings of this sort, assembling of all the division heads and buyers, should be held more often.

Meeting was adjourned at 4:00 P.M.

Respectfully submitted,
/s/ T. Toyoji
Secretary

ATTENDANCE

Those present were:

Employee Relations Committee

G. Nagatoshi
F. Muranaka
S. Morimoto
K. Ogata

Management Committee

S. Morimoto
K. Miyagishima
M. Sato
S. Murakami
N. Sakaki
T. Toyoji

Buyers & Division Heads

Sam Kinoshita
Kango Iaito
David Ikeda
Ben Sasaki
Kiyoshi Yamamoto
Tetsuo Osaki
George Matsumoto
J. Mitsuda
Shizue Sakurada
Tokuji Ishii
Y. Takahashi
Harry Gekko
Kameo Nakamura
Minoru Terada
Tom Kato
Koichi Okamoto
Arthur Ono
Kazume Okuno
Alice Kozaike
Fumiko Nakamura
Kiyomi Kuwamoto
Robert K. Iwasaki
Bill Kawakami
S. Watanabe

Others present were:

Y. Tsukamoto
Y. Hitomi, General Manager
M. Iwawaki, Personnel Director

MINUTES OF THE MANAGEMENT COMMITTEE OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

December 17, 1943

The regular meeting of the Management Committee of the Tule Lake Cooperative Enterprises, Inc., was held on December 17, 1943, at 707-D from 2:00 p.m. Chairman K. Miyagishima presided.

Those present were: T. Toyoji, N. Sakaki, S. Morimoto, M. Sato, H. Hashimoto, K. Miyagishima, S. Murakami, and Y. Tsukamoto (ex-officio).

Treasurer Maruyama first brought up a recommendation whereby checks in the amount for \$5.00 or less (whether drawn within or out of state) will be cashed without charge through the check cashing station. However, any check in the amount for more than \$5.00 (whether drawn within or out of state) will be charged 5¢ per \$50.00 on a graduated basis, as follows:

<u>Amount</u>	<u>Charges</u>
\$.00 - \$5.00	.00
5.01 - 50.00	.05
50.01 - 100.00	.10
100.00 - 150.00	.15

Treasurer also remarked that in spite of the new plan, \$50 monthly can be approximated as profit. Mr. N. Sakaki raised the question: inasmuch as cashing checks is free up to \$5.00, are there any tendencies of the patrons to evade the charges by issuing and accepting checks up to \$5.00 maximum. However, the Executive Secretary added that since 3¢ is required to issue a single check, it will not be so advisable on the part of the patrons anyway. The Treasurer then commented that whatever scheme the patrons may contrive, it is not our concern, since the object of this plan is to give general service to the patrons. Mr. Toyoji, notwithstanding, suggested that all government issued checks, viz. payroll and clothing allowance checks, should be cashed free of charge however, personal checks should be charged, according to the set rules, because people issuing and receiving personal checks may be considered "well-to-do". Treasurer expressed that the number of personal checks are limited and few, and at the present time, numerous patronage refund checks in small denominations such as 50¢, 75¢, etc., are coming in from other centers, therefore, it is too stringent to charge 10¢, (out of state checks were formerly charged 10¢). With full clarification on this matter, thereupon, by general assent, the committeemen unanimously approved of this recommendation. Mr. N. Sakaki, suggested that notices for the new change should be duly posted.

Mr. Maruyama continued his report, that he acknowledged receipt of a letter from the American Express Company stipulating that issuance of American Express money orders and travelers' checks to "blocked nationals" should be forbidden. As a matter of fact the distinction among patrons - whether blocked or not - in actual practice, is impossible; therefore, he suggested that issuance of such, money order or travelers' check, should be altogether suspended; inasmuch as very few people request issuance of such anyway. However, the cashing of such will be continued. The recommendation submitted by Mr. Maruyama was unanimously accepted.

Then the Executive Secretary, in behalf of the General Manager, reported that since the area between Ward 4 and 7 is being fenced and since the shoe repair, watch repair, and radio repair shops are located within the enclosed area (Block 73), consideration must be taken. It was mentioned by the Executive Secretary that 1308, the former housing department, may be available for such a purpose; 1308 is pending preparatory negotiation. Thereupon, the Management Committee recommended that the relocation of the shoe repair, radio repair, and watch repair shops to a new location, convenient to the general colonists, be undertaken immediately on condition that imminence of the moving of the Ward 7 residents is certain. However, if the fence should be of a more-or-less temporary nature, and segregation of the colonists does not take place for a couple of months, the recommendation should be reconsidered. In the meantime, the Executive Secretary stated that further information regarding the fence will be obtained.

The Executive Secretary further reported that favorable result from the referendum vote has been recorded, however, the formal announcement of the result will be withheld.

The meeting adjourned at 4:00 p.m.

Respectfully submitted,

/s/ T. Toyofu

SPECIAL MANAGEMENT COMMITTEE MEETING
OF THE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

December 28, 1943

A special Management Committee meeting of the Tule Lake Cooperative Enterprises, Inc., was held on December 28, 1943, at 707-D, from 2:00 p.m. Chairman Miyagishima presided.

Those present were: N. Sakaki, T. Toyoji, K. Miyagishima, and Murakami.

There were also present: M. Iwawaki, Y. Tsukamoto, M. Maruyama, and M. Nishimi.

The special meeting was called for the purpose of discussing whether the inventory should be taken on the second or the third of January. Inasmuch as the first is a holiday, the Board had decided second as inventory day. However, the canteen managers felt that from the standpoint of the employees, Sunday would be an objectionable date, since they have already been over-worked due to the present prevalent flu and the holiday rush and they certainly deserve a good rest. It was suggested that January 3, 1944 would be just as convenient and Mr. Iwawaki, acting in behalf of the General Manager suggested taking inventory on January 3, which will not require the whole day, and therein the stores may be opened as soon as inventory is completed. After a long discussion, the Committee unanimously agreed to take the inventory on the third of January, Monday, and open the store for business on Tuesday. In other words, the store will be closed all day Monday. Notices should, of course, be posted in conspicuous places.

A letter from M. Terada was also acknowledged in regard to misleading information appertaining to his recent termination.

The meeting adjourned at 4:00 p.m.

Respectfully submitted,

/s/ T. Toyoji
Secretary

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MINUTES OF THE JOINT MEETING OF THE
EMPLOYEE RELATIONS COMMITTEE & MANAGEMENT COMMITTEE
TULE LAKE COOPERATIVE ENTERPRISES, INC.

August 9, 1945

The joint meeting of the Employee Relations Committee and Management Committee was held at the 718 conference room, on Thursey, August 9, 1945, from 2 p.m. President Sakuma presided.

Those present were: President Sakuma, Director Sakai (Ex-officio)
Director Nomura (Ex-officio) Director Nakamura

Management Committee: Committeemen Mio, Ishida, Fujimoto, Ota,
Nakamura, Morioka, Obayashi, Tsujimura.

Employee Relations Committee: Committeemen Ono, Okada, Yamamura,
Matsusaka, Iwanuro, Niizuma.

Staff members were: General Manager Takizawa, Executive Secretary
Kimura, Personnel Director Tsujimura, Ass't
Executive Secretary Fujimoto.

ELECTION OF CHAIRMAN FOR THE COMMITTEE:

It was decided to elect the chairman of each committee at their respective next meeting.

DISCUSSIONS:

1. Business condition and personnel problems at Canteen #5: During the last several months there were noticeable changes among the employees at Canteen #5, and we have been considering an appropriate measure to counteract this unpleasant tendency. At the present, however, the condition has somewhat eased and has shown some improvement from before.

An unofficial sales record of Canteen #5 during the month of July was explained by the General Manager, and he reported that there was a total sales of \$8,998.98 with the entire force of workers of 14 persons, 6 persons of Class "C" and 8 persons of Class "B".

The summary of discussion was read from the minutes of the joint meeting for the previous Board of Directors and Employee Relations Committee by the Executive Secretary.

In view of the existing circumstances, personnel changes at Canteen #5 show a decrease in number and is now enjoying a brief tranquillity; and it was decided to let it go as it is and indications will be closely watched.

2. Business condition of the Watch Repair Shop: The General Manager stated that during the past months, the Watch Repair Shop's business condition has shown red ink in monthly statements and the management has been concerned about this condition and proper measures are under consideration. In regard to the opinion of the manager of the Watch Repair Shop, he has recommended to the General Manager that repair fees could be raised from 10% to 15% or the deficit could be offset by selling some type of jewelry.

Among the initial inventory, \$2,000 of which are goods carried over from the time of starting the service. At present there are numerous articles which have to be classified as unnecessary and are in the category of dead stocks.

It was decided that the present business policy of this shop will be maintained for the time being with some improvement in consideration.

3. Mail Order Service Department: The mail order service department at Canteen #5 was suggested and resolved to be closed due to the troublesome business condition and too many sacrifices is unnecessary while most individuals are able to order their goods from outside firms by themselves. Ward 8 had also passed such resolution. This resolution will be submitted to the Board of Directors.

4. Laundry Department: Troy and Superior Laundry Companies of Klamath Falls have declined to transact further business with our Co-op. They have notified us that previous laundry orders which had been remaining in their hands will be sent to us completely. For future handling of laundry, a contract was concluded with a certain laundry and cleaning firm. Therefore, Dry cleaning service will be resumed from this week.

5. Shoe Repair Material Department: In order to consolidate the supply department, the shoe material department was annexed into the general supply department.

6. Changes among the Executive Staffs (Reported by Executive Secretary) There are three members of the executive staff who keenly felt the moral responsibility for the burglary case which took place on June 26 and tendered their resignations to the Board of Directors. For a long time, we have picked several suitable candidates and negotiated with them as prospective successors for these vacancies, but no one has accepted these positions as yet. Therefore, the Board of Directors has decided to appoint from within members of the Board to take these positions on a temporary basis until permanent successors are chosen. At the special meeting of the Board of Directors this morning, it was decided that the following directors were to take over the following former executive positions. Furthermore, it came to the decision that the permanent staffs will be

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selected in succession in due time.

- General Manager - President Sakuma
- Executive Secretary - Director Nakamura.
- Treasurer - Director Kojima

After a brief discussion on employees of the Co-op, the meeting adjourned.

Respectfully submitted,

/s/ Kaoru Kimura
Executive Secretary