

C1.07:1

1 of 3

67/14  
C



WAR RELOCATION AUTHORITY

Washington, D. C.

REGULATIONS UNDER WHICH PERSONS OF JAPANESE ANCESTRY  
ARE PERMITTED TO LEAVE RELOCATION CENTERS

--oOo--

Any person of Japanese ancestry evacuated from a military area in the West and now living at a relocation center may receive permission to leave such a center and take up residence elsewhere upon meeting requirements prescribed by the War Relocation Authority, the federal agency in charge of the relocation program.

Such leaves for indefinite residence outside a relocation center are granted after review and approval by the Director of WRA in Washington. These are the requirements the applicant must meet to be eligible:

1. There must be no evidence of disloyalty to the United States.
2. He must have an offer of employment or some other means of support.
3. There must be reasonable assurance that the attitude of the community to which he is going will not endanger the individual, cause a public disturbance, or jeopardize the relocation program.
4. The applicant must agree to advise the War Relocation Authority of any change of employer or place of residence.

The person requesting leave makes application to the Director of the center in which he lives. After interviewing the applicant, the center director or leave officer may make such further investigation as may be necessary, and the application form and any other information is then submitted to the Director in Washington, with the recommendation of these project officials.

Officials of the WRA in Washington review the application, the project director's findings, letters from persons given as references, and check the applicant's name against the records of FBI and other federal intelligence agencies. If satisfied from this investigation that the applicant meets the requirements, the Director authorizes the granting of indefinite leave. If the application is denied, specific reasons must be given, and the applicant has the right to ask for a rehearing of the case if he has additional information to present.

Where the wife, or children over the age of 17 years, expects to accompany the applicant outside a center if indefinite leave is granted, separate applications must be filed for each member of such



family. Indefinite leaves will not be granted to go back into an evacuated area. Applications from persons wishing to take jobs or reside in places within the Eastern Defense Command or the Gulf States will be submitted for the time being to the War Department for review.

It is expected that evacuees will be employed at prevailing wages and WRA will advise each worker as to whether or not prevailing wages are offered. The evacuee may accept or reject any offer of employment, and after being employed will have the same status as other wage-earners and may be discharged or may take another job.

Residents of relocation centers may be granted advance leave clearance, which establishes their eligibility to take outside employment when offered. When the Authority and agencies cooperating with it are able to find employment for such persons, a leave permit can be authorized immediately by the Director if the job is satisfactory and the attitude of the community not antagonistic.

Both citizens and alien residents of relocation centers are eligible for indefinite leave. In case such leave is granted to aliens, notification is sent to the U. S. District Attorney of the area in which the alien will reside, and the latter must have the permission of the District Attorney before he may travel or change his place of residence. Leave permits may be revoked by the Director of WRA at any time.

Another purpose for which indefinite leave may be granted is enrollment at a college or university. In general, the student must meet the requirements previously cited but his enrollment must be at one of nearly 300 colleges which have been approved for attendance by evacuees of Japanese ancestry.

In addition to indefinite leave, there are two other types of leave, both granted by the director of the relocation center: The temporary leave (30 days) to attend to business or personal matters away from the project but not in the evacuated area; and the group-work leave which permits the applicants to be recruited in groups to work outside the center in approved areas for a stated period of time.

December 3, 1942.



65  
POLICY OF WAR RELOCATION AUTHORITY GOVERNING INDEFINITE LEAVE

In accordance with the directive in the Presidential Executive Order which created the Agency, the War Relocation Authority has developed procedures which are aimed at bringing about the relocation into normal communities of the largest possible number of the evacuated people consistent with the national security.

Any resident of a relocation center may apply for permission to leave the center. Permission is granted only if the following conditions are met: (a) There is nothing in the record of the person to indicate that he would be dangerous to society or to the national security. (b) He has a place to go and means of supporting himself. (c) There is evidence that his presence in the community to which he proposes to go would not cause a disturbance. (d) The evacuee agrees to keep the War Relocation Authority informed of his address at all times.

The War Relocation Authority has basic records on every evacuee 17 years of age and over who is eligible for consideration for leave. These records provide information on the evacuee's education, affiliations, foreign travel, employment, religion, and other pertinent facts, in addition to his own statements on the matter of allegiance to the United States. Both records are carefully checked when the evacuee applies for a permit to leave. If there is any question about the desirability of granting a permit, the records, if any, of the Federal Bureau of Investigation and other intelligence agencies are secured before a determination is made.

Leave permits are not being issued to persons who have applied for repatriation or expatriation, to Japan, those who have not pledged unqualified loyalty to the United States, or any others whose record indicates reason to question the advisability of their living outside the centers in normal communities during the War. Provision is made when requested for review of cases in which leave permits are denied. This is regarded as being necessary in fairness to those who may, because of mistakes, misinformation, misunderstanding or because of pressure from family or associates, have given negative or qualified answers on questions of loyalty.

The leave procedures of the War Relocation Authority were checked with the Department of Justice and with the War Department before they were executed. It is the policy of the Agency to consider each individual case carefully and if there is any reason to believe an evacuee would endanger national safety if released, no leave permit is granted.

The leave regulations of the War Relocation Authority apply only to persons of Japanese ancestry who were living in California, or Coastal areas in Oregon and Washington, and the southern third of Arizona on a certain date in the spring of 1942. Only these persons of Japanese ancestry were evacuated and subsequently provided emergency places of residence in relocation centers. Some 20,000 persons of Japanese ancestry were living in other parts of the United



States in the spring of 1942 and have never been in relocation centers. Japanese aliens, like other aliens of enemy nationality, considered to be of potential danger to internal security, are apprehended by the Department of Justice and confined in internment camps which are not under the jurisdiction of the War Relocation Authority.

Signed D.S. Myer  
Director



C 1.07

## WAR RELOCATION AUTHORITY

### PROCEDURE FOR RECRUITING IN RELOCATION AND ASSEMBLY CENTERS

1. The employer or his agent will furnish the War Relocation Authority with the following assurances:

- a. Assurance by the governor of the state that law and order will be maintained in the event that evacuees come into the state. One such assurance from the governor will be sufficient to cover all recruitment for the state.

Assurances by the sheriff, county attorney, and chairman of the board of county commissioners that law and order will be maintained in the event that evacuees come into the county. One such assurance will be sufficient to cover all recruitment for the county.

- b. Assurance from the employer or his agent that transportation by bus or rail and meals en route will be provided without cost to the evacuee from the Assembly or Relocation Center to the place of work and return; or, if the Assembly Center has been evacuated in the meantime, assurance of payment of the return fare to the Relocation Center to which the evacuee would otherwise have been moved, or, as an alternative, that an amount will be paid the military authorities equivalent to the return fare to the Assembly Centers where the evacuee was recruited. One such assurance will be sufficient to cover recruitment by an employer or his agent, provided the assurance is inclusive of all his recruitment activity.

Assurance by the employer or his agent that in the event the return of any or all evacuees is deemed to be necessary by the Director of the War Relocation Authority at any time, such return will be made in accordance with the assurances given above in this paragraph.

2. The application of the employer will be filed in the local office of the United States Employment Service. If the requirements of the employer cannot be filled through normal procedures the Employment Service office will endorse the application and forward it to the Employment Division, War Relocation Authority at San Francisco.
3. A representative of the War Relocation Authority will be in charge of recruitment at all Assembly and Relocation Centers. The employer or his representative will notify the representative of the War Relocation Authority, as long in advance as is possible, of the number of evacuees to be leaving at any given time, the mode of transportation, the route to be traveled, the time of arrival at the destination, and the provisions that have been made for supervising and guarding the evacuees on route. If the representative of the War Relocation Authority approves of the arrangements that have been made, he will take the necessary steps to provide for the issuance of passes to the evacuees and the clearance with the military authorities.



## WAR RELOCATION AUTHORITY

The harvest season is at hand for agricultural crops which are vital to the success of our country in the war.

This year, because of the war, there is a serious shortage of people to help with the harvest. Throughout the nation vigorous efforts are being made to recruit people for this work.

Those who volunteer to work on the farms will be performing a patriotic service.

The people of Japanese ancestry who have been evacuated from the West Coast can take part in this national effort to harvest the crops.

Already this year the evacuees have made an important contribution to the war effort by going out of assembly and relocation centers to work on farms in Idaho, Utah, Montana and Oregon. During the Spring and Summer approximately 1,700 evacuees volunteered to do farm work. This has generally worked out successfully for both the workers and the farmers. The evacuees have been highly commended for their work by both public officials and private citizens.

The need for help on the farms is urgent again. The harvest season calls for the services of all who are available to do this work. The War Relocation Authority urges evacuees to volunteer for farm work at this time. An opportunity to do so will be afforded in assembly and relocation centers. The War Relocation Authority will be in charge of recruitment in all centers. Recruiting will be carried on in accordance with the following provisions:

1. Recruiting will be on a voluntary basis. Both families and single persons may go.
2. Roundtrip transportation and meals en route will be furnished at no cost to the workers.
3. Adequate living quarters will be furnished at no cost to the workers.
4. Prevailing wages will be paid.
5. Assurances will be given by the Governor and local law enforcement officials of the State into which the workers go that law and order will be maintained.
6. Workers and their families will be authorized to leave the Centers to go to designated Counties.
7. If the assembly center in which the worker resided, should be evacuated during his absence, the worker will have the choice of returning to the relocation center to which his assembly center was evacuated, or of going to a different relocation center designated by W.R.A.
8. Written offers of employment setting forth terms of employment, length of employment, wages, and describing housing facilities will be made by employers who wish to hire workers. Offers when accepted by workers will constitute definite agreements. However, such agreements may be terminated by either party on five days' notice.
9. Offers of employment will be made available at the assembly and relocation centers. Workers will have an opportunity for examination and choice of employment.
10. An official of W.R.A. will be designated within the next few days at each center to be in charge of recruiting. Further notice will be given at that time.



C O P Y

mont. *✓* *FS*  
*CI.07* *✓*

May 5, 1942

Mr. G. N. Wells  
President, Montana-Dakota  
Beet Growers Association,  
Fairview, Montana.

Dear Mr. Wells:

I do not know just what communication of mine you may have seen but since the most complete statement I have made on the problem of the availability of Japanese evacuees for work in sugar beet production was sent to Governor Maw of Utah some time ago, I am taking the liberty of giving you a copy of that letter for your confidential perusal.

I note on page 2 of your letter the statement that you have met every requirement laid down by General DeWitt as a condition to the U. S. Employment Service's recruiting labor for work in your area. That being the situation, it is wholly unnecessary for you to seek my approval because, as you know, practically all evacuees are still in their homes on the Coast or in assembly centers under the jurisdiction of the Army. The War Relocation Authority does not take charge of a single evacuee until he is housed in a relocation center managed by the War Relocation Authority.

It is not necessary to condition your obtaining labor, once you have met General DeWitt's requirements, on the possibility of obtaining a relocation or reception center at Fort Keogh. True, it would be less costly for you to transport evacuees from the military area to Montana and then on to a nearby relocation area than it would be to return them to the initial assembly point, but I am merely trying to make absolutely clear that you are not prohibited from obtaining labor through any operations or policies of either the War Department or the War Relocation Authority.

I want you to know that we have tried diligently to locate a relocation center in Montana and while the numerous factors that must be considered do not appear to be too favorable, we have not given up as yet. The Fort Keogh project proposal has several favorable factors. The land is now in Federal ownership and there is an ample supply of good quality irrigation water. However, other locations are conducive to 12 months' work a year whereas at Fort Keogh the severity of the winters make it very doubtful that evacuees would have any work to do for many months each year. Further, the project will not accommodate a reception



center of 5,000 evacuees nearly as well as will other locations; the Army, as you know, cannot provide protective services for reception centers housing fewer than 5,000 evacuees.

There is an intimation in your letter to the effect that the Federal Government will not exert itself to make evacuees available for private employment. In all fairness, I think you should admit that this is a surprising statement. Voluntary evacuation was encouraged until March 29. It ran into the most serious difficulties. Communities became inflamed and the safety of evacuees became doubtful. It was only when the decision was made to put the whole process of evacuation on a planned, orderly, and protected basis that feelings began to subside. It is clear that this government cannot under any circumstances afford to have a single untoward incident in connection with this evacuation. The safety of the United States, of communities, and of evacuees must be considered ahead of everything else. When safety can be assured, either through the use of military police on fairly large projects or by the States, you will not find anyone in the Federal Government discouraging private employment for evacuees.

All site selections are to be completed during the month of May. With that part of the program completed, at least every community will know just what the situation is.

Thank you for writing me. My delay in answering is due to the fact that your letter had to be sent to me here in Washington.

Sincerely yours,

M. S. Eisenhower  
Director

MSE:AVC

Enclosure



WAR RELOCATION AUTHORITY  
Washington

May 10, 1943

MEMORANDUM

TO: PROJECT DIRECTORS AND RELOCATION SUPERVISORS

SUBJECT: Employment of American Citizens of Japanese  
Ancestry in Army Posts and Establishments.

This memorandum summarizes the contents of a letter from the Adjutant General to various military commanders throughout the United States on this subject, dated May 3, 1943, file reference AG-291.2 (5-3-43) OB-S-F-M.

1. Previous War Department instructions regarding employment of American citizens of Japanese ancestry have been amended to permit employment of such individuals, except with respect to prohibited zones within the military areas now or hereafter established by the Western Defense Command. Insofar as the prohibited zones within the military areas now or hereafter established by the Western Defense Command are concerned, the previous instructions shall remain in full force and effect.

2. The employment of civilian employees of Japanese ancestry in Army establishments, including departmental and field service employees, is now authorized under the following conditions:

a. The applicant must be an American citizen.

b. Prior to employment, the Commanding Officer of any post or establishment seeking to employ any American citizen of Japanese ancestry must request permission in letter form directed to the Provost Marshal General, Washington, D. C., stating the name and the date and place of birth of the applicant and the type of work to be performed. Upon receipt of request, the Provost Marshal General will, if a questionnaire (Form DSS 304A or WRA 126, rev.) has not already been accomplished, forward a questionnaire in triplicate for execution by the applicant, analyze the answers thereto, and make appropriate check of the records of government intelligence agencies and such investigation as may be necessary.

c. The War Department will:

6-16-43  
Run for Mr. Bruce  
B. B.



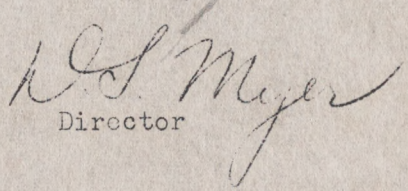
(1) transmit the investigation report, if any, and a copy of the questionnaire to the Commanding Officer of the post or establishment seeking to employ the applicant, and

(2) state whether it has any objections to the employment of the applicant in posts or establishments of the War Department, and will also state whether applicant's employment may be unrestricted or limited as to type and classification of work.

3. The provisions of this order are not applicable to persons of Japanese ancestry presently employed by Army posts and establishments in specialized services.

4. There was attached to this order a copy of Circular letter No. 3982, issued by the Civil Service Commission on March 27, 1943, which sets forth procedures to be followed by the Commission in recruiting and examining subject individuals for Federal employment, the provisions of which are in addition to the requirements of paragraph 2 above. The Civil Service Commission Circular letter is being amended to read "Japanese-American Joint Board" at some points where Eastern Defense Command appears.

Relocation Officers and Project Directors in communication with Army posts and establishments about employment of evacuees will need to be familiar with this procedure, and be prepared to furnish the information on the evacuees proposed to be employed which the Commanding Officer needs to send in his letter to the Provost Marshal General. The chances of approval of employment in Army posts and establishments are greater for evacuees for whom the Japanese-American Joint Board has already recommended indefinite leave, and selections for such employment should be made from among this group of evacuees wherever possible.

  
Director



Confirmation

710  
C107

May 13, 1942

FS  
Jesse

To: Teletype Operator

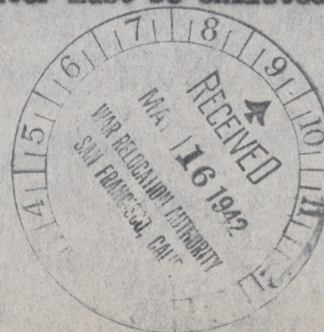
From: M. S. Eisenhower, Director

Please send the following teletype message:

"E. R. Fryer  
Regional Director  
War Relocation Authority  
Whitcomb Hotel Building  
San Francisco, California

Bendetsen and I have agreed to the following: While evacuees are in assembly centers approval or disapproval of private employment will rest exclusively with the Army but Army will expect us to do two things. First, to obtain all evidence and assurances necessary in making a decision and to submit our recommendation to the Army. Second, to handle follow-through administration. After evacuees are in relocation centers we will accept full responsibility both for making <sup>decisions</sup> and for administering a program of private employment. For the present, with Army making the decision on basis of evidence supplied through us, the following arrangements must be adhered to:

First. All Japanese in the assembly center must be enlisted on



1735



Telatype to E. R. Fryer -- Page 2

voluntary basis in War Relocation Work Corps. For this, a WRA representative or representatives must have the cooperation of the WCCA project staff at the assembly centers.

Second. Enlistees will then be eligible for furloughs of one month which will be extended by WRA one month at a time provided all conditions remain satisfactory. I shall delegate authority to grant furloughs to you and you may delegate such authority to WRA representative on the ground.

Third. WRA must have in writing from the Governor of the State and from local law enforcement officials assurance that they can maintain law and order if Japanese laborers move into a specified area. This written assurance will be released to the newspapers by WRA.

Fourth. The employer must give written assurance to WRA that it will provide bus transportation from assembly center to place of work and must also give written assurance that it will transport evacuees back to the assembly center upon expiration of furloughs or, if the assembly center has been evacuated in the meantime, the company must agree to pay to the Army which is responsible for transporting evacuees from assembly centers to relocation centers an amount equivalent to the cost of returning such evacuees to the assembly centers.

Fifth. The U. S. Employment Service must handle recruitment at



Teletype to E. R. Fryer — Page 3

assembly centers on a strictly voluntary basis. It must also have examined the living accommodations, medical care, and health facilities provided at the place of employment and give WRA written assurance that such accommodations, care, and facilities are satisfactory.

Sixth. The employer must agree to pay prevailing wages and not less than wages required by law. If the employee's family is moved to permanent relocation center during period of private employment the company will pay, as determined by WRA, a proper part of the wage to WRA for the support of the employee's dependents, and the balance of the wage will be paid to the employee. The employer will submit to WRA each pay period a list of those to whom wages were paid.

Seventh. The U. S. Employment Service must assure WRA that other labor will not be displaced and that the wages offered and being paid are in fact prevailing wages and not less than those required by law.

Eighth. The U. S. Employment Service should make a <sup>telegraphic</sup> weekly report to WRA on general conditions in the area of employment.

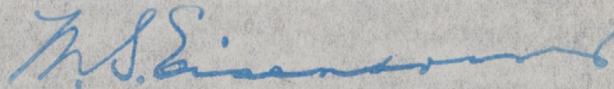
End of Bendetsen and my agreement.

Please ask Neustadt and Cooter to meet with you immediately and determine whether U. S. Employment Service can cooperate in ways suggested. Tom Holland, Chief of Reemployment Division, will arrive in San Francisco Sunday or Monday. Suggest you get wide distribution of bulletin on Work Corps into assembly centers well in



Teletype to E. R. Fryer -- Page 4

advance of enlistment suggested under 1 above. Under no circumstances should voluntary recruitment apply to persons not enlisted. Advise Walk and Ferguson that Glick approves their recommendations on procedure. Forms of enlistee conditional furlough and employment agreement between evacuee and employer should be cleared with Glick on tactical phone.



D. D. Eisenhower

HR4AVC



C O P Y

*Idaho WRA*  
*C-13*  
*C/07*

WESTERN UNION

JUN 7, 1942 AM 4 16

FAL08 119 NT GOVT-SANFRANCISCO CALIF 31

M S EISENHOWER DIRECTOR WAR RELOCATION AUTHORITY -

BARR BUILDING 17TH AND EYE ST NW WASHDC--

RECRUITMENT OF JAPANESE FOR WORK IN BEETFIELDS HAS MOVED SLOWLY TO DATE  
FIVE CENTERS HAVE BEEN OPENED FOR RECRUITMENT AND ONLY 225 WORKERS VOLUNTEED.  
ONE REASON JAPANESE GIVE FOR SLOW RESPONSE HAS BEEN UNFAVORABLE NEWSPAPER  
STORIES SUCH AS GOVERNOR CLARK<sup>*Idaho*</sup>. THERE IS SOME INDICATION A FEW JAPANESE  
LEADERS ARE OPPOSED TO OUTSIDE EMPLOYMENT BUT HAVE NO DEFINITE PROOF.  
MOST OF THOSE EXPRESSING RELUCTANCE ABOUT GOING HAVE MENTIONED DOUBTS AS  
TO TREATMENT OUTSIDE. IT IS POSSIBLE IF WRA TOOK A MORE ACTIVE PART IN  
RECRUITMENT THE RELUCTANCE OF JAPANESE MIGHT BE BROKEN. WILL SEND ONE  
OF OUR MEN TO HELP OPEN A CENTER TOMORROW. WE WILL THEN BE ABLE TO GIVE  
A MORE COMPLETE REPORT ON CHANGES FOR VOLUNTARY RECRUITMENT.

E R FRYER REGIONAL DIRECTOR.

225.



WAR RELOCATION AUTHORITY  
WASHINGTON

C1.07

Outside  
encl.



OFFICE OF THE DIRECTOR

June 8, 1942

Honorable Leland Ford  
House of Representatives  
Washington, D. C.

Dear Mr. Ford:

I am attaching a brief statement about the limited  
experience we have had thus far in permitting the private  
employment of persons evacuated from the Pacific Coast  
military zone.

Sincerely yours,

M. S. Eisenhower  
Director

Enclosure





Private Employment of Evacuees from the Pacific Coast  
Military Zone in Seasonal Agricultural Work

This is a summary of the brief experience of the War Relocation Authority with the private employment of persons evacuated from the Pacific Coast military zone. It covers the background of the problem, the present policies of the Army and the WRA, and the two agreements which have been reached to date for sugar beet work in eastern Oregon and in Idaho. (An additional agreement is now being developed in Montana.)

Voluntary Evacuation

After the announcement of the evacuation program by General DeWitt, Commanding General, Western Defense Command, (March 2, 1942) Japanese and American citizens of Japanese ancestry were allowed and encouraged by the Army and other Federal agencies to leave the military zone voluntarily and to relocate elsewhere. Some 8,000 persons attempted to do this. The voluntary evacuees encountered bitter opposition throughout the States east of the Coast, partly because of the misunderstanding of the military necessity for the evacuation, the nature of the evacuees, resentment at their acquiring property, and of the plans and policies of the Federal Government with regard to this problem. On March 29, General DeWitt discontinued voluntary evacuation.

During this same period, however, there also developed a considerable interest in the possibility of employing evacuees in seasonal agriculture work in the western States.



Salt Lake Conference

The question of private agricultural employment was one of the principal subjects discussed at the conference held by the Wartime Civil Control Administration and the War Relocation Authority with State officials in Salt Lake City on April 7. To this meeting had been invited the following officials from the States of Oregon, Washington, Idaho, Nevada, Arizona, New Mexico, Utah, Colorado, and Montana; the Governor or his representative, the Attorney General or his representative, the State Extension Director, the Chairman of the State Agricultural War Board, and the State Director of the Farm Security Administration. In addition, representatives of farm organizations, sugar beet growers, and others attended. The meeting was an executive session not open to the press.

Persons speaking for agricultural interests, particularly the sugar beet growers, expressed fears of a labor shortage and wished to be able to employ evacuees for seasonal and other work. The Army expressed a willingness to permit the voluntary recruitment of evacuees from assembly centers for private employment in agriculture -- even though this would tend to disrupt the orderly prosecution of the evacuation program -- provided that State and local authorities would guarantee the safety of evacuees and of communities and the maintenance of law and order. The sentiment of the Governors and their representatives was that these conditions could not be met -- they wanted the Army to supply troops to guard evacuees working in agriculture or the



Federal Government to provide funds to pay State guards for this purpose.

WRA and Army Agreement on Private Employment Conditions

Shortly after the Salt Lake City meeting, sentiment among State officials began to grow more favorable to the employment of evacuees on the terms which had been specified by the military authority. In response to this renewed interest the Army and War Relocation Authority established a set of conditions and a procedure for the voluntary recruitment of evacuees from assembly centers for seasonal employment. The WRA agreed to investigate, with the help of other Federal agencies, each proposal and advise the Army on it, and to follow through to see that the prescribed conditions were met. The final decision to permit recruitment was to remain with the Army, however, so long as the evacuees remained in assembly centers. After the transfer of evacuees to relocation centers, the WRA was to assume complete responsibility for private employment.

The conditions jointly established for the voluntary recruitment of evacuees by the U. S. Employment Service (at assembly centers) were as follows:

- A. Assurance from the Governor of the State and from the principal law enforcement officials in the locality that law and order will be maintained in the event that Japanese evacuees move into a specified area. (Such assurances will be released to the newspapers by the War Relocation Authority.)
- B. Assurance from the employer that transportation by bus or rail will be provided by the employer from the



assembly center to the place of work and return, or, if the assembly center has been evacuated in the meantime, assurance that the employer will compensate the Military authority in an amount equivalent to the cost of returning the evacuees to the assembly centers. In connection with transportation it is to be understood that, in the event the return of the evacuees is deemed necessary by the Director of the War Relocation Authority at any time, the employer will provide for such return as agreed to in this paragraph.

- C. Assurance by the employer that not less than the wages prevailing in the locality will be paid the evacuees, and that any legal minimum wage requirement will be observed. The employer will agree that, in the event the family of the evacuee should be moved from an assembly to a relocation center during the period of private employment, a portion of the evacuee's wages as determined by the War Relocation Authority to be necessary for the support of the family will be paid to the Authority by the employer. The employer will also agree that at each pay period a record of the wages paid to each evacuee is to be submitted to the War Relocation Authority.
- D. Assurance by the employer that adequate provision has been made as to housing and sanitary facilities for the evacuees without cost to them.
- E. Assurance by the employer that adequate provision has been made as to cooking facilities for the evacuees, or assurance that board will be furnished by the employer at cost.
- F. Assurance by the employer that adequate provision has been made as to medical attention for the evacuees or assurance that medical attention is readily available to them at rates commensurate with wages.
- G. Assurance by the United States Employment Service, or assurance received by the Employment Service from responsible public officials, that the provisions made by the employer for housing, sanitary conditions, and medical service, are satisfactory.
- H. Assurance by the United States Employment Service that labor in the locality will not be displaced by the



evacuees, that a genuine labor shortage exists in the locality, and that the wages offered by the employer are not less than prevailing wages in the locality and not less than the minimum wages required by law.

- I. Assurance by the United States Employment Service that it will make a weekly telegraphic report to the War Relocation Authority on general conditions in the area of employment.

#### The Oregon Agreement

On May 8 the first private employment agreement based on these conditions was signed by Governor Sprague of Oregon, the District Attorney, Sheriff and Judge of Malheur County, and the Amalgamated Sugar Company. Four hundred workers were requested for sugar beet thinning, to be followed by work in other crops in the same area. Recruitment was started by the U. S. Employment Service in the Portland, Oregon assembly center under authority of a restrictive order issued by General DeWitt on May 20 permitting 400 persons to leave for private employment in Malheur County, and only in Malheur County.



~~Frase~~ *FS*  
*2 - Files*  
WAR RELOCATION AUTHORITY

WASHINGTON

August 10, 1942 *71,100*  
*811*

To: Mr. Dillon S. Myer  
Director

1. Chicago is going to be an important place in our program of outside employment. There are numerous opportunities in the area and we will not run up against any adverse reaction if things are handled right. I am somewhat fearful that too many people, given their own way, may get involved in placing the evacuees and, as a consequence, upset what could be a good prospect for relocation. This sounds strange but it is really a fact that we may suffer from too much placement activity here in Chicago. Consequently, I would like to have either Mr. Frase or myself stay in this vicinity for about a month and supervise things, starting September 15. I have talked with Mr. Lindgren in the Office of Emergency Management office here and he says that we can be assigned a desk and given secretarial assistance. Would you please, if you approve of this, have Mr. Barrows ask the Office of Emergency Management to assign us a desk in the Chicago office from September 15 to November 1?

*Will talk to Holland about this in France*

2. We are now at the point in the outside employment program where it is necessary to talk about the number of evacuees who are interested and in their skills and occupations. I should like to have, at each relocation center, a listing made of those who wish to leave the center to take jobs outside, limiting the list, of course, to those who qualify under our procedure. After this listing is made, we can begin to work with it as our base and I think that it would save a lot of time if the investigations were begun at once on the people who indicate that they want to have them.

Is it O.K. with you if I ask the Regional Directors to have such listings prepared at each relocation center and if I work out with them the type of investigation that we want made? I believe that this investigation should be thorough and on a uniform basis at all relocation centers.

*O.K.*

*TWH*  
Thomas W. Holland  
Chief, Employment Division





Employment

FS  
710  
gem  
OCT 24 1942

Mr. Joseph S. Mayer  
Director  
U. S. Employment Service  
Salt Lake City, Utah

Dear Mr. Mayer:

It has been brought to our attention that some confusion exists regarding the length of time that evacuees now engaged in harvest labor may remain out of Relocation Centers and concerning the conditions under which evacuees may be released to accept private employment, other than temporary harvest labor. We are writing you at this time to clear up any misunderstandings and wish you would pass the information along to persons who inquire of your organization.

Those evacuees now engaged in harvest work are on leave from Relocation Centers for a specific period of time coinciding with the duration of their labor contracts. However, their Leaves may be extended so long as they have employment and so long as conditions in the communities where they are employed remain satisfactory. Any employer, who wishes to retain the services of an evacuee for a longer period than the evacuee's existing Leave, should enter into a written contract of employment with the person or persons concerned. A copy of a contract should be submitted to the local W.R.A. Employment Investigator who will, if the terms of the employment are satisfactory, issue an extension of Leave for any desired period of time. Employers are encouraged to take advantage of this provision. It is not our purpose to require the return of evacuees to Relocation Centers so long as there is need for their labor and community circumstances remain satisfactory.

The policy whereby thousands of evacuees have been released to assist in harvest work applies only to the recruitment of evacuees in groups for employment and residence in groups, and for a specified period of time. This policy does not apply to individual employment of indefinite duration, such as domestic service, office work, professional service, etc. For indefinite employment and residence outside Relocation Centers on an individual basis, the requirements are different and much stricter.

As distinct from the Temporary Work Group Leave, an evacuee may be granted Indefinite Leave from a Relocation Center to engage in any legitimate type of private employment outside prohibited Military Areas



after investigation of both the evacuee and the employment offer. The prospective employer should make a definite offer of employment at prevailing wages, specify the type of work, wages, hours, qualifications required, and any other pertinent information about the job. The offer of employment may be submitted to any office of the War Relocation Authority. The employer should also submit evidence that the indefinite employment and residence of a person of Japanese ancestry is acceptable to the community. As evidence of community acceptance, we will consider letters from local churches, welfare organizations, Chambers of Commerce, or other recognized civic bodies, or from local public officials such as sheriffs, city councilmen, county commissioners, mayors, etc.

Upon submission of the offer of employment and evidence of community acceptance, if the prospective employer does not have some particular person in mind, the War Relocation Authority will attempt to recommend some qualified applicants with whom the employer may correspond and from whom he may select prospective employees. The persons selected will then be carefully investigated, and if the investigation results favorably, they will be granted Indefinite Leave. Naturally, this procedure requires some time and employers should not expect to obtain employees on short notice.

We trust the above explanation will serve to make clear the distinction between the Temporary Work Group procedure and the procedure for Indefinite Leave. The two policies are very different; they serve different purposes; and it is important that the distinctions be understood.

We should appreciate your cooperation in extending this information through your local offices to interested parties. We shall be glad to receive and will give every consideration to offers of employment referred by your offices. As indicated above, offers may be submitted to any office of the War Relocation Authority.

Sincerely yours,

(SIGNED)

Davis McEntire  
Chief, Employment Division

HHanson/lj 10/23/42  
cc: Charles F. Ernst, Att: Employment Division  
Rey M. Hill

DMcEntire/HH 10/23/42



OFFICE FOR EMERGENCY MANAGEMENT  
WAR MANPOWER COMMISSION  
WASHINGTON, D.C.

Wash - employ ES

x-ref WMC  
x-ref USES

November 27, 1942

~~WRA Library Washington~~

Dear Mr. Myer:

The War Manpower Commission heard with considerable interest the informative presentation, which Mr. Thomas Holland, Director of the Employment Division of the War Relocation Authority, gave at one of the Commission's meetings last month, on problems and relationships of the War Relocation Authority program for evacuees of Japanese ancestry with the general war manpower program.

The employment data which were contained in the written statement have given us a comprehensive background for study of this possible source of labor supply. As I understand it, the War Relocation Authority has formulated an employment program for those of Japanese ancestry who have been evacuated from the West Coast to encourage their employment and adjustment, under proper safeguards, into the customary channels of American life. This policy should have the dual effect of benefiting the evacuees, many of whom are American citizens, and of making available to the country several thousand people for employment on farms and in industry.

The War Manpower Commission thoroughly endorses the employment program developed by the War Relocation Authority and assures it the continued cooperation of the United States Employment Service in its recruitment and replacement activities.

Sincerely,

(Signed) Paul V. McNutt

Chairman

Mr. Dillon S. Myer  
Director, War Relocation Authority  
Barr Building  
Washington, D. C.



# WRA Library Washington

## OFFER OF EMPLOYMENT

\_\_\_\_\_, 1942

The undersigned, hereinafter referred to as the Farmer, hereby offers to hire \_\_\_\_\_ workers for the performance of field labor in the harvesting of agricultural crops, hereinafter described.

The Farmer represents and agrees with respect to said employment:

1. The Farmer is the owner (or Lessee) of a \_\_\_\_\_ acre farm located in \_\_\_\_\_ County, State of \_\_\_\_\_ and is now growing \_\_\_\_\_ acres of sugar beets. Said sugar beets will be matured and ready for harvest commencing on or about the \_\_\_\_\_ day of \_\_\_\_\_, 1942. It is now estimated that the crop will be approximately \_\_\_\_\_ tons to the acre. In addition to said crop of sugar beets, the Farmer has the following other crops (or employment) which will be matured and ready for harvest on or about the following dates:

\_\_\_\_\_ acres of \_\_\_\_\_, ready on or about \_\_\_\_\_, 1942, now estimated to produce \_\_\_\_\_ per acer.

Other employment, if any (give full details): \_\_\_\_\_

2. The Farmer agrees to hire the Workers and to begin the harvest of said crops on or about said \_\_\_\_\_ day of \_\_\_\_\_, 1942. The Farmer represents that this employment will continue until the end of the harvest on or about the \_\_\_\_\_ day of \_\_\_\_\_, 1942.

Following the arrival of the Workers and the beginning of the harvest, the Farmer agrees that he will provide reasonably continuous employment until the completion of the work.

3. The Farmer agrees to pay wages as follows:

a. For the sugar beet harvest \_\_\_\_\_

b. For the other work: \_\_\_\_\_



The Farmer represents that these wages are not less than the prevailing wages in the locality and not less than any minimum wage required by law. Total wages earned shall be due and payable upon the expiration or termination of this agreement. Upon request of the Worker, the Farmer will make to him reasonable advances for living expenses.

4. In addition to the wages, the Farmer agrees to furnish to the Workers without cost the following described dwelling together with equipment and facilities for cooking, laundry, bathing, and sanitation.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

The Farmer represents and agrees that the above-described dwelling is rain-proof, has a wooden or \_\_\_\_\_ floor, has \_\_\_\_\_ rooms, and is situated on a well-drained site. Said dwelling shall be furnished with and contain the following equipment and facilities: \_\_\_\_\_ chairs; \_\_\_\_\_ stoves; \_\_\_\_\_ beds; dishes and cooking utensils \_\_\_\_\_; other \_\_\_\_\_  
Yes or no

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Description of sanitary facilities: \_\_\_\_\_

\_\_\_\_\_

Description of water supply: \_\_\_\_\_

\_\_\_\_\_

The Farmer certifies that sufficient water for drinking, cooking, and bathing will be available at a distance not greater than one-quarter mile from the Worker's dwelling.

5. The Farmer agrees to provide, if the Workers so request, transportation for the Workers from the place of employment to the nearest shopping center and return at least once each week.

6. The Farmer states that there is a physician located \_\_\_\_\_ miles distant from the place of employment, and a hospital located \_\_\_\_\_ miles distant. In the event of illness or injury, the Farmer will immediately transport the Worker to such physician or hospital, but he assumes no liability for costs of medical care.



7. The foregoing Offer of Employment is made with the understanding that when accepted by the Workers, it shall constitute a binding agreement subject to the following conditions:

- a. That the work will be performed in a good and workmanlike manner and at a rate sufficient to ensure completion of the harvest on or about the dates specified in paragraph 2 above. In the event that the work does not progress at a rate sufficient to ensure completion by said dates, the Farmer shall have the right to employ additional labor.
- b. That strikes, major accidents, Acts of God and other causes beyond the control of the parties hereto which prevent the Farmer or the Workers from performance of this Agreement shall excuse the respective parties from performance. Actions of the War Relocation Authority which prevent the Workers from performance of this agreement shall be construed as coming within the scope of "other causes beyond the control of the parties hereto."
- c. That this agreement may be terminated by either party upon five days' notice.

Signed \_\_\_\_\_ Farmer

\_\_\_\_\_  
Address

\_\_\_\_\_  
Farmer

\_\_\_\_\_  
Address

\_\_\_\_\_  
Farmer

\_\_\_\_\_  
Address



### ACCEPTANCE

The Undersigned Workers hereby accept the foregoing Offer of Employment and agree to perform the work therein described in a good and workmanlike manner. This Acceptance is given with the understanding that it constitutes a binding agreement on both parties, subject to the right of either party to terminate the Agreement at any time upon five days' notice.

Signed _____	Worker _____	Address _____	Date _____
Signed _____	Worker _____	Address _____	Date _____
Signed _____	Worker _____	Address _____	Date _____
Signed _____	Worker _____	Address _____	Date _____
Signed _____	Worker _____	Address _____	Date _____

### Endorsement

The foregoing Offer of Employment received in the \_\_\_\_\_  
City  
\_\_\_\_\_ Office of the United States Employment Service  
State  
on \_\_\_\_\_ and forwarded to the War Relocation Author-  
Date  
ity, Employment Division, San Francisco, on \_\_\_\_\_  
Date

Signed \_\_\_\_\_  
Manager

Note: The Offer of Employment must be filled out and signed in two copies. The Farmer should keep one copy and hand the second copy to the local office of the U. S. Employment Service for transmittal to the War Relocation Authority.



C1.07

WAR RELOCATION AUTHORITY

WASHINGTON

OFFICE OF THE DIRECTOR

June 27, 1942

MEMORANDUM FOR THE FILES

Subject: Conference with Assistant Secretary McCloy concerning private employment outside relocation centers, and policy of providing opportunity for college education of citizen Japanese within areas.

In the company of Mr. Tom Holland and Mr. John Provinse I presented briefly the proposal for developing private employment outside of relocation centers for Japanese citizens who were interested in obtaining such employment by people who were willing to provide employment. We indicated that of course the people sent out would be carefully investigated both by WRA and checking with FBI, if possible. We stated further that we would try to work out a plan to develop local sponsorship in the area of their employment.

Secretary McCloy said he thought this approach sound and suggested we go ahead with our program. We promised to send him a copy of our proposals as soon as they are more carefully worked out.

We also discussed with Mr. McCloy the matter of some relaxation by the army on their restrictions regarding colleges and universities that might be acceptable for Japanese students now in relocation areas. We presented briefly our suggestions and Mr. McCloy indicated that he was very receptive to our ideas and would be glad to go into the matter further just as soon as we could furnish him with the requirements which have now been set up by the army and the alternative suggestions recommended by us. Mr. Provinse is to get this material to Mr. McCloy as quickly as possible.

Immediately following the conference with Mr. McCloy I told Colonel Tate of our discussion with Mr. McCloy and what agreements had been reached. He seemed to be in thorough agreement with the policy which we were proposing.

*D. J. Myer*  
Director



DSmyer:EGB

71.100



Employment

July 3, 1942

MEMORANDUM TO: Mr. E. R. Fryer, Regional Director

SUBJECT: Comments on Mr. <sup>L.A.</sup> Sigler's June 26th redraft of the Furlough Regulations, and on the latest draft of the Employment Regulations.

I have read over Louis Sigler's June 26th letter to Phillip Glick and the redraft of his furlough regulations which was attached thereto. The first section of this memorandum contains my comments on the letter and the redraft, which are made without having read the original draft of the furlough regulations. The second section of this memorandum contains my comments on the draft of the employment regulations which Mr. Ferguson furnished to me on June 24th. This memorandum was prepared before having considered Mr. Holland's recommended procedure for individual private employment outside the ~~War~~ <sup>Western</sup> Defense Command. Since I have not written Mr. Holland on my views about private employment and furloughs since returning from the Idaho and Oregon field trip, I should like him to have a copy of this memorandum. If you have any comment on the views expressed herein, I would appreciate your noting them on the carbon copy marked for Mr. Holland.

COMMENTS ON MR. SIGLER'S JUNE 26TH REDRAFT OF THE FURLOUGH REGULATIONS

I. On the question of segregation or individual investigation treated on pages 5 and 6 of Mr. Sigler's letter, I should like to point out that there are at least three reasons for such segregation or investigation before permitting private employment:

A. All evacuees are now under suspicion in the public mind because of the evacuation program, regardless of the official reasons which are given for the program. We cannot expect many private employment opportunities to develop except under extreme pressure of labor shortage unless we take some official action to separate what goats there may be from the sheep and only allow the sheep to go out into private employment.

B. We cannot expect State and local authorities to



Com

refrain from imposing widespread restrictions on the movement and activities of evacuees in group private employment unless we make an individual investigation and give these persons the stamp of our approval. There are curfews, deputy sheriffs, and restrictions on going into town and visiting in every area where evacuees are working that I have inspected. We are now in no position to ask for the relaxation of these restrictions.

C. The War Relocation Authority will be held responsible for any disloyal act which might be committed by evacuees permitted to go out into private employment. For our own protection alone, it is desirable to review each individual who is given a work furlough. "

On the type of segregation to be made I would emphasize that it should be on an individual basis. I suggest the initial limitation to non-Kibei American citizens as a practical starting point--to be extended later to Kibei and Issei as circumstances permit and individual determinations can be made. My point about speaking good English is purely a practical one, and, of course, has no necessary relation to loyalty or disloyalty. The young Americanized Nissei are much more acceptable to the community in which they work than the other groups, can more easily develop a permanent place for themselves there, and will tend to create a more favorable public opinion toward the entire evacuee group. Many Nissei would be reluctant to leave their parents behind, which is understandable. If the initial limitation to Nissei is thought to be too strigent, I would suggest a limitation to families in which the head was Nissei or in which there was at least one Nissei child of 20 or more and no Kibei.

II. I believe that there should be different forms for all types of furloughs. The evacuee's copy of the approved furlough will be the evacuee's most important credential. We should make our endorsement of the evacuee much stronger when he is going out for a work furlough or an indefinite furlough than when he is out on a short-term furlough.

III. I believe that the receiving of all necessary data on employment conditions, the granting of work furloughs and indefinite furloughs involving employment, and the receipt of reports from employers, should be handled in the Washington or Regional



Office, at least for several months at the beginning. Outside employment is going to be one of the most difficult activities of the War Relocation Authority, and one of the most important in the long run solution ~~for~~ this group of people. The Employment Divisions in the Regional Offices are going to require field men to investigate employment opportunities, the success of placements, and the adjustment of evacuees to their new communities. To have a dozen different project directors dealing with employers on outside employment would tend to confuse the situation and hamper the development of uniform policies. In addition, the Project Director should not be placed in the difficult position of having even an initial power of decision in the matter of whether persons should be released for private employment, except for an investigation of the individual himself. Many of the best people of the Project will want to leave for private employment and they should be permitted to do so even though their services will be badly needed in the project. I would suggest that when project directors or evacuees receive communications from employers involving outside employment that the project directors send the prospective employers the appropriate regulations, instructions, and forms and request the employers to send the application form to the Regional Office or Washington Office. The Regional Office or Washington Office would then carry out any necessary correspondence on employment conditions, and when everything was in order, send the file to the project director for his investigation of the individual and comments. On return of the file and the project director's recommendations, the Regional Director would approve or disapprove the furlough. Subsequent reports by the employer would be made to the Regional Director. ✓

IV. Section 5.5 (a) in Sigler's redraft requires the Project Director to require the recommendation of the applicant's immediate employment superior. I believe that this should be deleted or else expanded to cover a number of other people. The recommendation of the employment officer, medical officer, social worker, community council, and others may often be equally or more important than the recommendation of the employment superior.

V. In Section 5.5 (e) dealing with group furloughs I recommend that the entire matter be handled by the Regional Office, and that all reports by employers, USES, etc., be made to the Regional Office.

VI. Section 5.3 of Sigler's redraft prescribes that aliens shall



not be eligible for any furlough except short term furloughs of not more than thirty days. While I agree with the principle that aliens should be treated differently from citizens in the granting of furloughs, it seems to me unwise to write into the standing regulations a flat prohibition of furloughs to aliens under any circumstances. The Authority should be left free to develop a policy as circumstances dictate. This section appears too sweeping and too binding. It would be preferable, I believe, to prescribe discriminatory treatment of the alien in general terms, but leaving the application and interpretation of the principle up to the Director and Regional Director.

VII. The requirement of regular reports from employers of evacuees on furlough in Section 5.5 (b) and 5.5 (e) seems to strengthen and perpetuate to an undesirable degree the status of evacuees as wards of the Government. This requirement sets off the evacuee who has gone out into private employment as a special type of person, and places his employer under special obligations. This is perhaps all right for the aliens, but it seems to me once a citizen has been released to go into an unrestricted area he should be treated no differently from other citizens. Further, difficult questions will arise under this section whenever an evacuee desires to change his employer or residence. I would suggest that this section be deleted, and that instead the applicant for a furlough be required to agree to make reports at regular intervals concerning his whereabouts and activities. A periodic report from the Employment Service would seem to be sufficient in the case of group employment, to be supplemented, perhaps, by reports from certain evacuee leaders among the groups.

\* \* \*



COMMENTS ON DRAFT EMPLOYMENT  
REGULATIONS

I. There is necessarily a very close relationship between the furlough regulations and the outside employment sections of the draft regulations on "Employment, Compensation, and Allowances". The drafts of these two regulations do not fit together very well now, and I wonder whether it would not simplify matters to take everything dealing with outside private employment (Subpart 4) out of the Employment Regulations and place it in the Furlough Regulations. Private outside employment has no organic connection with employment practices within the relocation centers and it is very closely tied in with furloughs.

II. With respect to hours of work (Section 5.6) I would recommend setting the standard work-week at 48 hours with authority for the Regional Director to reduce this down as far as 40 hours for various types of work, on the recommendation of the project director, provided that the hours be the same for the same types of employment in all centers. In very hard and disagreeable tasks, and night work, shorter hours are equitable and will simplify the problem of ~~relieving~~ *recruiting* workers.

III. Since the question of the rate of cash advances and the possible addition of a clothing allowance by War Relocation Authority is now under discussion in the San Francisco Regional Office and with the WCCA, I shall not attempt to deal with it here. I will, however, mention my belief that since the WRA has started with wage classifications tied up with the nature of the work, that it will probably be necessary to go much further in this direction in the course of time. It is already apparent that the problems of work incentives and labor relations, which were largely overlooked in early policy discussions, are going to be among the most knotty of any faced by the WRA in relocation center administration. Many of the ordinary incentives for work are not present in the centers. There are so few possible variations in center life that attention will tend to become fixed on what variable elements there are--one of which is the job. Similarly, there will be so few outward signs of prestige and advanced status that attention will tend to be concentrated on those that exist--one of the most important of which will be the wage differential.

PRIVATE EMPLOYMENT OUTSIDE RELOCATION CENTERS

IV. Our experience with private employment in sugar beets has already progressed far enough to indicate that certain changes and additions to the conditions set up for group employment in



Section 5.22.

V. The assurances required of state and local officials should be expanded to include certification by the appropriate school officials that education for children of school age will be supplied without discrimination and without cost if the employer wishes to secure family groups. The Employment Service can then be released of the certification of school facilities. Other local officials giving assurances should include the County Attorney, Sheriff, and Chairman of the Board of County Commissioners.

VI. As indicated in my comments on the furlough regulations, the reports from the Employment Service in 5.22 (b) and 5.22 (c) should be made to the Regional Director and not to the project director. The field staff of the Employment Division can assist employers in making up the necessary papers. It may not be necessary to include this point in the regulations, but the local and State offices of the Employment Service should have all the necessary standard application forms to make available to prospective employers.

VII. I have changed my views on the question of continuity of employment since suggesting the principle which appears in 5.22 (d). The evacuees in sugar beet work are generally not interested in earning high wages. They are satisfied if they make a little more than their bare living expenses and can stay out of the Assembly Centers and Relocation Centers. In order to encourage, rather than discourage, employers to employ evacuees, I believe that the scheme instituted by the Amalgamated Sugar Company in the Rupert FSA Camp, Idaho, may be a satisfactory substitute. There the Company pays the cost of food on days when work is not available. I would suggest a substitute paragraph to read:

"(d) The Employment service shall certify and the Regional Director shall be satisfied that provision has been made to assure reasonably full time employment for the entire period of employment. Except where weekly or monthly wages are paid regardless of the days actually worked, or where wages are in the form of a share of the crop or other business proceeds, the employer shall be required to provide the worker with at least four days of work per week over the period of employment and to pay the cost of food for the workers



and their families (if any) for the days on which no employment is available. The employee may modify or waive this requirement before accepting employment or at any time during the period of employment by written notification to the Regional Director or to the local United States Employment Service official. Without prejudice to the right of the Regional Director to request the return of evacuees from outside employment at any time, the Regional Director may require such return when sufficient employment is no longer available."

VIII. A new section should be added providing for a minimum period of employment of one month, reading somewhat as follows:

"(c) Minimum period of employment. Employers must guarantee to provide employment for a certain minimum period. No application which provides a minimum period of employment of less than one month will be considered where the employment involves more than 12 hours travelling time to the place of employment."

IX. In paragraph 5.22 (e) on transportation the following provisions should be added:

"Workers shall agree to a specified minimum period of employment. If all required conditions are met by the employer and the worker has worked to the best of his ability during the minimum period specified but is not satisfied with the work, the cost of his return and that of his family (if any) shall be borne by the employer. If the employer does not meet all the required conditions and the worker does not wish to be transferred to another employer in the same area, or if the worker is taken ill, the cost of the return of the worker and his family (if any) shall be borne by the employer. If the worker does not wish to work for the specified minimum period of employment, the transportation costs for his return shall be borne by him, or if he has no funds, paid by the War Relocation Authority and deducted from his subsequent earnings in Relocation Centers. When an attendant is required for the return of a worker taken ill, the employer shall pay the salary and expenses, and transportation for such attendant. The



Regional Director may also require that the employer provide and pay the expenses of an escort designated by the WRA for workers travelling to the place of employment from the Relocation Center and return, if he determines that such an escort is necessary."

X. The paragraph 5.22 on wages should be expanded to provide that remuneration may take the form of a share of the crop or other business proceeds.

XI. Paragraph 5.22 (i) should be expanded to include the minimum period of employment on which the costs of return transportation may depend.

XII. Paragraph 5.22 (j) should provide that regardless of whether a contract or bond is required that a written agreement to meet the conditions specified must be signed by the employer or his agent and the Governor and local officials - on standard forms provided by the War Relocation Authority if so requested.

XIII. I would suggest striking out "the Regional Attorney" in paragraph 5.22 (k) and the addition of an alternative provision that the new employer would not have to assume the responsibility for the payment of return transportation if the original employer agreed to retain it. In the case of the sugar beet work, for example, the sugar companies wish to retain the evacuees for the entire agricultural season, but they are primarily interested in the thinning work at the beginning of the season and the harvesting in the fall. Other farmers may employ evacuees during the summer, but the sugar companies are not asking to be relieved of the cost of transportation back at the close of the season in the fall. In the first sentence of this paragraph, the procedure should be modified to permit transfer from one employer to another by the Employment Service when housing, wages, and other conditions are met without requiring certification of each case to us. It should be specifically stated that no workers may be shifted from one employer to another or from one place of living to another except with the knowledge and consent of the Employment Service.

XIV. In paragraph 5.22 (l) or in paragraph 5.22 (e), the concurrence of the Employment Service should be required on the return of any workers, from whatever source the request for return may come.



XV. In paragraph 5.22 (n) a specific statement should be made as to who will be considered as having dependents at the Relocation Center and the exact amount they will be expected to pay per dependant.

XVI. Section 5.24 giving the Project Director authority to authorize private employment within daily travelling distance of the Relocation Centers to my mind properly describes the scope of the Project Director's function with respect to outside employment and furloughs for that purpose.

XVII. The question of medical care for evacuees in outside employment is proving to be a difficult one. The Amalgamated Sugar Company is paying the medical bills of evacuees and seems willing to continue to do so. The Utah-Idaho Sugar Company has paid them thus far, but has asked us whether they could not be reimbursed by the War Relocation Authority. The stated conditions which govern the evacuees now working in outside employment in agriculture provide only that medical care should be available at rates commensurate with the earnings of evacuees. We <sup>we</sup> had several serious hospital cases already - paralysis, pneumonia, appendicitis, and the possible loss of sight in an eye.

I would suggest the following alternative provisions for medical care:

- A. The employer to pay for medical care if he agrees to do so.
- B. The evacuee or family to agree to pay for medical care if he has sufficient funds - say \$50.00 - to cover a reasonable amount of medical care in case of accident or illness.
- C. For those individuals or families with <sup>out</sup> \$50.00 cash, the county or the War Relocation Authority to agree to provide medical care costing over and above the cash resources of the individual or family.

One of these alternatives would be decided upon for each evacuee at the time of recruitment, and would of course have some bearing on the success of recruitment.

XVIII. A paragraph should be added requiring the employer to report on wages paid when required to do so by the Regional Director.



We may want to have the employer report in some cases, although for agricultural employment it may be better to give the evacuee a wage book in which the employer can make entries when wages are paid. It may also be desirable to give the Regional Director authority to require that employers shall notify him of the disappearance of the evacuee, serious illness, or accidents, etc.

XIX. A paragraph should be added providing for medical certification for evacuees going out for group agricultural employment or other hard physical labor. With some such medical check we probably would have avoided the difficulties of getting our paralyzed man back from Idaho Falls.

Robert Frase  
Acting Chief,  
Employment Division



Mr. D. S. Myer ✓

Colonel E. F. Cress

July 15, 1942

Subject: Outside Individual Employment Policy

1. May I urge you to reexamine the problem of timing in connection with the publication of your outside individual employment policy. You appreciate that upon issue of the proposed administrative instructions, you must expect full publicity and comment on your stand.

2. In my opinion, the question is whether the time is propitious, rather than whether the policy is sound. In this connection may I invite your attention to the following facts:

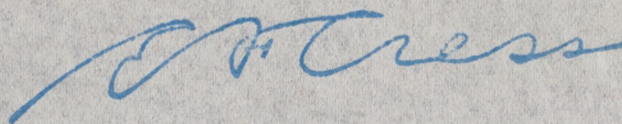
- (a) The Aleutian Island landings of Japanese troops is a disturbing factor, not only to the Pacific Coast, but also inland as far as the North Central states which border on the Mississippi River. Movement of Japanese and their relocation in the Mississippi Valley area may cause an immediate spy scare, and, in fact, intensification of espionage activities by Japanese agents in this area may well be expected. Alberta, Canada, Minneapolis, Omaha, and Kansas City are, indeed, keys to our western rail transportation system.
- (b) As I previously stated, the recent Tolan Committee report indicates that the time is not ripe to attempt relocation outside of our centers. I believe this Committee to be well in touch with the existing public mind and sentiment. Undoubtedly, the Committee has sensed public opinion to a greater degree than the members of the War Relocation Authority have.
- (c) Our position with reference to outside relocation will appear inconsistent at this time if the proposed employment policy is announced. Evacuation is not yet complete and the Army deems it necessary to closely restrict and guard those evacuees. Furthermore, the military authorities have, in practically every case, disapproved those applications which we will be inviting. While it might be said that our investigation will be more thorough, since we will



not be in so much of a rush, still the fact remains that, with no appreciable change in the general situation, we will be taking a course of action opposite to that followed by the Army.

- (d) Finally, our policy is subject to complete nullification at this time by the Commanding General, Fourth Army and Western Defense Command, in view of the contents of his Public Proclamations Nos. 1, 6 and 8. The views of the War Department in this situation undoubtedly may be changed by the attitude of the military commander on the ground. In view of the fact that such a nullification is possible, under no circumstances should this policy be announced at this or any future time without clearance both by the Commanding General, Fourth Army and Western Defense Command, and the War Department. At this time, it is my feeling that the policy will not receive the approval of General DeWitt. ~~x~~ Consequently, again I urge that the timing be reconsidered by you. One disapproval, more frequently than not, leads to subsequent denials.

EFCress:VHC



FILE COPY



SK  
FS  
July 28, 1942 ✓

To: Mr. Dillon S. Myer ✓  
Director

I think that an investigation of the evacuees will be regarded as an important step in the procedure we have developed for outside employment. It is important that this investigation be taken seriously at the project and the regional office. I am now working up a standard series of questions which should be asked each applicant. The objective here is to get sufficient information of a type calculated to reveal the applicant's contacts with both the American and Japanese cultures which he grew up in. From this information we should be able to draw a conclusion as to whether the applicant's background is primarily American or Japanese.

Considerable information will be obtained from our individual record form (WRA-26). In addition, we need to go into such questions as the following -- Does applicant live with his parents and is he economically dependent upon them; does he speak Japanese at home; does he have the same religion as his parents; is he part of a closely or loosely knit family group; have parents influenced retention of Japanese customs at home or is the home Americanized; were his close associates Japanese or Caucasian; has he ever subscribed to Japanese publications or belonged to Japanese organizations; was he ever a dual citizen and, if so, has he denounced dual citizenship.

The above and a number of other questions should be asked of all applicants. In addition, Form WRA-26 on the applicant's parents should be included in the file and interviews should be had with them if they are available. The interviewer should be able to draw some conclusion from talking with the parents as to the degree of Americanization they encouraged among their children.

In addition to the interview with the applicant and the data on Form WRA-26, I suggest that we ask each applicant to give us two references in his home community. The opinion of a former employer, a school teacher, or other Caucasian acquaintance might be revealing.

I would like, while in the West, to talk with the Project Directors, as well as with the Regional Directors about the

FILE COPY

71.100



-2-

importance of these investigations, and also would like to give them a view of the procedure as it will function here in Washington. Will there be any objection to my visiting the relocation centers in order to be sure that this new phase of our relocation program will be properly launched?

Thomas W. Holland  
Chief, Employment Division

TW: Holland: get

FILE COPY



Office of the Director

AUG 5 1942

Mr. E. R. Fryer ✓  
Regional Director, War Relocation Authority  
Whitcomb Hotel Building  
San Francisco, California

Attention: Employment Division

Dear Sir:

On reviewing Administrative Instruction No. 22, Naval Intelligence has suggested that we also have a record check of the prospective employers with the Federal Bureau of Investigation and with Naval Intelligence.

We will take the matter up with the Federal Bureau of Investigation and handle this employer check here if they agree.

I would like you to make the necessary arrangements with the three District Naval Intelligence officers on the Pacific Coast on the following basis:

1. When you send the name of an applicant to one of the three District Naval Intelligence officers on the Coast, you will also send them the name, address, and business of the prospective employer.
2. The District Naval Intelligence office will forward the prospective employer's name to their district office covering the area in which the prospective employer is located. For a large area in the Mid-west, for example, this would be the Chicago office of Naval Intelligence.
3. On the completion of the record check of the employer by the competent Naval Intelligence office, the results of the record check should be sent directly to the War Relocation Authority in Washington, Attention: Employment Division, rather than being routed back the way it came.

This procedure was suggested by Naval Intelligence here. It will enable the West Coast District Naval Intelligence offices, who are familiar with evacuation and

FILE COPY

71.100



-2-

relocation problems, to explain what the procedure is about when they send employers' names to their middle western offices for a record check. Transmittal of the results of the record check directly to the Washington office of the War Relocation Authority will conserve time.

Sincerely,

*D. S. Myer*

Director

WFrasc:gst  
8-5-42

*Trace*

FILE COPY



Vale, Oregon, September 5, 1942

The necessity of securing adequate labor to harvest the sugar beet crop in the Vale Oregon Irrigation District and in the immediate vicinity of Vale, Oregon, coming before the Board, and being discussed as to the probable requirements thereof; and securing information from Mr. Vern Wilson, the local representative of the Amalgamated Sugar Company in regard to the labor requirements, the following resolution was presented by the secretary and read in full:

RESOLUTION

1942

WHEREAS, attention has been called to the Board of Directors of the Vale Oregon Irrigation District, that there will be an acute shortage of labor demands for harvesting the 1942 sugar beet crop, and

WHEREAS, there are facilities to house laborers in the Harper vicinity at the Civilian Conservation Corps Camp near Harper on Central Oregon Highway No. 20, which camp would give ample room for housing the needed laborers in the Harper Valley and Little Valley, and

WHEREAS, the Civilian Conservation Corps Camp B. R. 45, north of Vale, Oregon on the John Day Highway No. 28, would furnish ample housing facilities for the laborers required to harvest the sugar beet crop in the vicinities of Willowcreek, Jamieson and Brogan, all of which are located distances from the Vale C.C.C. Camp as follows: to Willowcreek  $3\frac{1}{2}$  miles, to Jamieson 7 miles, to Brogan 8 miles, making the longest haul on the Willowcreek sector,  $18\frac{1}{2}$  miles, and

WHEREAS, it is estimated that the requirements and the sugar beet acreage are as follows:

	Acreage	Laborers Needed
Harper vicinity	300	50
Vale vicinity	1600	225
Willowcreek including Jamieson and Brogan	1428	200

NOW, THEREFORE BE IT RESOLVED, by the Board of Directors of the Vale Oregon Irrigation District that Honorable Robert Taylor, Chairman of the State War Board of Oregon, be requested to use his best efforts to secure for these vicinities as named above, 475 Japanese evacuees for laborers to assist in harvesting this year's sugar beet crop, and that he be further requested to assist in securing for the vicinity of Vale, a labor camp similar to the one south of Nyssa, Oregon, and that the preparation of same be speedily done, and

BE IT FURTHER RESOLVED, that a copy of this resolution be sent to the Hon. Robert Taylor, Chairman State War Board, M. U. Bldg., Oregon State College, Corvallis, Oregon.

J. Lile DeWitt, Lieutenant General, U. S. Army, Headquarters Western Defense Command and Fourth Army, Presidio of San Francisco, California.

Mr. K. Wolfe, Liason Officer, 9th Corps Area, Civilian Conservation Corps, 814 Mission Street, San Francisco, California.

Mr. Walter A. Duffey, Regional Director, Farm Security Administration, Terminal Sales Building, Portland, Oregon

Mr. M. S. Eisenhower, Director War Relocation Authority, Barr Building, 910 17th Street, N. W. Washington, D. C.

Mr. E. J. Dutz, Chief Agricultural Division, Barr Building, 910 - 17th St. N. W., Washington, D. C.

Mr. E. R. Fryer, Regional Director, Pacific Regional Office, Whitcomb Hotel Building, San Francisco, Calif.

Mr. Harvey M. Coverley, Assistant Regional Director, Pacific Regional Office, Whitcomb Hotel Building, San Francisco, Calif.

Mr. Herbert M. Peet, Acting Regional Director, Farm Security Administration, 305 Terminal Sales Building, Portland, Oregon

Attest: C. E. Howell, Secretary

Frank Phillips, President



Vale, Oregon, September 5, 1942

The necessity of securing adequate labor to harvest the sugar beet crop in the Vale Oregon Irrigation District and in the immediate vicinity of Vale, Oregon, coming before the Board, and being discussed as to the probable requirements thereof; and securing information from Mr. Vern Wilson, the local representative of the Amalgamated Sugar Company in regard to the labor requirements, the following resolution was presented by the secretary and read in full;

RESOLUTION

1942

WHEREAS, attention has been called to the Board of Directors of the Vale Oregon Irrigation District, that there will be an acute shortage of labor demands for harvesting the 1942 sugar beet crop, and

WHEREAS, there are facilities to house laborers in the Harper vicinity at the Civilian Conservation Corps Camp near Harper on Central Oregon Highway No. 20, which camp would give ample room for housing the needed laborers in the Harper Valley and Little Valley, and

WHEREAS, the Civilian Conservation Corps Camp B. R. 45, north of Vale, Oregon on the John Day Highway No. 28, would furnish ample housing facilities for the laborers required to harvest the sugar beet crop in the vicinities of Willowcreek, Jamieson and Brogan, all of which are located distances from the Vale C.C.C. Camp as follows: to Willowcreek  $3\frac{1}{2}$  miles, to Jamieson 7 miles, to Brogan 8 miles, making the longest haul on the Willowcreek sector,  $18\frac{1}{2}$  miles, and

WHEREAS, it is estimated that the requirements and the sugar beet acreage are as follows;

	Acreage	Laborers Needed
Harper vicinity	300	50
Vale vicinity	1600	225
Willowcreek including Jamieson and Brogan	1428	200

NOW, THEREFORE BE IT RESOLVED, by the Board of Directors of the Vale Oregon Irrigation District that Honorable Robert Taylor, Chairman of the State War Board of Oregon, be requested to use his best efforts to secure for these vicinities as named above, 475 Japanese evacuees for laborers to assist in harvesting this year's sugar beet crop, and that he be further requested to assist in securing for the vicinity of Vale, a labor camp similar to the one south of Nyssa, Oregon, and that the preparation of same be speedily done, and

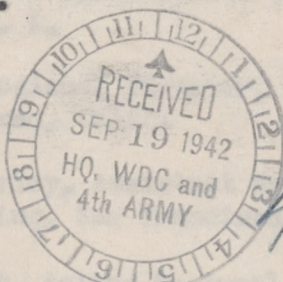
BE IT FURTHER RESOLVED, that a copy of this resolution be sent to the Hon. Robert Taylor, Chairman State War Board, M. U. Bldg., Oregon State College, Corvallis, Oregon.

J. Lile DeWitt, Lieutenant General, U. S. Army, Headquarters Western Defense Command and Fourth Army, Presidio of San Francisco, California.

Mr. K. Wolfe, Liason Officer, 9th Corps Area, Civilian Conservation Corps, 814 Mission Street, San Francisco, California.

I, C. E. Howell, Secretary of the Vale, Oregon Irrigation District

hereby certify that the above and foregoing is a true copy of the resolution as therein set forth.



*C. E. Howell*  
C. E. Howell, Secretary  
Vale, Oregon Irrigation District







Mr. Eugene Katz

Clarence Glick

Sept. 23, 1942

*Public Opinion*

Opinions of Utah Individuals on the Employment of Japanese  
Evacuees Outside Relocation Centers.

During the week August 19-26, 4999 individuals in the State of Utah were questioned concerning the employment on farms of Japanese alien and citizen evacuees who are now in Relocation Centers. Two-thirds of this selected sample believe it would be better to permit the Japanese who are American citizens to work outside the centers on farms (throughout the State) than to have them work entirely inside, but only 18 per cent of them hold this view for Japanese who are not American citizens. Thirty-three per cent state that citizen evacuees should remain in the centers and 81 per cent declare that alien evacuees should be kept inside.

Urban, rural, and rural non-farm representatives do not differ greatly among themselves in these opinions, but in each instance rural individuals are least favorable toward citizen and alien evacuees working outside the centers (60 per cent and 16 per cent, respectively.). The northern part of the State, where large sugar beet farms are located, shows greatest willingness for evacuees, alien and citizen, (72 per cent and 23 per cent, respectively) to work on farms, while the southern central part, which includes a higher proportion of irrigated, family farms, indicates least willingness (58 per cent and 13 per cent).

Those who said Japanese should work outside the centers were asked, "Would you like to have some of them right around here?" Only about 50 per cent answered in the affirmative, for both alien and citizen evacuees, and rural individuals were least enthusiastic of all, except for those in the northern part of the State.

Over half of those who favor releasing Japanese for work on farms stress that they are willing to have Japanese outside the centers providing they are under supervision or are tested for their loyalty and reliability, or are not placed near defense plants and military establishments. These comments, of course, are especially frequent when referring to Japanese who are not American citizens. A fourth of those who said citizen evacuees should work outside the centers express a real need for labor, a tenth state they believe or have found out from actual experience that Japanese are loyal, trustworthy, good workers, likeable.



September 23, 1942

Only a negligible number regard the matter in terms of "fair play" for American citizens of Japanese ancestry or of enabling them to make greater contributions to the war effort.

Those who do not believe that Japanese should work outside the Centers are greatly concerned about the problem of "security," especially where aliens are involved. Their next most prevalent type of remark is that the Japanese are not trustworthy or loyal. Other expressions are milder, such as stating it is the best thing for Japanese to stay inside the Centers, to work for the Government there. Many of those who express negative attitudes toward Japanese working outside the Centers do not make any distinction between aliens and citizens in their remarks. The contrast in the responses of those interviewed toward Japanese who are American citizens and toward those who are not is fairly pronounced when the sample is taken as a whole and the willingness of two-thirds to tolerate the utilization of the citizen evacuees on farms should encourage at least small-scale steps along this line.

Source: Western Institute of Public Opinion, Los Angeles, Utah Public Opinion Survey, August, 1942.



3172  
192

1. Files (68)  
FS

*John*

TELETYPE

SAN FRANCISCO CALIFORNIA  
SEPTEMBER 25, 1942

712  
*John*

DILLON S MYER DIRECTOR  
WAR RELOCATION AUTHORITY  
WASHINGTON D C

FOLLOWING NUMBER OF EVACUEES RELEASED IN SEPTEMBER FROM CENTERS: TULE LAKE TO IDAHO 285; MONTANA 127; UTAH 50; MINIDOKA TO IDAHO 501; MONTANA 94. MANZANAR TO MONTANA 292; IDAHO 143. COLORADO RIVER TO IDAHO 115; UTAH 66. SANTA ANITA TO MONTANA 54. FRESNO TO UTAH 101; MONTANA 43. STOCKTON TO MONTANA 71. 217 SCHEDULED TO LEAVE COLORADO RIVER FOR NEBRASKA TOMORROW, 110 TO LEAVE MANZANAR FOR IDAHO TOMORROW. NUMBERS REMAINING IN FIELD FROM SUMMER'S RECRUITMENT MONTANA 240, IDAHO 478, OREGON 377, UTAH 157. ONLY GREAT WESTERN SUGAR COMPANY HAS COME TO WESTERN REGION FOR LABOR IN COLORADO AND NEBRASKA. MR. GARDINIER DISTRICT MANAGER HOLLY SUGAR COMPANY ADVISED BY LEE A WEEK AGO THAT WE WOULD RECRUIT ON ANY OF HIS OFFERS HE COULDN'T FILL AT CODY. UTAH IDAHO SUGAR REPRESENTATIVE ADVISES ONLY 150 MORE WANTED FOR THEIR TERRITORY IN MONTANA. AMERICAN CRYSTAL ADVISES THEY ONLY NEED AN ADDITIONAL 70 OR 100 FOR MONTANA. INDICATIONS ARE THAT BOTH THESE NEEDS WILL BE FILLED. HAVE NO ESTIMATES ON WHAT HOLLY NEEDS IN MONTANA AND HAVE RECEIVED NO OFFERS FROM THEM. REPORTED THAT SOME HOLLY CONTRACTS NOW ON WAY FROM DENVER. MANY CONTRACTS FOR IDAHO AND UTAH FILLED AND EVACUEES WAITING AT CENTER FOR WORK TO START. HAVE NO FIGURES ON RECRUITMENT IN CENTRAL REGION.

*E. M. Rowalt*

E M ROWALT  
ACTING REGIONAL DIRECTOR

HRLee/HH 9/25/42



John H. Provinse

3-23-43

Philip W. Barber

Subject: Suggestions - For the Advancement of the Relocation Program.

The Problem

Reports from the projects indicate general evacuee lethargy in regard to the relocation program. An examination of written reports and discussions with returned travelers reveal the chief cause of this passive resistance as fear of the unknown. While psychological factors are primarily responsible it should be noted that evacuee fears are not only neurotic but usually reasonable. The fears exist because of inadequate information as to the following:

1. The draft: probability of the draft interrupting relocation and general uncertainty as to interpretation of dependency among evacuees.
2. Possibilities of return to California.
3. Property problems: steps now taken and those contemplated for protection of evacuee property on the west coast.
4. Climate and geographical description of outside areas of relocation.
5. Social conditions of life in the outside areas.
6. Extent of W.R.A. investigation of job offers.
7. Cost of living in outside areas.
8. Housing available and W.R.A. responsibility in finding suitable housing.
9. Degree and kinds of hostility as well as friendship that can be expected in each outside area, and probable ways in which it is likely to be expressed.
10. Guarantees of physical safety provided by W.R.A.
11. Aid that may be expected in case of economic or social failure in relocation.

Further obstruction of the relocation program has come from the appointed personnel at the projects, caused more by ignorance



of the fundamental importance of relocation and the practical details of the present plan, than by any conscious desire to prolong their jobs.

### The Solution

The first step must be the thorough education of all W.R.A. appointed personnel who come in contact with the evacuees. Every staff member who is unconvinced as to the importance of the relocation policy and betrays to the evacuees, by his ignorance of facts, his lack of conviction, is a disruptive element. We may arm the Employment Division with thorough knowledge, but evacuees will still seek advice from their closest contacts among the staff, in agriculture or engineering or transportation or community services. If the program is to succeed all members of the project staff must know the answers.

On this foundation can be based the intensive educational campaign needed to give the evacuees the facts they must have to make a decision. To be effective this education must be aimed particularly at the issei, and be adequately expressed in Japanese, orally as well as in writing.

Such a presentation of the facts will be the most successful sales campaign possible, as far as the direct influence of the W.R.A. staff is concerned. However, if key evacuees are convinced that relocation is the best weapon existing against racial prejudice, they can successfully present this argument to the more social minded of the evacuees, and possibly build a strong social pressure in the projects for relocation.

Pressure by appointed personnel, however, will only develop opposition. The evacuees must have the feeling of freemen and women, with all facts at their disposal, making a free choice. The influence of evacuees - neighbors is acceptable; pressure from the Government will not be.

The devices of propaganda - developed so shrewdly in recent years by the public relations experts of big corporations - are desirable and should be freely used but limited to creating favorable attitudes, and never allowed to distort basic facts.

### Techniques

1. It is proposed that in line with the best management procedures the evacuees be consulted as to this educational campaign for relocation. Aside from the valuable guidance W.R.A. may receive, this request for advice by enlisting the cooperation of evacuee leaders, will constitute the first propaganda stroke for relocation. The mechanism proposed for this exchange of advice between the W.R.A. Washington staff and the evacuees is the establishment of an Evacuee Relocation Committee at each project, under the chairman-



ship of the Project Council and containing representative issei and nisei.

2. On the basis of advice from these committees a revised simple manual of information on relocation should be issued, with Japanese and English versions on opposite pages.

3. It is proposed that an Appointed Personnel Relocation Committee be established at each project, responsible for education of appointed personnel. The committee will also consult with the Evacuee Relocation Committee, and with their advice, direct and coordinate the educational campaign among the Evacuees. In addition to the Project Director the committee should contain; Chief of Employment, Chief of Community Services, Superintendent of Schools, Reports Officer, and any other interested staff members who can perform useful functions.

4. Distribution of written and visual aid material to the Evacuee Relocation Committee is essential. Photographic exhibits from the Farm Security Administration of life in the relocation areas should be sent to the projects. If possible, prints of documentary films such as "The River," "Grass," and shots of the T.V.A. should be circulated to show the appearance of the area in which the evacuees are being asked to relocate, and to build an interest in the interior of the United States. Clips from old news reels should be obtained if possible, covering the city areas. W.P.A. Guide Books of the states concerned should be in every project library, and multilith colored maps and pictograph maps should be displayed, if possible on every bulletin board. Crop reports, statistics on wage levels and living costs, etc., should be sent to the project and lively pictograph representations of these figures prepared by the art classes and the poster shops. The aid of project cartoonists should be enlisted, and suggestions furnished for humorous angles on pleasant and unpleasant personal experiences in relocation.

It is suggested that large display spaces be provided on or in community stores, churches or in popular outdoor locations, where "blow-ups" of favorable newspaper comments on relocation, balanced by occasional unfavorable notices, may be displayed, along with block letter posters advertising jobs offered. Pictures of the area, and if possible the actual type of work, should illustrate the job offers. Mats of all this visual aid material should be sent to project newspapers. Expressions of opinion, advice, etc., should be secured whenever possible by Area Employment chiefs from city and state officials and other prominent citizens, for project newspaper use and display purposes.



5. The project schools should be utilized to the full, not so much in terms of night school courses on relocation, but through the use of relocation, its problems, and its areas as subjects for projects in English speech, history, arithmetic, art, music, geography, social problems, and home economics courses. The thorough indoctrination of the teaching staff by the Appointed Personnel Committee is a necessary prelude to this program.

6. Evacuee forums can be useful, not on the general subject of relocation pro or con, but on specific subjects such as sectional methods of irrigation, dry farming, stock raising methods of opposing race discrimination, comparative merits of different relocation areas, etc. Forums may be very dangerous however, unless ample interesting material is supplied to help keep attention on the subject of the meeting.

Preferred to general forums are special programs of moving pictures, lectures, etc., or short informational talks to clubs, block meetings, PTA meetings, etc. Wherever possible, special meetings called to discuss relocation should be avoided.

Meetings for dissemination of information on relocation can be called by the Committees on Relocation, but if the normal life of the project provides sufficient opportunities it is decidedly preferable to fit education for relocation into existing community activities. This will cause less emotional disturbance, and do less damage to the precarious sense of security the evacuees have attained in the relocation centers.

7. An evacuee representative, selected by the Evacuee Relocation Committee and approved by the Council, might be sent by each project to visit one or more of the relocation areas in the middle west, to bring back first hand information to the evacuees. This representative should, if possible, speak both English and Japanese.

8. Complete speedy information should be supplied the area employment officers as to what is being said and done on the projects by way of education. They may then intelligently assist in the gathering of useful local material for transmission to the projects. The employment officer should be encouraged to keep contact with the first evacuees placed in his area. He will frequently be able to help an evacuee make a favorable social adjustment, and it must be remembered that in the long run relocation in any area will depend upon the reports that go back to the projects from the relocated evacuees.

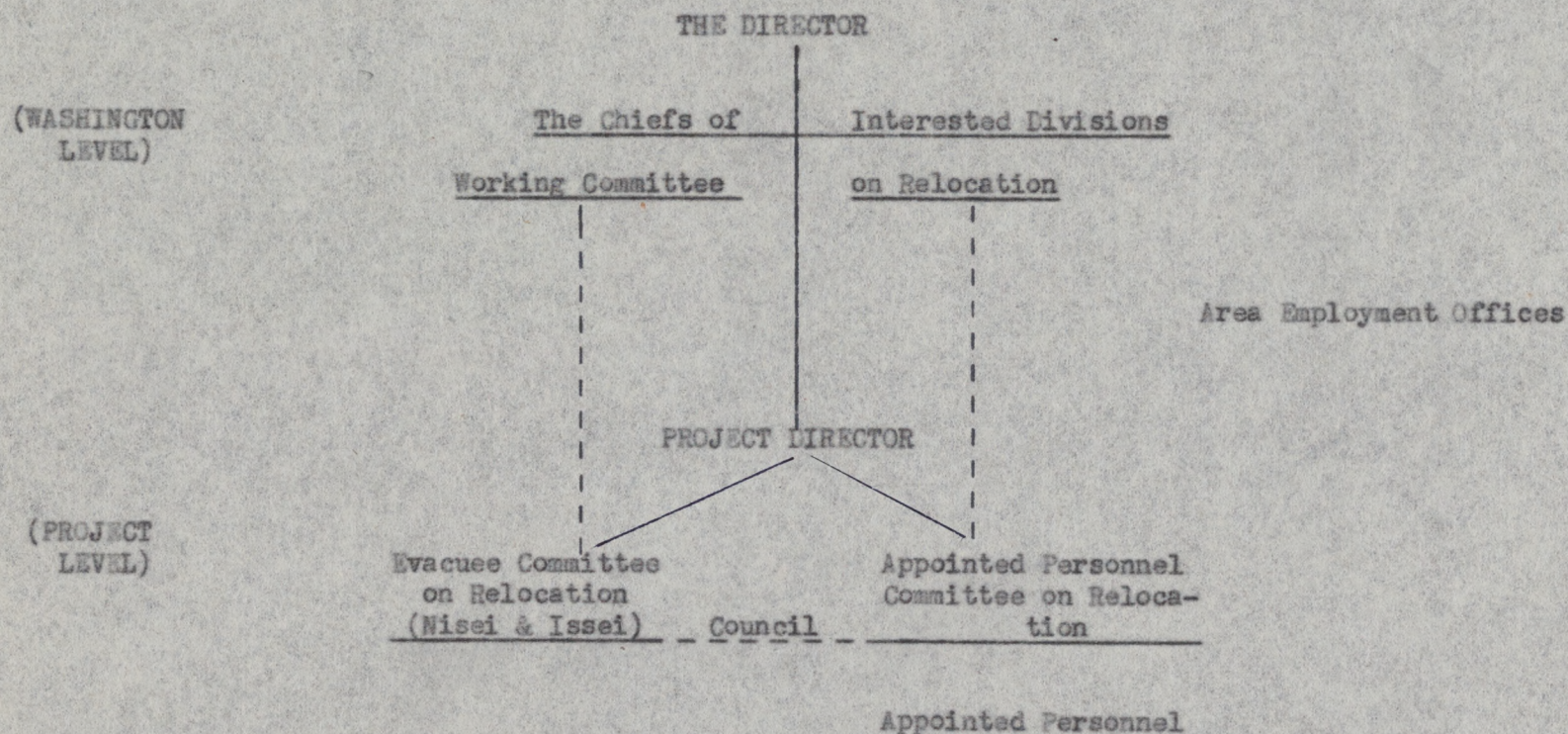


Essential organization.

A Working Committee on Relocation should be established in the Washington office, drawing on interested members of various divisions, certain representatives of Community Management, and Information and Reports, as well as Employment. Temporarily these Committee members should devote full time to the preparation of the materials called for in the selected techniques. Representatives of the Committee should visit the projects to get first hand information on the development of the program, and also visit the employment areas to check on progress.



EDUCATION FOR RELOCATION  
 DIAGRAM OF SUGGESTED ORGANIZATION



THE EVACUEE POPULATION

\*Education -  
 Propaganda



WAR RELOCATION AUTHORITY  
WASHINGTON

March 29, 1943

To: ~~Dillon S. Myer~~ ✓  
~~E. M. Rowlett~~

Subject: Progress of the Relocation Program

Mr. Holland's report at the staff meeting recently indicates that the mechanics of clearance for people desiring to leave the relocation centers and enter into private employment are now well advanced, and that we can expect this to function rapidly and efficiently within the next few weeks. Conversation with him also indicates that job opportunities will probably be available and that there should be very little difficulty in finding places for nearly all who want to go from the centers, either in agricultural, industrial, or service pursuits.

The problems that remain are two: (1) establishing the right type of mental climate among the evacuees so that they will want to leave the centers, and (2) creating the proper attitudes among the receiving American population. The two problems are closely related, of course, since willingness to go will be in some large degree correlated inversely with hostility on the outside.

Despite our anticipation for weeks of the acceleration of the relocation program, few of us have done very much to acquaint either staff personnel or evacuees with the rapidly changing program. Recent activity in connection with the 1944 budget actually pointed much thinking in the opposite direction. The following seem to me to be important issues:

1) We must intensify our efforts to correct an impression that a great many people still have, including officials, that the relocation centers were set up as permanent hostels for the duration of the war. That it is needful to do this is indicated in one recent instance by the report of the Naval Intelligence Office that WRA radically changed its policy last November from one of guarding these people in relocation centers to one of relocation. This type of education must also be driven home forcefully to our own personnel working at the projects, for I am sure that a great number of them still do not understand the relocation program.



Holland  
Baker  
for info  
comment  
D-S-2

39.050  
4/16/43



2) In conjunction with (1), I believe we must also acquaint our project personnel with the responsibilities they have in forwarding the reemployment and relocation program. Unless this is explained to them in the right way, the majority of them are going to think of the program as a sudden change in policy, that they have been misled in accepting a job which is now being torn out from under them, and they will lose considerable interest. If properly explained to them, I think that most of them can be made to feel that relocation is our objective, that doing a good job of it is the most important thing they have to do, and that having accomplished it they can feel proud of having made this contribution to a serious war disruption.

3) Among some of the outside groups that have to be reached, I doubt if we have yet utilized some arguments that might appeal to the more economically minded and hardheaded business people. The re-establishment of business relationships with the Orient after the war is over will open up for American industry and business the largest potential market in the world. News items and other reports which come to me occasionally indicate that a good deal of hopeful anticipation of this market possibility is indulged in by people of the West Coast and East Coast. We have made little or no effort to try to point out to these people, who probably do constitute some of our more conservative groups, that it would be to their advantage to secure from among the American Japanese individuals who might help them in the Asiatic field after the war is over. This, I would think, ought to be an extremely useful argument on the West Coast, which in all probability will benefit the most from the increased trade and business relationships which are almost inevitably to follow the new world adjustment.

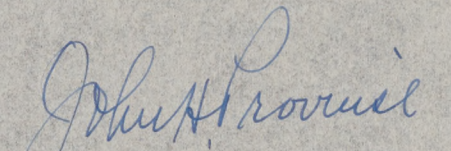
4) How can we best increase the activity of groups already interested in the program in building up the right kind of receptivity for the evacuees? George Rundquist of the Federal Council and other church groups are doing some of this. Indications are that Linton B. Swift of the public welfare agencies and a number of his co-workers are very anxious also to help and will do everything within their power to transmit any information we may give them and to follow our guidance in the program. They have received no recent word on our program according to reports reaching me.

5) Should we not make more effort to have the presently relocated evacuees write their experiences back to the project? It is not sure in my mind that the letters now going back are necessarily the ones that should be being sent since many of them deal with the unfortunate experiences rather than the favorable ones. This, in the nature of things, is likely to happen, and I think through some communication to our relocated people we might encourage them to spread good instead of bad news among the remaining evacuees.



At the meeting of our Superintendents of Education in Denver, I hope to be able to have you or someone else present to the school people some of these problems, since the preponderance of appointed personnel in the schools makes them our most useful device for putting across some of the things we want to achieve in WRA.

I have asked Phil Barber to give some thought to this problem, and his suggestions are attached.

  
John H. Provinse, Chief  
Community Services Division

Attachment



F.S.

L.H.

AIR MAIL

June 29, 1943

Mr. D. S. Myer ✓  
c/o Mr. E. R. Fryer  
War Relocation Authority  
Whitcomb Hotel Building  
San Francisco, California

Dear Mr. Myer:

There is enclosed herewith a draft of temporary procedure with respect to private employment which was prepared by Mr. Holland and is concurred in by Mr. Province. X I understand that you saw this draft Saturday and approved it.

Mr. Glick has raised the point that the procedure included in paragraph 13 of the draft does not contain all the possible safeguards which the War Relocation Authority can impose. Mr. Glick points out that return to a relocation center is placed upon a contractual basis, rather than a conditional permission with the penalties of a misdemeanor available to enforce compliance. Mr. Glick, therefore, suggests the following substitution for paragraph 13: ↙

"(13) Upon instructions to do so, the Project Director will issue a pass to the applicant. This pass will be issued subject to the right of the Director of War Relocation Authority to require the applicant to return to a relocation center if the Director should find it necessary to make such a request. The pass will be issued subject to the further requirement that the applicant will notify the War Relocation Authority of any change of address and of any change of employer. Applications for passes will be approved under this procedure only for applicants living in relocation centers that have been declared military areas under Executive Order No. 9066. All relocation centers within the Western Defense Command are already within such military areas."

Holland and Province make one point with reference to Glick's suggestion. In all probabilities there will be other Japanese in private employment in the same locality who were not initially evacuated from Military Area No. 1. Consequently, the penalties which Mr. Glick includes would be enforceable as to persons with passes, but would not be enforceable against

71.100



these Japanese who had never been in a relocation center. Thus, we would have a discrimination and we would be in a position of taking care of some persons of Japanese descent rather than all. The idea seems to be that, if the emergency is sufficiently great, a Presidential proclamation or other action would have to be taken in order to safeguard all Japanese in a particular area.

I personally agree with Mr. Glick and prefer a constructive custody theory. I base my recommendation upon two points. First, the language to be included in our Appropriation Act will permit all Japanese to enter relocation centers. Consequently, I am willing to include now this restriction which I believe will be necessary at a later date, and this restriction, in my opinion, will be essential in many cases. My second point is that the fact that War Relocation Authority makes certain Japanese return to relocation centers will tend to impress the gravity of the situation on all others and thus be effective in preventing an untoward incident. Furthermore, if an untoward incident does occur, the fewer involved, the better, and if War Relocation Authority orders some of the Japanese out, the incident may not assume such a great proportion.

I don't know whether you went into this question at all when you approved Mr. Holland's draft on Saturday. Consequently, I believe it politic to submit both points to you rather than to make the decision here. However, I don't want to leave you in any doubt as to where I stand or what my decision would have been in the first instance. I concur in the change recommended by Mr. Glick.

Very truly yours,

E. F. Cress, Colonel, Cavalry  
Deputy Director

Enclosure

cc: Mr. Glick  
Mr. Holland  
Mr. Provinse  
EFCress:VHC



# COPY

Dillon S. Myer

9/22/43

Philip W. Barber

Subject: Report on Relocation Guidance

It is reasonable that after five months of reading, thinking, living, and working for relocation, some report on general conclusions should be forthcoming. The present flux of the organizational set-up of relocation makes this a particularly timely moment. The conclusions offered are based on rational observations, but no attempt has been made to document these beliefs as for a debate, though this could be done if necessary.

It is the belief of the author that unless some fundamental changes occur, and certain rather drastic steps are taken, relocation will dwindle away into a trickle. This would be a tragedy of sorts. Not only will the interest of the evacuees be badly served if this occurs, but the nation as a whole will suffer if there is a failure of the relocation program to achieve its full potential. Perpetuation of the Centers as "reservations", through the breakdown of evacuee initiative, is only one of the possible bad results. As relocation is the most active method of achieving assimilation of the Japanese Americans into the stream of American life, so, conversely, failure of relocation will be a distinct setback to assimilation.

To date there has been little tendency for relocation to snowball into large-scale movement, and at least some of the project personnel visualize the end of the present movement out when the last of the "cream" and their immediate dependents have gone their ways. There is increasing talk of the "core of resistance to relocation", and signs that project personnel are beginning to rationalize the anticipated drying up with talk about "irrelocatable remainders."

While this situation may be met by the use of new techniques of stimulation and education, and some immediate success gained, there are more basic factors affecting planning and operations which must be met if there is to be any real success in the future.

The following, in the opinion of the author, are the main factors hindering relocation:

1. Indifference of the great majority of appointed personnel to the relocation problem.--This rather sweeping conclusion is debatable, of course. Put another way: Is there any evidence from community analysts, project reports, or personal experience of the Washington



COPY

staff that the relocation problem is being attacked aggressively or imaginatively at the project? I know of a few such examples--only a very few. Of course there are many reasons for this, other than the natural cantankerousness of human beings. The strain of the past year, and the constant recurrence of project problems, has taken much of the bounce out of the appointed personnel. Then, too, at most projects, the primary philosophy was that these Centers were to be Colonies, as Utopian as possible, for a happy life during the war. It is not easy for personnel who have worked with this objective as a basic condition of their thinking to comprehend the vital necessity for relocation. Not understanding, they can contribute little more than lip service. Reorientation is necessary for many of these people, and the bringing about of real understanding of the sound arguments for relocation--both those that make relocation desirable for the evacuee, and those which make it desirable for the nation.

2. Lack of specific knowledge of the family units forming the potential groups of relocatable evacuees.--Without this knowledge all policy, all techniques of stimulation, will be shots in the dark. Hearsay, and casual experience have given some very erroneous impressions to the staff working on relocation, both in the Centers and in the relocation offices. While at Minidoka the author was able to examine with some care several hundreds of records now being compiled showing the make-up of families, capabilities of wage-earners, and reasons for not relocating, and found this glimpse of reality extremely educational. There is obvious need for not only the compiling of such records on each project, but study and classification to lay a basis for sound generalizations.

3. Tendency to accept evacuee rationalizations as true and basic reasons for resistance to relocation.--While it is true that these evacuee cliches, which have spread through all the projects, must be met, (such as fear of outside attitudes, fear of high cost of living, etc. etc.) and satisfactorily answered, my experience, and that of others, seems to confirm the fact they are not basic. More possibly sheer inertia is at the base of their resistance. Certainly a more careful and objective sampling should be made, which will not depend upon the explanations of evacuees but penetrate to the actual basis of general resistance. Specific knowledge of the family units would facilitate such a study.

4. Lack of recognition of the very real and great differences between the evacuee populations at the different centers.--Coming from very different backgrounds, with a widely varying experience of community attitudes before evacuation, the evacuees have experienced very different treatment and have been subjected to diverse pressures and urges at the Centers, varying with the philosophy and abilities of the individual project director and his staff. While basic policy may not have to take these differences into account, the same techniques of stimulation and education quite definitely will not produce similarly satisfactory results at all projects. Our techniques must be cut from the same cloth, but tailored to meet the peculiar psychology of each center.



COPY

5. Lack of unified leadership in Washington to balance and comprehend the involved relocation problems of employment, social welfare, education and publicity.--Relocation is no longer an employment problem--this is on the authority of members of the Employment Division. Every person working intimately with the problems of relocation has become aware of the endless dovetailing necessitated if a complete job is to be done. This dovetailing must be successfully accomplished at the Washington level before it can be transmitted to the projects, and unless such a coordinating focal point be set up with operating authority, there cannot be efficient direction of the relocation effort.

Much can be written (and will be if desired) by way of comment on techniques used so far to urge relocation, and those which have been brought to light. Visual education is effective and there are many possibilities for increased use of it. Indeed, the relocation libraries that have been built up in the projects through the aid of the Washington Relocation Committee and the film program have barely scratched the surface. What has become extremely evident, however, is that the efficiency of any technique is dependent upon project cooperation in carrying it out. This brings us back to the first lack noted previously--indifference of the majority of appointed personnel to the relocation program.

Conferences do not solve everything, but certainly the importance of the relocation effort would seem to justify such a conference as was held to explain segregation techniques and produce a common understanding of WRA policy. To such a conference of key project personnel should be added in this case the relocation supervisors and their key officers, for until there is a meeting of all the minds supposed to be working for this common goal, there will be more frustration and futility than satisfactory results.

PWBarber HP



L.M.

June 29, 1942

✓ F-5

MEMORANDUM TO: Regional Directors

FROM: The Director

SUBJECT: Temporary Procedure with Respect to Private Employment for an Individual or a Family Outside of Relocation Centers and the Western Defense Command.

(1) The War Relocation Authority is ready now to issue passes to evacuees to leave relocation centers in order to accept positions outside the limits of the Western Defense Command.

The procedure outlined below does not supersede the procedure already established under which evacuees have been going out to work in the sugar beet fields. The procedure outlined in this memorandum is applicable to an individual or to a family and not to groups of evacuees. We intend to proceed slowly and carefully with this phase of our program. We are taking only a first step at this time and other phases of the program will be dealt with later after this first phase has been taken care of satisfactorily.

(2) The Project Director, for the present, will consider only those applications from evacuees which show that the evacuee has a specific opportunity for employment at a designated place beyond the area of the Western Defense Command.

(3) The Project Director, for the present, will consider only those applications from evacuees who are American citizens and have not been educated in Japan.

(4) Upon receipt of an acceptable application the Project Director will conduct a thorough investigation of the applicant, going as much into detail on the life history of each applicant as is possible. Each applicant should complete Form WRA 26.

(5) Upon completion of the investigation the Project Director will forward the applicant's file to the Regional Director with recommendations.

(6) The Regional Director will check with the Federal Bureau of Investigation in order to ascertain whether or not the F.B.I. has a file on the applicant.

71.100



(7) The Regional Director will, if he considers it to be necessary, have a supplementary investigation made of the applicant in his former home community.

(8) The Regional Director will, for the time being, forward the completed file on the applicant to the Washington office, attention Chief of Employment Division.

(9) The Employment Division in Washington will, for the time being, take care of necessary contacts with the prospective employer, local law authorities, and any local sponsors that may be available to assist the applicant in getting located in his new position.

(10) Upon the basis of the whole record the Chief of the Employment Division will, for the time being, recommend to the Director of WRA whether or not the pass should be issued.

(11) For the time being, the final decision will rest with the Director of WRA. His decision will be communicated to the field.

(12) Upon instructions to do so the Project Director will issue a pass to the applicant. This pass is issued subject to applicant's agreement to return to a relocation center if there is a request to do so by the Director of WRA. This pass is issued also subject to the requirement that applicant will notify WRA of any change of address and of any change of employer.

(13) The Project Director will provide an evacuee who has been granted a pass necessary transportation to a convenient railroad or bus station, and will assure himself that the prospective employer has been notified of the time of evacuee's arrival at destination. The employer or local sponsor will notify the Project Director of the arrival of the evacuee.

(14) The employer and any local sponsor will, for the time being, be requested to report to the Chief of the Employment Division from time to time on the evacuee and to wire in case of emergency.