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WAR RELOCATION AUTHORITY

PROCEDURE FOR RECRUITING IN RELOCATION AND ASSEMBLY CENTERS

Address all communications to the War Relocation Authority,
Whitcomb Hotel, San Francisco, Calif.

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 en 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
San Francisco

September 7, 1942

Instructions for WRA Staff Recruiting Evacuee Workers for the Harvest

These instructions have been prepared for the guidance of the staff assisting in the recruitment of groups of workers for outside employment in the 1942 harvest. Recruiters should also be thoroughly familiar with the various forms and procedural statements which are listed at the end of this instruction and attached.

1. Preliminary Work

Whenever possible recruiters will undertake certain preliminary work in the relocation centers and assembly centers some days in advance of the authorization of the Regional Office to begin actual recruiting. A supply of the statement on harvest work (in English and Japanese) will be supplied to each recruiter, and should be distributed widely within the center. The information officer at the center will be able to advise on the most effective method of distribution. There will probably not be enough copies of these statements to distribute to every individual who may be interested, but copies may be given to individuals who are organizing working groups on their own initiative.

Evacuees who wish to do so should be encouraged to organize groups who are interested in working together on the same farm or adjoining farms.

Two other forms may prove useful in this preliminary work, and may be distributed at the discretion of the recruiter: "Harvest Work Application" and "Instructions for Evacuees Leaving for Outside Group Employment." Group leaders can take the "Harvest Work Application" form and get individuals signed up to indicate their interest in going out and thus facilitate the process of examination of the "Offers of Employment" when they arrive. The "Instructions for Evacuees Leaving for Outside Group Employment" is designed primarily to give to each worker as he actually departs, but the information contained therein will be of considerable interest to prospective workers and may save the recruiter a good many questions.

The recruiter should attempt to explain the whole procedure on outside group employment to individuals and groups by whatever means seem most practical at each center, and should make definite arrangements to be available to answer questions which prospective workers may raise. A plan for the handling of the actual recruitment should also be worked out in advance.

2. Notice to Begin Recruitment

On the receipt from the Regional Office of a "Group Work Leave Statement" and the endorsed "Offers of Employment" which will be attached thereto, actual recruitment may begin. In most cases a representative of the employers will be present to assist in recruitment.

3. Recruitment

It is essential that adequate provision be made for the orderly consideration of "Offers of Employment" by interested evacuees. The details of accomplishing this objective must necessarily be left to the individual recruiter, but certain general suggestions may be made. A mass-meeting technique will not work. Relatively small groups of interested evacuees must be given an opportunity to consider a number of offers in a geographical area in which they are interested in working.

Where individuals have been active in forming work groups on their own initiative and bring in signed copies of the "Application for Harvest Work", scheduled meetings with each such group may be desirable. Where less preliminary work has been done by evacuees themselves, meetings by blocks may prove to be a feasible method.

As soon as individuals have made their decision and have signed the "Offer of Employment", their names and addresses and the names and addresses of the employer (farmer) should be listed on a "Check List", using one list for each county and for each company if more than one company is recruiting for that county. Evacuees who have signed up should be given a copy of Form WRA 26 and a copy of the "Application for Leave to Participate in Group Work" to fill out and bring back. Voluntary clerical assistance from evacuees will be very valuable wherever it can be arranged.

In the signing-up process, it should be made clear to evacuees that once they have signed an "Offer of Employment", they have committed themselves to a definite agreement to work for that particular employer. They may subsequently decide not to go prior to departure, but they may not cancel their acceptance of one agreement and try to sign another.

4. Preparation of Leave Permits

When the "Offers of Employment" have been signed and the WRA 26 and the application to leave received, all these papers should be checked against each other and recorded on the "Check List." Leave Permits should then be prepared for each individual and held by the recruiter with the other papers. The Leave Permits will be signed by the Project Director or someone authorized to sign for him at Relocation Centers, and by the WRA employment representative on behalf of the Regional Director at Assembly Centers.

5. Transportation Arrangements and Departure

The employer representative will notify recruiters at all Centers except Minidoka and Abraham at least 48 hours in advance of departure of the travel arrangements: time of departure from the Center and time of arrival at destination; mode of transportation; arrangements for supervision of evacuees en route (at least one Caucasian supervisor for each two railroad cars or buses to be supplied by the employer); and the number to be leaving in each group. For movements involving travel through the prohibited zone this information on transportation must be telegraphed by the recruiter to the Employment Division in the Regional Office at least 36 hours in advance of departure so that the military authorities may be given at least 24 hours notice prior to departure. (In the case of groups going into the Central Region the Regional Director in Denver should also be notified by telegraph at least 36 hours in advance of departure). At Minidoka and Abraham, the employer need give only 24 hours notice to the recruiter and no telegraphic report need be made to the San Francisco office until the actual departure.

Before entering the conveyance each evacuee should be checked against the "Check List"; one way of doing this would be for each worker or group of workers to show their signed "Offer of Employment" which they will retain. At this time each evacuee should be given his signed Leave Permit, two change-of-address cards, and a copy of "Instructions to Evacuees Leaving for Outside Group Employment", on the back of which has been stamped the name of the employment field representative of the WRA covering the area of his destination. For evacuees leaving the Western Region for employment in the Central Region the Denver office will be stamped on the back of the instructions and the special postcards for the Denver office will be distributed.

6. Notification of Departure

As soon as each group has departed from the Center the recruiter will telegraph the Employment Division in the Regional Office of the number who have actually left, the time of departure, time of arrival at destination, and the name of the employer or company. Another telegraphed message containing the same information should be dispatched to the employment field representative of the WRA covering the area at the destination (in the case of groups leaving the Western Region for the Central Region this second telegram should be addressed to the Regional Director, Kittredge Building, Denver, Colorado.) The recruiter should also mail into the Employment Division in the Regional Office a copy of the "Check List" for the departed group and copies of WRA 26 and the "Applications for Leave to Participate in Group Work" for every evacuee who has left. (For groups leaving for employment in the Central Region, the "Check List" and the WRA 26's will be airmailed to the Denver Office, and the applications for leave sent to the San Francisco Office.)

ATTACHMENTS

1. Procedure for Recruiting in Relocation and Assembly Centers.
2. Offer of Employment.
3. Information for Evacuees on Harvest Work (harvest blurb).
4. Work Group Leave Statement.
5. Leave Permit for Group Work.
6. Application for Leave to Participate in Group Work.
7. Harvest Work Application.
8. Check List of Harvest Workers.
9. Change of Address Card.
10. Instructions for WRA Staff Recruiting Harvest Workers.
11. Instructions for Evacuees Leaving for Outside Group Employment.
12. Information for Employers of Evacuee Workers.
13. Special Travel Permits.

Memorandum

To: The Director

Date: July 27, 1942

From: The Solicitor

C 1-06

Subject: Eligibility of the evacuees to receive unemployment compensation benefits

Bob Frase asked us to look into the question of the eligibility of evacuees to receive ^{unemployment} compensation benefits under the unemployment compensation laws of the States of their original residence during the period that they are out of work in assembly centers and relocation centers. Many of the evacuees had become entitled to such benefits under their respective State laws, and if they had continued to live in their respective States and then lost their jobs, they would have been eligible to receive benefits.

In order to obtain unemployment compensation benefits, the claimant is required by law to be "available for work." The fact of evacuation probably will not destroy the right of the evacuees to unemployment compensation if they are "available for work" while in the assembly centers and relocation centers.

The Federal Security Agency has well established relationships with the several State unemployment compensation commissions. Moxley Featherston of this office, discussed with Miss Bernice Lotwin, Assistant General Counsel of the Federal Security Agency, the question of the eligibility of the evacuees for benefits. Miss Lotwin stated that if we would send a letter to the Administrator of the Federal Security Agency stating the employment opportunities available to the evacuees, the Federal Security Agency would assist in presenting to the appropriate State people the essential facts relating to the eligibility of the evacuees to receive unemployment compensation benefits and in protecting the rights of the evacuees in that connection. Moxley has worked with Bob Frase in preparing the attached letter for that purpose.

PMG

July 29, 1942

Mr. Paul V. McNutt
Administrator
Federal Security Agency
Washington, D. C.

Dear Mr. McNutt:

This office has received information to the effect that the agencies charged with the administration of the unemployment compensation laws of the States of California, Washington and Oregon have held that the Japanese who have been evacuated from the Pacific Coast military zones are not entitled to unemployment compensation while unemployed in assembly centers and relocation centers. We are informed that the principal basis for this decision was a determination that the evacuees are not "available for work" within the meaning of the unemployment compensation laws of their respective States.

The determination that the evacuees are not "available for work" was apparently made without complete information concerning the employment opportunities that they may accept. We have discussed this problem with Miss Bernice Lotwin, Assistant General Counsel of the Federal Security Agency, and she has suggested that we send you a statement of the War Relocation Authority's policies that are relevant to a determination of the eligibility of the evacuees for unemployment compensation.

The War Relocation Authority now has under its administrative direction three relocation centers to which evacuees have been removed. Seven other centers are in the process of construction. In the relocation centers which are now ~~in the process of construction~~ in operation, there is a wide variety of employment for which all able-bodied evacuees are eligible. The work which is available includes the maintenance and operation of the centers, the development of agricultural lands, the construction of irrigation facilities, and the operation of

farming enterprises. Some manufacturing is being conducted. The evacuees receive as compensation for their work, cash payments in addition to subsistence, medical care, hospitalization and educational opportunities for themselves and their dependents. The entire program for the relocation centers is designed to be as self-supporting as possible, with work opportunities for all able-bodied adults. In the early stages of the program, many of the evacuees will be unemployed but full employment is the objective of the Authority.

In addition to the work opportunities available to the evacuees within the centers, many of them are eligible to accept private employment outside the relocation centers. While in private employment, the evacuees, of course, retain their earnings but they are required to pay the Government the actual cost, exclusive of administrative expense, of the subsistence and related items for their dependents who remain at the centers. Arrangements for the private employment of the evacuees are of two main types, employment of single families or individuals and employment of groups of evacuees.

Under procedures which have just been instituted, individuals or single families who are American citizens and who have not lived in Japan are permitted, after investigation, to leave relocation centers to accept any type of employment outside the area encompassed within the Western Defense Command. Later, on the basis of this experience, it is contemplated that other evacuees who are not eligible under these procedures may also be permitted to leave the centers to accept employment.

Arrangements for the private employment of groups of evacuees are handled under different procedures. Recruiting is conducted by the United States Employment Service in accordance with the conditions set forth in the attached mimeographed statement. Approximately 1,600

evacuees have been recruited from assembly centers, relocation centers and Military Area No. 2 for agricultural work and are now engaged in work on farms in Eastern Oregon, Idaho, Montana and Utah. These persons will probably remain in such employment for the remainder of the agricultural season and additional workers will be recruited for similar work during the fall harvest season.

Some of the evacuees who accept private employment may remain outside the centers for several months and may eventually become unemployed. They will then be available to accept any work that they are able ^{to} obtain. If they become unemployed within the period during which they would otherwise be entitled to benefits and if they do not disqualify themselves in a manner specified in the applicable State statute, we can see no reason why such persons should not receive benefits under the laws of the States in which they formerly lived.

Most of the evacuees are now in assembly centers to which they were removed shortly after the issuance by the Army of the exclusion orders. The assembly centers are under the administrative direction of the War Department. In the assembly centers some of the evacuees are employed, mainly in the preparation and serving of food and the maintenance and operation of the centers. The evacuees within the assembly centers are also eligible for group employment under substantially the same conditions as relocation center residents.

In view of the various types of work opportunities that the evacuees may accept, a blanket ruling that all evacuees are ineligible for unemployment compensation on the ground that they are not "available for work" does not appear to be justifiable. All of the evacuees are available for work within the centers of which they are residents. They are available for private employment outside the centers subject only to

certain limitations which have been imposed by law due to military necessity and, in most instances, through no fault of their own. The only limitation on the availability for private employment of American citizens who have not lived in Japan is that the place of employment shall be outside the area encompassed within the Western Defense Command. Group employment within most of that area for all the evacuees is permitted subject to the conditions set forth above.

We believe that it would be much more equitable to have the availability for work of each claimant determined upon the basis of the facts involved in his individual case. Otherwise, many evacuees who could accept work and who would eagerly do so will be denied compensation^{to} which they are probably legally entitled.

We should appreciate your assistance in presenting to the appropriate State agencies the facts relating to the employment opportunities that are available to the evacuees and in obtaining an equitable consideration of the claims of those who are unemployed. Some of the evacuees have now been unemployed for as long as five months of the base period during which they would have been entitled to compensation. We should also appreciate an expression of your views as to whether the facts relating to the availability of the evacuees for work justify steps to preserve their rights pending further negotiation with the appropriate state agencies.

Sincerely yours,

/s/ D. S. Myer

Director

Aug. 22, 1942

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

Dear Mr. Fryer:

Your letter of August 6th, 1942 asked whether it would be advisable, in view of the contents of a recent letter addressed to Mr. Theodore H. Haas at the Colorado River Relocation Project by the General Council of the Federal Security Agency, to suggest to the evacuees that they apply for unemployment compensation under the provisions of the laws of the States of their original residence.

I am informed that the State agencies have held that the evacuees who have filed claims were not entitled to unemployment compensation. The decisions in such cases were apparently made without adequate information with respect to the employment policies of the Authority. I have sent to the Administrator^{or} of the Federal Security Agency some information concerning the Authority's policies that are relevant in this connection and the Social Security Board, through its established channels for State relationships, will transmit this information to the appropriate State agencies. A copy of my letter to the Administrator of the Federal Security Agency and his reply are enclosed.

I suggest that it would be advisable for a representative of the regional office to discuss this problem with the appropriate agencies of the States of California, Washington, and Oregon. The discussions will afford an opportunity to present additional facts which may be needed by the agencies in considering the evacuees' claims. These agencies have much discretionary powers in the administration of the unemployment compensation programs of their respective States. They are authorized to prescribe regulations pursuant to which all claims are required to be filed. They are also authorized, in certain cases,

to modify some of the statutory requirements with which it would be difficult for the evacuees to comply. For example, the Washington and Oregon laws authorize the administrative agencies to waive a requirement that claimants report ^{to} an employment office each week in cases, or types of cases, with respect to which such requirement would be oppressive or inconsistent with the purposes of the laws. The California law authorizes the agency to designate and approve a place at which the claimants may report. In view of these facts, harmonious relations with these agencies would be very helpful in making arrangements for the presentation of the evacuees' claims.

Unless the discussions with the State agencies develop an alternative procedure, the Project Directors might suggest that the unemployed evacuees file claims if such evacuees believe they are entitled to unemployment compensation. In making this suggestion, the following points should be made clear:

(1) Each evacuee is entitled to have his rights determined upon the basis of the facts of his individual case. This means that some of the evacuees who are otherwise eligible for compensation may be in a more favorable position than others. For example, persons eligible to leave the relocation centers under the terms of Administrative Insutrction No. 22 are more free to accept employment than others who are not permitted to leave the centers.

(2) A person who is eligible for benefits is entitled to such benefits only for each week for which compensation is claimed. It will be necessary, therefore, for each evacuee to file a claim for each week during which he is unemployed.

(3) The decision of whether a particular individual is eligible

for compensation will be made by the State agency charged with the administration of the law under which the claim is filed and not the Federal government.

(4) Adverse decisions with respect to claims may be appealed. Such appeals, however, are required to be filed within the period prescribed in the statute under which the claim is filed.

If the State agencies, after receiving a full statement of the Authority's employment policies, hold that the evacuees are not entitled to compensation, it may be desirable for the Authority to assist some of them in arranging appeals. The Project organizations for providing aid to the evacuees may be helpful in this connection. It will be important, of course, to select for a test appeal a case in which the fact situation is as favorable as possible.

The Federal Security Agency is bringing this problem to the attention of its regional offices. The Regional Attorney of that agency and the Regional Attorney of the Authority should be able to be of material assistance in the negotiations with the State administrative agencies and in presenting the claims.

The base period during which persons eligible for unemployment compensation under the laws of these States may receive benefits is one year after the date of the beginning of the period of unemployment. Additional delay on the part of the evacuees in filing claims may result in additional losses of benefits. However, I am aware that filing large numbers of claims at this time might cause a serious public relations problem. The postscripts of your letter indicated that you question the advisability of suggesting that the evacuees

file compensation claims. If there are considerations which, in your opinion, make it undesirable to follow the procedure suggested above, I shall be glad to have you present your views before proceeding.

Sincerely yours,

/s/ E. M. Rowalt

Acting Director

Memo from Cozens to Fryer
Sept. 2, 1942

1. I cleared with Mr. Myer and received approval to proceed with the planting of seed crops at Tule Lake pending the working out of a contract with the Waldo Rohnert Seed Company and the Speckles Sugar Company. This was cleared on August 31.

2. Saturday, August, 29, I received a phone call from Tule Lake that trucks loaned from CCC were requested returned. Immediate action was taken. I called Washington requesting that they take action on your letter of August 25. Also requested Major Darlington to take action to see if they could be kept on the project for a longer period until other trucks could be released to us.

*3
4 etc (part of longer letter)*

Regional Files 711, Wash. Dc
Miyamoto

Agriculture

Potal Telegram from Elmer Shirrell to Joe Hayes

August 15, 1942

IN ACCORDANCE WITH INSTRUCTIONS ISSUED ME BY FRYER ONE WEEK AGO ⁰SHES HAVE BEEN PURCHASED FOR ISSUE TO EMPLOYEES IN HARD OUTDOOR LABOR, COVERED BY NEW REGULATIONS ON CLOTHING ALLOWANCES WHICH I shall annouce on my RETURN TO TULE LAKE.

IN THE MEANTIME IT IS URGENTLY NECESSARY THAT TULE LAKE EVACUEES DO NOTHING WHICH WILL IN ANY WAY DISCREDIT THEM. THEY HAVE ESTABLISHED AN EXCELLENT RE* PUTATION FOR LOYALTY WHICH I KNOW WILL MEAN A GREAT DEAL TO THEM TO WRA AND CREATE A BETTER UNDERSTANDING OF THE WHOLE EVACUEE PROBLEM. PLEASE KEEP ME ADVISED.

Regional Files 711, Wash. DC
Miyamoto

Agriculture

Memo from Shirrell to Fryer
Aug. 25, 1942

Our Mr. Eric E. Eastman, Chief of Agriculture and Industry, informed us today that our farm workers are a little restless and concerned about the clothing and shoes so vitally necessary for their labor in the field.

Our requisition TL-122 covering this material was forwarded to you on July 22, and we will deeply appreciate your advice on the status of this order and when we may expect the clothing so urgently needed.

Some clothing from our army surpluses have been allotted to a few, but we are most concerned over boots, shoes, etc., of which we have none available.

<5>
C 1.06

Memo to Cozzens, Asst. Reg. Dir., from Paul G. Robertson, Acting
Chief Agricultural Development.
October 12, 1942

For the purpose of providing an incentive for more efficient work on the part of evacuee labor, and consequently a more harmonious operation of the project, the following agendum is proposed:

All income producing units within a project should be organized and operated on a profit sharing basis. Each unit should operate independently of all other project enterprises up to the point of distribution of profits.

Each unit should elect from among its workers a committee to advise and consult with the project administration officers in charge of the operation of that particular unit. The actual operation of the unit, including recommendations regarding evacuee personnel, should be left to the evacuee committee. Decisions of the committee should at all times be subject to the approval of the project administration.

Each worker should be given a cash advance in the amount of \$16.00 plus food and housing for himself and family. In addition, each worker should be supplied with work clothing suitable for the type of work in which he is engaged. All commodities produced within the project should be sold by the project or regional administration for the highest price obtainable. The sale of all commodities to be used for subsistence should be sold at the prevailing prices in area where used. This should create an incentive toward maximum yield on maximum acreage in agriculture and the maximum production in industry, for larger profits. From the proceeds of sale of services or commodities produced on the project should be deducted the following items:

All cash advances to workers in income producing units;

Subsistence for unit workers and their dependents.

All actual operating costs including rental on farm equipment, packing shed and shock, ice, tec.

All costs for maintenance of roads, irrigation canals and drainage ditches, effecting each unit.

After the above deductions have been made, the remaining moneys should be deposited in a special fund together with like moneys from other units. Periodically, the moneys in this special fund should be distributed to the evacuee workers, in proportion to the number of hours of labor performed by each worker. There should be some system of bonus arranged to evacuee workers who are engaged in disagreeable work on the project before any general distribution is made. The type of position paying a bonus and the amount of the bonus should be decided

by the evacuee committee.

Attached you will find a schedule of the 1943 production program for Tule Lake with approximate values placed thereon. This schedule shows a total income of \$822,295.85. You will also find attached a schedule of approximate expenses to the evacuee workers on the agriculture program at Tule Lake totaling \$475,623.05. This would show a net profit for the entire operation of around \$346,672. It is my understanding that at the present time there are 7000 workers employed on the Tule Lake Project. An equal distribution of the funds as outlined above would mean approximately \$4.10 per month for each worker the period of twelve months on the Tule Lake Project. As the number of workers increased, the proportionate share of course would decrease. This same program would apply on all of the projects in proportion to the number of acres planted, although the other projects will have a much smaller acreage involved, the number of workers and the amount of expense will be proportionately less. The average monthly payment to each worker from the special fund will be approximately \$5.00.

Summary

1. Election of evacuee council.
2. Advances to workers - \$16.00 cash per month, subsistence and work clothing.
3. Sales to other projects at cost.
4. Deductions from gross income. Cash advances, operating costs, road and canal maintenance, and subsistence costs for workers and dependents.
5. Bonus for disagreeable jobs.
6. Distribution of balance in proportion to labor hours performed.

<u>Acres</u>	<u>Crops</u>	<u>Yield Per Acre</u>	<u>Quantity</u>	<u>Unit Price</u>	<u>Total Amount</u>
250	Alfalfa	6 tons	1,500 tons	\$16.00 ton	\$24,000.00
1,250	Barley	50 bu.	62,500 bu.	1.50 cwt.	45,000.000
33	Beans	1,200 lbs.	39,600 lbs.	6.60 cwt.	2,613.00
165	Beets	17,280 lbs.	2,851,200 lbs.	1.00-40# cr.	71,280.00
166	Cabbage	16,000 lbs.	1,056,000 lbs.	16.00 ton	8,176.00
210	Carrots	19,000 lbs.	570,000 lbs.	1.10-60#	10,450.00
33	Cauliflower	300 cr.	9,900 cr.	.50 cr.	4,950.00
83	Celery	500 cr.	41,500 cr.	1225 cr.	51,875.00
33	Swt. Corn	700 dz.	23,100 dz.	1.00 dz.	4,620.00
133	Lettuce	170 cr.	22,610 cr.	1.30	29,393.00
330	Onions	21,000 lbs.	6,930,000 lbs.	1.00	69,300.00
66	Parsnips	12,000 lbs.	792,000 lbs.	.60-26#	18,276.60
266	Peas	2,000 lbs.	532,000 lbs.	1.70-30#	30,146.10
1,250	Potatoes	15,000 lbs.	18,750,000 lbs.	1.00-100#	187,500.00
133	Rutabagas	14,000 lbs.	1,862,000 lbs.	.80-100#	14,896.00
133	Spinach	200 cr.	26,600 cr.	.45	11,970.00
33	Green Beans	6,450 lbs.	212,850 lbs.	1.00-30#	7,095.00
133	Turnips	12,000 lbs.	1,596,000 lbs.	.55-30#	29,260.00
250	Wheat	40 bu.	10,000 bu.	.90 bu.	9,000.00
17	Egg Plant	15,000 lbs.	255,000 lbs.	1.75-60#	7,437.50
35	Nappa	2,000 lbs.	70,000 lbs.	1.50-65#	1,615.00
16	Daikon	136 cr.	2,176 cr.	1.25	2,720.00
42	Cucumber	16,000 lbs	672,000 lbs.	.60-30#	13,560.00
125	Others				62,500.00

\$717,633.20

Less 10% profit on subsistence produce

-27,237.35

\$690,395.85

Income from hogs for subsistence

81,500.00

Income from eggs for subsistence

36,000.00

Income from poultry meat for subsistence

14,400.00

\$822,295.85

EXPENSES OF JAPANESE

Rentals

land, including 2½ acre feet water:	
4000 acres @ \$8.00 per acre - - - - -	\$32,000.00
1000 acres @ \$2.00 per acfe - - - - -	2,000.00
Packing Shed: 4 months @ \$30.00 per month - - - - -	4,000.00
Tractor, Farmall H:	
24 Tractors, 4 months @ \$30.00 per month - - - - -	2,880.00
Tractor, Crawler:	
16 Tractors, 4 months @ \$75.00 per month - - - - -	4,800.00
Farm Equipment: 8 months @ \$300 per month - - - - -	2,400.00
Harvesters (2), Bailer (1) - - - - -	1,300.00
Small Tools - - - - -	600.00
Trucks, 1½ ton: (3)	
8 hrs. per day, 25 days per month, 8 months	
@ 35¢ per hour - - - - -	4,480.00
Trucks, 3 ton: (5)	
8 hrs. per day, 25 days per month, 6 months	
@ 50¢ per hr. - - - - -	3,000.00
Pickups (12)	
10 hrs. per day, 12 months @ 25¢ per hour - - - - -	9,000.00
Hog Plant - - - - - 12 months @ \$100 - - - - -	2 400.00
Chicken Plant - - - - 12 months @ \$250 - - - - -	3,000.00
Potato Cellar: - - - 12 months @ \$300 per month - - - - -	3,600.00
Cash Advances for 500 workers - - - - -	64,000.00
(\$16 a month for 8 months)	
Subsistence for 500 workers - - - - -	80,000.00
(\$20.00 a month for 8 months)	
Subsistence for 1 dependent for each worker - - - - -	64,000.00
(16 a month for 8 months)	
35,000 crates at 20¢ each - - - - -	70,000.00
288,000 sacks at 17¢ each - - - - -	48,960.00
Insecticides - - - - -	9,500.00
Phosphoric Acid - - - - -	350.00
Seeds - - - - -	49,081.05
Cost of operating tractors	
24 Farmall Tractors 800 hours @ 41¢ - - - - -	7,872.00
16 Crawler Tractors 800 hours @ 50¢ - - - - -	6,400.00

\$475,623.05

75
X
APR 2 1943

Hon. Carl Hayden
U. S. Senate
Washington, D. C.

Dear Senator Hayden:

As you are aware, several criticisms have been made of the agricultural program in our relocation areas in Arizona. Statements have been made that we were permitting vegetables to rot in the field or that we were plowing them under. Other reports were that we were selling produce on the open market or were contemplating such sale and that our purchase of shock prevented farmers from obtaining necessary supplies.

In answer to these criticisms we wish to state that we have utilized all the vegetables produced to date and have not plowed edible vegetables under nor permitted them to rot in the field. neither have we sold vegetables on the open market. We have purchased only a small amount of shock and that was purchased early in the season.

In order that you may be informed of our policy in regard to the production and distribution of agricultural products we are presenting the following information:

It is our policy to produce on each of our relocation areas as large a percentage as possible of the crop and live-stock products needed in feeding the evacuees. It is now apparent that insufficient land will be subjugated at Poston for production, in 1943, of all the vegetables needed for consumption on that center. At Gila, however, our plans call for production, in season, of the vegetables needed on the center as well as considerable quantities for shipment to other centers.

We have the responsibility of providing the evacuees with a reasonably adequate diet. A certain amount of green and leafy vegetables are needed in such a diet. If we do not produce these vegetables ourselves we would have to purchase them on the open market in competition with the Army.

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Navy, Lend-Lease and the civilian population generally. With the present and prospective shortage of manpower we feel it is our duty to produce as large a percentage of our food requirements as possible.

Most of our northern areas will produce in 1943 all of the vegetables needed during their growing season. Considerable quantities of such crops as cabbage, carrots, onions and potatoes will be stored for winter use, thereby reducing to a minimum the amount of produce it is necessary to ship in from other areas. However, in addition to these stored vegetables, a certain amount of green and leafy vegetables are needed during the winter and spring. Therefore, present plans call for the production during the winter and spring of 1943-44 of about 200 carloads of vegetables at the Gila area for shipment to other centers. The food needs have been carefully calculated and this appears to be the minimum amount of vegetables which are required in these centers for a reasonably adequate diet.

During the months of July to October the weather in Arizona is not suitable to the production of many of the vegetables. Therefore, during these months it is planned to ship to the Gila River and Colorado River centers vegetables produced in other areas.

Normally, practically all of these vegetables would be shipped in crates, thereby requiring considerable amounts of shock. It is our plan, however, to ship such vegetables as cabbage, carrots, onions and beets, constituting about one half of our total shipments, in bulk, or in burlap bags. Crates will be used only for leafy or green vegetables requiring internal icing.

Shipments of vegetables are ordinarily made in standard containers specified by Federal or State regulatory agencies. Since it is not necessary that the Government, in shipping produce for its own use, comply with these provisions, we are planning on making maximum use of boxes and crates such as apple boxes, orange crates and egg crates, in which in-shipments have been received. We are attempting to obtain used crates from some of the nearby Army camps. We are also trying to arrange for shock to be produced for us from a source which has not heretofore produced shock and which was not planning on producing shock. If we are successful in these attempts it is possible that it may not be necessary for us to purchase shock on the open market. If necessity requires, however, we plan on purchasing such shock on the market, if available, rather than to allow our vegetables to rot in the fields.

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Our production program at Gila provides for only the amount of vegetables needed for our own consumption. However, if yields per acre exceed our expectations or if larger numbers of evacuees obtain outside employment than now seems probable, thereby reducing the amount of food required, it is possible that we may have vegetables in excess of our own needs. If such is the case, and if there is a demand on the part of the armed forces or the civilian population for such products it is our plan to sell such products. If there is a demand for such products which are surplus to our needs, we feel that it would be inexcusable to allow them to rot in the fields while they are needed outside the areas. In the event of such sale, we will of course comply with Federal and State regulations relative to grading and packing in standard containers currently in use at that time.

I believe you will agree that this policy is reasonable.

Sincerely,

D. J. Myer
Director

ENOR
EHRRED:DMG
4 - 1 - 43

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To: Mr. Baker
From: Col. Cress

Preliminary draft

Internal Employment
Document
FS

July 24, 1942

To: Mr. D. S. Myer, Director

Subject: Proposed Wage Policy for Fiscal Year 1943

by Col. F. F. Cress
(Deputy Director)

1. The following wage policy is proposed for the fiscal year 1943 only:

- (a) Cash advances of \$12, \$16, and \$19 to members of the Work Corps on an assigned duty status, to be in effect until June 30, 1943.
- (b) Cash grants for those unable to work and without funds.
- (c) Clothing allowances to members of the Work Corps and their dependents, and to those unable to work and without funds. (These rates should be based principally upon WCCA experience with evacuees.) No clothing allowances to worker or dependents while worker is on furlough.
- (d) Community enterprises to be operated on a cost basis, with patronage dividends reflected by the prices charged. Workers in community enterprises will be members of the Work Corps on furlough. While in such employment, the community organization shall repay the Government monthly an amount equal to the cash advance and subsistence charge for each worker and his dependents. The newspaper may be a community enterprise.
- (e) Non-resident workers to retain all earnings received, but to pay to the War Relocation Authority the established subsistence charge for any dependents who may remain in the relocation center. No clothing allowances authorized for worker or dependent while worker is on furlough.
- (f) No private enterprise involving machinery or power to be conducted on the project. Furloughed members of the Work Corps may be employed in private enterprise off the project, subject to military restrictions, while residing on the project. They will retain all earnings received, but will pay to the War Relocation Authority the established subsistence charge for themselves and any dependents who may remain in the relocation center.

- (g) Evacuees may be furloughed from the Work Corps for private enterprise on the project involving no machinery, power, or housing other than assigned quarters, subject to the same restrictions as private enterprise off the project. However, if the private enterprise involves employees or private cooperatives, approval of the Regional Director must be obtained in advance.
- (h) All monies received by the War Relocation Authority will be turned into the Miscellaneous Receipts fund.

2. The above plan has the following advantages:

Memorandum

To: The Director *Myer, P.S. ✓* July 24, 1942
Subject: Proposed Policy Statement on Employment and Compensation

The following are, very briefly, my reactions to the proposed policy statement on employment and compensation which were discussed at staff meeting Wednesday:

III. Clothing Allowance.

The clothing allowance policy seems reasonable on its face but whether it will prove adequate in practice is yet to be determined, and I think it should be reexamined in from three to six months. I think we should follow a policy which will, in general, maintain the clothing of evacuees at substantially the same condition as when they came to the project. Certainly we should not let them leave the project with their clothing seriously deteriorated from the time they came in. It would seem that they have lost enough as it is.

IV. Community Enterprises.

I lean strongly to the view that the best method of distribution of profits from a community of cooperative store is through keeping prices down to the minimum consistent with maintaining adequate service and maintenance of a sufficient cash balance for emergencies and reasonable expansion. Thus, if a certain mark-up results in a surplus, I favor reducing the mark-up in such a way as to work the surplus down to a reasonable working-capital basis.

V. Wage Classification and Special Fund.

A. Non-resident workers.

It seems to me that for the WRA to start collecting subsistence charges for any dependents remaining in a relocation center immediately an evacuee goes to work off the project is an inordinately harsh procedure. Let us remember that many of the evacuees have already taken serious financial loss for which

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they probably will never be reimbursed. Moreover, I am under the impression they will probably be expected to pay the transportation costs of their family to their new location. If an evacuee gets a job, say, in Milwaukee, or Chicago, or some other place, and immediately has to begin paying subsistence for the rest of his family, the chances are we will virtually preclude his ever getting beyond that stage and into a position to send for his family. In order to get established in the new location he will have transportation for his family, for his furniture, perhaps purchase of new furniture, and various miscellaneous charges. Add that to the losses he has already taken and it seems clear that he will have an uphill job if WRA adds to the burden by charging subsistence for his dependents the minute he leaves the project. That seems to me to be adding insult to injury. I would recommend as being somewhat more fair the policy of permitting, say, three months work off the project without any charge for subsistence for dependents. I would favor, in the case of evacuees going to work off the project on what is presumably a permanent assignment, a period of six months. At the end of that time, if he is still unable to take his family, if we feel that we must charge anything, perhaps we could charge 50 percent of the cost of subsistence for his family for the next six months, and at the end of 12 months we could assume that he should either take his family with him or pay full subsistence cost if they are to stay on the project.

If we are really sincere in wanting to help the Japanese get reestablished away from the project, I think we are going to have to follow a lenient rather than a tight policy on charging for subsistence. Otherwise, we will defeat our ends.

B. Resident workers.

My principal apprehension in this whole section relates to the idea of a special fund which is to be distributed in some indefinite fashion at some time in the future. I have not attended the hearings so that I am not familiar in detail with the commitments or understandings with the Budget Bureau and the Congress in this regard. But I am extremely skeptical of both the wisdom and the practicability of such a special fund.

In the first place, it puts the realization of any return along way in the future and on such an indefinite basis that the Japanese may very well react to it as being another ethereal promise. Secondly, I think it will tend to put a premium upon being just average and will not encourage individual initiative. In the third place, I think it is extremely vulnerable to the charge of being some variety of Communism and may open us to extremely serious criticism at some future date.

Moreover, there is so much that we do not know about how these various enterprises will operate that I think it would be far easier for the WRA to operate everything except the community store outright for the current year. If we are able to show any sort of return to the miscellaneous fund at the end of the year, we will then be in a much stronger position to make recommendations to Congress as to what we think ought to be done next year.

The draft proposal states that the selling price of products sold off the center shall be based on prevailing wages rather than subsistence wages. This would be more directly stated if we said the prices shall be established on the basis of competition with outside firms.

The statement is silent on the pricing policy with respect to objects manufactured through evacuee labor but sold on the project, such as, e.g., shirts, dresses, and apparel generally, which might well be made on the project. I would recommend strongly that the price of such items be based on subsistence cost of the labor involved, plus whatever small mark-up may be needed to cover contingencies. The benefits of the lower labor cost should be passed on to the evacuees as quickly as possible.

VI. In view of my comments on item V, I suggest the elimination of item VI.

B. R. Stauber

B. R. Stauber
Relocation Planning Officer

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C O P Y

San Francisco, California
June 16, 1942

Mr. E. L. Stancliff
Manager, Industrial Division
War Relocation Authority
Whitcomb Hotel Building
San Francisco, California

Dear Mr. Stancliff:

You will find attached an estimated production and labor cost sheet based on a 44-hour week - 50 week production.

I am assuming the Japanese will be paid approximately \$20 per month as compared to \$80 per month for the average outside operator. If you were to manufacture these four articles listed, throughout the year, a saving in labor alone should amount to approximately \$115,200. However, this does not take into consideration the saving to the W.R.A. of profit on labor which manufacturers would charge were you to have these articles made on the outside. Of course, it should be understood that this saving is realized after these people become first-class operators.

Very truly yours,

(Signed) O.C. Wiechmann
O.C. Wiechmann
General Agent
Singer Sewing Machine Co.

Enclosure

FS
JUL 17 1943

MEMORANDUM TO PROJECT DIRECTORS:

There has apparently been some confusion in some projects concerning the various percentages in connection with the limitations established on project employment. This is to advise you that project directors will be allowed to exceed their employment quotas by not more than ten per cent (10%) whenever necessary to meet emergency or seasonal needs. The number of evacuee employees who may be classified supervisory or professional at the \$19 monthly rate shall not exceed fifteen per cent (15%) of the total. In addition, at the project director's discretion, the \$19 rate may be paid to employees performing unusually hard or disagreeable tasks up to five per cent (5%) of the total number of employees.

A confirmation copy of my June 26 teletype is enclosed.

D. S. Myer
Director

Enclosure

DMcEntire/hp
7-10-43

McEntire

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TELETYPE MESSAGE

June 26, 1943

Please send the following teletype to each of the Project Directors as indicated on the attached sheet:

Following my memorandum of May 11, a forthcoming Administrative Instruction on project employment to be effective July 1 establishes employment quota for each Project on basis of maximum number of employees necessary to perform essential tasks. Studies indicate *(name of project) maximum for ordinary project operations including subsistence production and community enterprises will be approximately ** (See attached sheet for figure) employees. In addition ten percent overage will be allowed to meet emergency needs. Not more than 15 percent of employees may be classified supervisory or professional at \$19. At Project Director's discretion, same rate may be paid to employees performing unusually hard or disagreeable tasks up to 5 percent of total payroll. Budget allocations will be made accordingly. This policy assumes /1/ efficient management and distribution of labor and, /2/ that every employee will work full eight hour day with same standards of efficiency as prevail in private employment. Project Directors will be allowed three months beginning July 1 to come within quotas. Standard job descriptions and detailed suggestions will be issued soon but this is your authority to proceed immediately with necessary adjustments. Allocation of first quarter funds will contemplate achieving one-third of any necessary

reduction of force by July 31 and quota limit by September 30. Strongly recommended that evacuee community be fully informed of principles and purposes of this policy particularly the importance of efficient work and maintaining good work habits. Normal outlet for persons desiring employment is relocation and WRA will furnish project employment only to such persons as are genuinely needed for essential project operations.

/sgd./ D. S. Myer
Director

FS

C O N F I D E N T I A L

WAR DEPARTMENT
The ADJUTANT GENERAL'S OFFICE
WASHINGTON

IMMEDIATE ACTION

May 3, 1943

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

TO: The Commanding Generals
Commandant, Command and General Staff School
Superintendent, United States Military Academy

1. Previous instructions regarding employment of American citizens of Japanese ancestry are 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, previous instruction shall remain in full force and affect.

2. The employment of civilian employees of Japanese ancestry in your 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 similar questionnaire 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 the Military Intelligence Service, the Office of Naval Intelligence, the Federal Bureau of Investigation, and the War Relocation Authority. In cases where it appears to the Provost Marshal General that an investigation will be of probable assistance, a copy of the questionnaire will be referred to the appropriate Defense or Service Command or to the Military District of Washington for a field investigation.

c. The Japanese-American Joint Board has been created pursuant to memorandum, this office, AG 291.2 (1-10-43) OB-S-F, January 20, 1943, subject: Loyalty Investigations of American Citizens of Japanese Ancestry in War Relocation Centers. Where the same has not already been accomplished the Provost Marshal General will transmit to the Joint Board the results of the Military Intelligence Service, the Office of Naval Intelligence, the Federal Bureau of Investigation, and the War Relocation Authority record checks; the analysis of the answers given on the questionnaire; and a copy of any report of investigation made by any Defense or Service Command, or by the Military District of Washington.

May 3, 1943

d. After consideration, the Joint Board will:

(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 letter shall not apply to persons of Japanese ancestry presently employed by you in specialized services.

4. It is directed that a copy of this letter be furnished by your office to all installations within your command which may have received previous instructions which are contrary to or inconsistent with policies and procedures outlined above.

5. There is enclosed for your information 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 Circular letter is being amended to read "Japanese-American Joint Board" where Eastern Defense Command appears.

By order of the Secretary of War:

J. A. ULIO
Major General,
The Adjutant General.

Memo from Fryer to Duncan Mills
July 13, 1943

It seems obvious that payroll procedure, as outlined in Administrative Instruction No. 10, is not practicable even as revised. The following recommendations have been made by the fiscal personnel at Manzanar and are deserving of attention.

There are now four thousand and some odd employees at Manzanar. The submission of a daily time report for each employee requires the submission of some 125,000 daily time-reports for each monthly pay period. I do not personally see the necessity for a daily time-report over and above the information which the work project time-roll would provide.

The "Notice of Assignment" form is too large for filing purposes. It should be small enough to be used in a file index not large than 3x5 and so that it could be carried in a man's pocket. The name, identification number, and the work project activity unit number should be shown on the upper edge so that it could be satisfactorily used in a card file. There is being submitted by Manzanar a revised form for our approval. They feel it is urgent that identification numbers be issued and this should probably be done now when the individual census is being taken.

The "agent cashier" arrangement for Manzanar is unsatisfactory. At the present time the agent cashier must travel to Bakersfield to secure cash, or at best he must travel to Lonepine to secure amounts in \$15,000-lots. He can then only disburse a payroll alphabetically up to the \$15,000. The only advantage of the agent cashier arrangement is that the evacuee employees received compensation in cash rather than by check which they must then cash. However, there are banking facilities at Manzanar and checks could be ~~cash~~ cashed.

They suggest that the following procedure be authorized:

1. Time will be maintained by projects on the time-roll.
2. Time-roll compilations will be made in the Payroll Office.
3. Payrolls will be prepared by work projects. This will make it unnecessary for evacuee employees on a certain work project to absent themselves at different times. Also, the work project can allow its men to receive their compensation at one time during the month rather than excuse men intermittently throughout the month.
4. From the time-rolls, a compensation record would be made as an intermediary step in preparing the payroll. This would be first alphabetically indexed and posted from work project time-rolls in order to avoid duplicate payment to employees, whose status and work assignments may have changed during the pay period.

5. After posting all earnings due from the time-roll, the compensation record would be re-filled by work projects, and from the compensation records the payroll would be drawn by work projects.
6. The payroll would be prepared for check disbursement by the Treasury Department, either in their disbursing office or by the assignment of a disbursing officer to the project.

Regional Files 711, Wash. DC
Miyamoto

Wages.

Memo from Rachford to Fryer
June 18, 1942

When Colonel Cress was here he emphasized the necessity of getting paychecks to the colonists who are at work ~~at~~ the earliest possible moment. We, of course, must ~~wait~~ await action of the Regional Office on this as we have no instructions as to how to proceed at the present time. In line with this comment, we hope the Regional Office can expedite plans for our whole fiscal set up as discussed with Mr. Mills.

At the first meeting of the temporary Japanese Council, composed of the elected representatives of the nine blocks now inhabited, the question of paychecks arose. They emphasized to Mr. Shirrell that they felt the lack of morale, ~~striking~~ ability on jobs, unwillingness to sign up for work and several other problems which have been bothering us here, are all directly due to the indefinigeness of any action on paychecks.

We hope this may be speeded up as fast as possible.

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES
DAY LETTER

DEPARTMENT OF AGRICULTURE

BUREAU M. S. Eisenhower

CHG. APPROPRIATION War Relocation Authority

1120006 (15)

8-5596
SAN FRANCISCO, CALIFORNIA

APRIL 8, 1942

HONORABLE CHARLES CRAMER
MEMBER OF CONGRESS
WASHINGTON, D. C.

FOLLOWING STATEMENT ISSUED MARCH 30 BY COLONEL KARL R. BENDETSEN, ASSISTANT CHIEF OF STAFF FOR CIVIL AFFAIRS OF THE WESTERN DEFENSE COMMAND AND FOURTH ARMY, AND I OUTLINING PRESENT STATUS OF WAGE POLICIES. QUOTE. MANY INQUIRIES ARE REACHING US FROM EVERY PART OF THE COUNTRY REGARDING THE LEVEL OF WAGES THAT MAY BE PAID TO JAPANESE ALIENS AND TO JAPANESE-AMERICANS EVACUATED FROM WEST COAST MILITARY AREAS WHO WORK TEMPORARILY UNDER THE PROGRAM OF THE WARTIME CIVILIAN CONTROL ADMINISTRATION, OR WHO ENLIST FOR THE DURATION OF THE WAR IN THE WORK CORPS OF THE WAR RELOCATION AUTHORITY. PARAGRAPH. PUTTING FIRST THINGS FIRST; THE MOST IMPORTANT TASK AFTER EVACUEES HAVE BEEN REMOVED FROM MILITARY AREAS IS TO MAKE IT POSSIBLE FOR THEM TO PERFORM WORK THAT CONTRIBUTES THE MAXIMUM TO THE WAR PRODUCTION EFFORT. THE PEOPLE BEING EVACUATED POSSESS A WIDE RANGE OF USEFUL SKILLS AND ABILITIES THAT SHOULD NOT BE ALLOWED TO GO TO WASTE AT A TIME WHEN THE WORK OF EVERY PERSON COUNTS FOR SO MUCH. TO PUT EVACUEES AT REALLY USEFUL WORK AS SOON AS POSSIBLE REQUIRES A GREAT DEAL OF CAREFUL POLICY MAKING AND PLANNING IN WHICH WAGE CONSIDERATIONS PLAY AN IMPORTANT PART. PARAGRAPH. WE WISH TO EMPHASIZE THAT NO WAGE RATES FOR EVACUEES HAVE AS YET BEEN DETERMINED. FURTHER, THE POLICIES OR RATES OF PAY ESTABLISHED MAY HAVE TO CHANGE, AS THE CHARACTER OF THE PROGRAM CHANGES, AND AS VARYING TYPES OF USEFUL PUBLIC AND PRIVATE WORK ARE UNDERTAKEN. HOWEVER, THIS MUCH IS DETERMINED: UNDER PRESENT CONDITIONS THE MINIMUM NET CASH WAGE

(continued)

OF THE AMERICAN SOLDIER, \$21 A MONTH, WILL BE THE MAXIMUM NET CASH WAGE OF EVACUATED PERSONS WORKING ON PUBLIC PROJECTS FOR WHOM SUBSISTENCE AND HOUSING ARE PROVIDED. PARAGRAPH. PENDING THE FINAL DETERMINATION OF INITIAL WAGE RATES, EVACUATED PERSONS WHEREVER POSSIBLE WILL PROVIDE FOR THE MAINTENANCE OF ASSEMBLY CENTERS AND RECEPTION CENTERS. THE GOVERNMENT WILL PROVIDE FOOD AND SHELTER. UNQUOTE. PERSONS EVACUATED WHO FIND PRIVATE EMPLOYMENT WILL RECEIVE PREVAILING WAGES.

M. S. EISENHOWER
DIRECTOR, WAR RELOCATION AUTHORITY

STANDARD FORM NO. 14A
APPROVED BY THE PRESIDENT
MARCH 10, 1926

TELEGRAM

OFFICIAL BUSINESS—GOVERNMENT RATES

(continued)

HONORABLE CHARLES CRAMER
MEMBER OF CONGRESS
WASHINGTON, D. C.

DEPARTMENT OF AGRICULTURE

M. S. Eisenhower

BUREAU

War Relocation Authority

CHG. APPROPRIATION

1120006 (15)

GPO 8-5596

OFFICIAL BUSINESS—GOVERNMENT RATES

TELEGRAM

MADE IN U.S.A.
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PRINTING OFFICE

DEPARTMENT OF AGRICULTURE

Wages

Regional Files, 710, Wash., D. C.
Miyamoto

Memo from M. S. Eisenhower to Thomas Holland
May 4, 1942

Subject: Responsibilities of the Reemployment Division

I am delighted that Secretary Perkins is willing for you to start in with WRA on detail.

Because some things require immediate attention, I am going to mention them at least briefly.

I. Wage Policies

As soon as possible, we should issue regulations covering basic wage policies for both public and private employment. The issue is controversial and my present feeling is that we should ask the President to make the initial announcement, to be followed immediately by a detailed WRA statement and the publication of regulations in the Federal Register.

Experience thus far indicates most strongly that we cannot pay wages for work on public projects which seem to exceed those paid the American private soldier. Indeed, some weeks ago protests over a premature announcement about wages became so voluminous ~~over a premature announcement about wages~~ that the Wartime Civil Control Administration (General DeWitt's organization on evacuation) and WRA issued an official announcement which said that a wage policy had not been determined but that under present conditions the net cash wage paid the evacuee would not exceed the net cash wage of \$21 a month paid the American private soldier.

Actually, of course, each private soldier costs the Federal Government about \$150 a month. I do not have the precise figure--I wish I did.

Now, it appears to me that an ideal system would be to charge all evacuees for board, room, medical services, and so on and then to pay a cash wage sufficiently high to liquidate this debt and to leave a small balance for incidentals. However, such a system would require a scale of wages ranging from about \$35 or \$40 for common labor to about \$95 a month for professional workers. The newspapers, Congress, and the public would crucify us. Such a scale would be necessary because of (a) the average size of the Japanese family and (b) the curious age distribution which gives us a disproportionately small number of workers over 16 years of age. (The average family has five members. One-third are first-generation aliens, averaging 60 years of age. The second generation averages about 21 years of age. More than one-fourth of the total population is 15 years old or less.)

Figuring very roughly, food for a family of five will cost \$60 a month, or \$720 a year. I have no idea what medical supplies will cost. Education (not including supplies and equipment) will cost fully \$200 per family per year. Incidentals--from tobacco to tooth paste--will amount to \$60 per family of five at the minimum. Clothes--I have no idea.

These cost figures are no doubt highly inaccurate but they are good enough to show that wages would have to be substantial to permit two wage earners in a family of five to come out even.

Consequently, Colonel Bendetsen of WCCA (which must soon have a wage policy in assembly centers) and I (our budget estimates are due the latter part of this week!) are thinking along this line:

Assembly Centers

1. All evacuees will be provided food, shelter, medical service, and material for home-made clothing free of charge.
2. Ration cards to cover incidentals at the canteen will be issued--\$2.50 to single workers, \$4.50 to a married couple, and \$1 to each child but not to exceed \$7.50 for any family.
3. Cash wages for common labor will be \$6 a month. In a typical community with all able-bodied persons working I presume this might account for 75 to 80 percent of all workers. We need to establish a better figure for budgetary purposes. Wages for carpenters, electricians, plumbers, and the like would be \$10 a month. Nurses, cooks, and perhaps a few others would draw \$14. The top wage, \$18, would be reserved for doctors and perhaps school teachers. The specific classifications need to be established as soon as possible.

Relocation Centers

Of course, very few will have a chance to work in the temporary assembly centers. But at the relocation centers we must provide work for all who are able to work.

We shall enlist all able-bodied persons over 16 years of age in the War Relocation Work Corps. All enlistees will then be assigned jobs with earning opportunities as follows:

1. The entire community will be put on a cooperative basis. We will keep records of all income and all outgo, excluding the cost of housing. We will also keep individual time records by four basic classifications. When the project ends at the conclusion of the war the profits, if any, will be paid in lieu of wages to those who worked--divided pro-rata according to the four classifications.

In the meantime, we will make advances as described in (1), (2), and (3) under the previous heading. Should such advances, added to other project costs, cause the project to show a deficit evacuees would not, of course, be expected to acknowledge a debt to the government.

Wages for Private Employment

If private employment proves feasible, we shall have to determine whether the government should collect the wages (that would bother me) or whether the enlistee--technically on furlough while working off the project--should pay the government a fixed sum for the support of his dependents who might remain on the project. Thus an enlistee might earn \$100 a month in seasonal farm work; if four dependents remained on the project the charges for food, education, medical services, and clothing might amount to \$75.

If the government collected the wages presumably the money would simply be considered income of the cooperative undertaking.

The matter becomes more complicated if one of the four remaining on the project is doing public work.

If children under 16 work--cleaning up the premises, helping at gardening, etc.--I think we should simply consider this the same as their working about the house without pay. Their efforts will reduce costs--of food, for example--and thus enhance the possibility of profit.

Colonel Bendetsen will be in Washington early this week. I

want you and Bob Frase to attend any conference we may hold on this subject. Incidentally, I have some data compiled by the Census Bureau which may aid in calculating total costs of wages by the four crude classifications.

II. Manufacturing

The Manufacturing Division of WRA has the responsibility of finding public and private manufacturing opportunities for the relocation projects. You will be concerned, however, because again wage policy is involved.

Presumably workers on public manufacturing (such as camouflage nets for the Army) will be paid in accordance with the appropriate classification previously mentioned. But should they receive a wage for making furniture for their own homes? For the community school? For building the school? Or should we say that all work designed primarily to improve the living conditions and the immediate welfare of the Japanese should be performed free? Certainly if wages are paid for such work, the opportunities for profits begin to dwindle. What would Congress say?

If private industry (such as a glove factory) locates next to a project, enlistees should receive prevailing wages and pay the project costs for themselves and their dependents.

III. Private Employment Generally

Obviously one of the most difficult tasks of the Reemployment Division is the establishment of policies, the maintenance of policies in the face of severe criticism, and the negotiating through of specific opportunities for private employment.

The greatest demands will come from the sugar beet, cotton, and other agricultural industries which require large amounts of stoop labor.

As I indicated in a recent letter to Governor Maw of Utah, seasonal agricultural employment is almost an insurmountable problem while men, women, children, and household goods are undergoing a systematized evacuation. Later on, with all families housed and protected, private employment will be more feasible. Assuming that the male members of the family will be willing to leave the projects for given periods, I can see that we could use CCC camps for temporary housing in some areas. In Any case, private employment for seasonal work should be based upon some such principles as these:

1. Voluntary recruitment through the U. S. Employment Service.
2. Prevailing wages for enlistees without their displacing other workers.
3. The employer to pay transportation both ways and to provide essential housing and medical services.
4. The States and local communities to give absolute assurance of their ability to maintain law and order; and, for this, I think we should have minimum criteria which would have to be met.

Incidentally, some legal questions come up in this connection. Relocation projects will be military areas, with ingress and egress controlled by the Army. But once off the project each American-citizen enlistee, even though morally obligated to return under the terms of his enlistment, is no doubt as free as any other American citizen to go where he pleases. Of course, I do not object to this in itself; any citizen should go where he pleases. Of course, I do not object to this in itself; any citizen should go where he pleases. But if the right is exercised and if communities then develop the notion that this whole affair is not in fact controlled by the Federal Government I very much fear that all the antagonisms, so tragically evident a few weeks ago, will spring up anew.

IV. Classifications

The WCCA will register and classify all evacuees at assembly centers. The classification form is about ready for printing at San Francisco. If you wish, we could wire and try to obtain a copy now.

This classification will be of value to both the Reemployment and Community Management Divisions. The records are to be maintained, I think, by the Reemployment Division.

We know now, for example, that about 30 percent of the Japanese are farmers. There are less than 100 doctors. There are very few nurses and no nurse's aides. I have no idea how many carpenters, electricians, clerks, typists, etc. there may be.

I am not wholly clear on the matter, but since private work will be almost wholly agricultural, I presume these records will be of greatest value to project managers and to the Community Management Division.

V. The Regional Office

The line of administration in WRA runs from the Director to the Regional Director, to the project manager. All offices and divisions above the project level are staff units. Even so, you will be directly concerned with the Reemployment Division of the regional office.

By and large our job here is to formulate policies, standards, and the broad outlines of programs. We must do so in full consultation with Congress and various Executive agencies. The regional office job is project coordination and specific negotiation within the formulated policies.

At the regional office, then, the Chief of the Reemployment Division will, as time goes on, be carrying on specific negotiations with Company A which will want 500 laborers in Colorado for six months.

We have not as yet found a man to head up the regional Reemployment Division. Perhaps you can help Cy Fryer and me find the right man. He should know the West thoroughly and should possess all the other self-evident qualifications. The job merits a salary of \$6500.

We are trying to effectuate an arrangement whereby Colonel Evans, now with WCCA, will join us as Deputy Regional Director and then, among other things, give considerable attention to employment. However, Colonel Evans will want the Division post filled.

VI. Assistance in the Washington Division

I wish to hold to the absolute minimum the number of officials in the Washington Divisions. You and Bob Frase are now a pair, which I hope will be permanent. I doubt if Bob or you have secretaries. As soon as you have mapped the work out in your mind, let me know what additional personnel, if any, you need.

VII. General

This whole program must move so rapidly and there are so many persons and agencies to deal with that I personally cannot do one-tenth the things I should like to do. Consequently, I want each office and Division Chief to carry the fullest possible responsibility in his field. So long as we are together on general policies, attitude, and purpose, I look to you to handle essential contacts in the Reemployment field with Members of

Memo from M. S. Eisenhower to Thomas Holland

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Congress, with other government departments, with organized groups, and with individuals. Further, I encourage you to the utmost to establish the closest working relations with other WRA officials so that mutual problems--such as those affecting you and the Solicitor or you and the Chief of Community Management--may be met with a minimum of consultation with me.

Critical needs are immediately before us. The priorities in your field stack up in my mind about this way: A wage policy, basic to budget estimates this week; a statement by the President on wages; publication of regulations; an informative publication for evacuees; announcement of policies on private employment. Some place in there I should have mentioned staff.

Obviously all that I have said above is pretty crude--nothing more than ideas developed on the run. What we need now is to get policies and plans worked out precisely and then be prepared to defend them against all comers.

Regional Files, 711, Wash. D.C.
Miyamoto

Wage

Tel from M. S. Eisenhower to Hon. Charles Cramer
April 8, 1942

Following statement issued March 30 by Colonel Karl R. Bendetsen, assistant chief of staff for civil affairs of the western defense command and fourth army, and I outlining present status of wage policies. Quote. Many inquiries are reaching us from every part of the country regarding the level of wages that may be paid to Japanese aliens and to Japanese-Americans evacuated from West Coast military areas who work temporarily under the program of the Wartime Civilian Control Administration, or who enlist for the duration of the war in the work corps of the War Relocation Authority. Paragraph. Putting first things first, the most important task after evacuees have been removed from military areas is to make it possible for them to perform work that contributes the maximum to the war production effort. The people being evacuated possess a wide range of useful skills and abilities that should not be allowed to go to waste at a time when the work of every person counts for so much. To put evacuees at really useful work as soon as possible required a great deal of careful policy making and planning in which wage considerations play an important part. Paragraph. We wish to emphasize that no wage rates for evacuees have as yet been determined. Further, the policies or rates of pay established may have to change, as the character of the program changes, and as varying types of useful public and private work are undertaken. However, this much is determined: Under present conditions the minimum net cash wage of the American soldier, \$21 a month, will be the maximum net cash wage of evacuated persons working on public projects for whom subsistence and housing are provided. Paragraph. Pending the final determination of initial wage rates, evacuated persons wherever possible will provide for the maintenance of assembly centers and reception centers. The government will provide food and shelter. Unquote. Persons evacuated who find private employment will receive prevailing wages.

Wage

Memo from Vance Rogers to Fryer
April 21, 42

One of the most controversial questions of policy now facing the WRA is the matter of wage policy for Japanese evacuees. Any consideration of this subject is shot through with questions of public reaction. The public may be expected to look with disfavor on any approach which gives the Japanese full compensation for work they do on projects. Indeed, the public is likely to look with disfavor on any decision to compensate the Japanese at all for work they do.

The approach suggested in this statement is based on the following analysis of the whole problem of Japanese evacuation:

- (a) The evacuation order of the Japanese from the West Coast is a measure of military necessity and public safety.
- (b) Once promulgated, the order has made the economic position of the Japanese untenable where they now are.
- (c) While orderly and planned evacuation removes the Japanese from an untenable situation, it is a situation that is directly attributable to necessary action by the Federal Government.
- (d) The Federal Government, since it is responsible on the one hand for the present plight of the Japanese, and since it is responsible on the other hand for the welfare of the citizenry of the country, has an obligation to provide full opportunity for work, with adequate compensation, for all Japanese willing and able to work.

If the foregoing analysis of the problem is valid the Federal Government has a clear responsibility for offering Japanese workers full compensation for all productive work performed on projects, either under direct supervision or by contractual arrangement with private enterprise. By the same token, the government may rightly expect from the Japanese reimbursement for such essentials as the provision of food and shelter and for such services as medical care and education. Deviation from full compensation places the government in the somewhat dubious position of exploiting the labor of a segment of its population whose only demonstrable sin is color of skin and shape of eye. Since two-thirds of the population are citizens and since the overwhelming majority is certainly loyal, and further since this population ~~are-citizens and-since-the-overwhelming~~ has already been required to make a tremendous sacrifice, the question of full compensation would seem one of easy solution.

But the problem is far from clear cut. A specious but nevertheless compelling argument against full compensation is the men in the armed forces are receiving only a nominal wage. The simple fact that the Japanese evacuees are not in the armed forces carries less weight in terms of public reaction than the ~~legis~~ logic of the situation would indicate. To suggest a complete disregard of public opinion on this subject is, of course, wholly irresponsible. It simply cannot be done. What may be done, however, is to give consideration to the following method of compensating evacuees for their effort:

- (a) Classify all work in terms of broad categories such as (a) professional (b) skilled (c) semi-skilled and (d) common labor.
- (b) Set up going rates of pay for each category.
- (c) Compensate workers with a nominal amount of cash proportionate to each category, say a rate roughly corresponding to the rates of pay of privates and non-commissioned officers in the armed forces.
- (d) Carry a book value against the account of each individual for the difference between the cash payment and the full value of service rendered, such value to be either actually diverted to war bonds and stamps or to be considered available as a loan to the government for the war period.

This proposal would seem to have the following advantages:

- (a) It would not meet with as much public favor as would a nominal compensation.
- (b) It would entail a considerable amount of bookkeeping. This cost, however, could be prorated and deducted from savings.
- (c) It would have the apparent effect of showing a "less favorable" balance between public costs and public returns for the whole program.

On the other hand, the proposal would seem to have the following advantages:

- (a) It would accumulate a surplus of credit susceptible of liquidation after the war which the Japanese could use to facilitate repatriation and reabsorption in normal economic life.
- (b) It would avoid further discrimination against a segment of the population which can scarcely be blamed for the role their forebears are playing in the present war.
- (c) It should have a strong influence on building up the morale of the Japanese during the period of the war and it should make their repatriation more expeditious and more effective after the war.

Wage

Regional Files, 711, Wash., D. C.
Miyamoto

Let from M. S. Eisenhower to Honl Leland Ford
March 29, 1942

I am answering your recent telegram by letter because I want to go into some detail on our thinking and plans regarding the wages of Japanese evacuated from military areas.

In the first place, it was very unfortunate that premature and erroneous publicity was given to the wage situation. Putting first things first, the most important task at hand is removing the evacuees from military areas on a planned, orderly basis, with safety and decency. After this has been done we must make it possible for them to perform work that contributes the maximum to the useful skills and abilities that should not be allowed to go to waste at a time when the work of every able person counts for so much. To put evacuees on useful jobs requires a great deal of careful policy-making and planning in which wage considerations play an important part.

I wish to emphasize that no wage rates for evacuees have as yet been determined, and the policies on rates of pay may have to change, as the character of the program changes, and as varying types of useful public and private work are undertaken. However, this much is determined, and agreed to by myself and Col. Karl Bendetsen, Assistant Chief of Staff in charge of the Civil Affairs Division of the Western Defense Command: Under present conditions the minimum net cash wage of the American soldier, \$21 a month, will be the maximum net cash wage of evacuated persons working on public projects for whom subsistence and housing are provided. Pending the final determination of initial wage rates, evacuated persons will be expected to help in the maintenance of assembly and reception centers. The government will provide only food and shelter.

The matter of private employment is definitely in a different category. Suggestions for private employment of evacuees are pouring in from all parts of the West. However, we have not crystallized our policies with regard to private employment, and the mass evacuation now under way is such an enormous undertaking, that scattered possibilities for the employment of a few families to several hundred cannot be examined at this time with the care that we propose to take. We must first carry out the evacuation and relocate evacuees on suitable public projects until we have surveyed the private employment situation and have established definite policies and procedures.

We have to keep in mind, too, that the majority of the West Coast Japanese--two-thirds of them--are American citizens, and the evidence indicates that most of these are loyal to the United States. Once they have been removed from the military area they have the same legal rights as citizens of any other extraction, and are free to come and go as they please. They have relatives in the armed services of the Nation, and are themselves subject to military service on the same basis as any other citizen. They are, in the interests of national security, being required to make in addition the sacrifice of being uprooted from their established communities and being resettled in entirely new areas, under conditions that are uncertain at best. From my contacts with the leadership of the American-born and educated group of Japanese, it appears that they fully realize they are under severe test and are willing to cooperate in good spirit to prove themselves. We should not make it impossible for them to do so.

Let from M. S. Eisenhower to Hon. Leland Ford

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As you know, the executive order establishing the War Relocation Authority provides for a War Relocation Work Corps, in which able Japanese evacuees may enlist for the duration. The conditions of employment and wages, both public and private, for ~~work~~ Corps workers are to be determined by the Authority. From preliminary conversations with the leadership of the citizen Japanese group, I believe that a majority of them will enlist. In so doing, they will as long as employed on public projects, be foregoing any opportunities to earn the much higher wages that workers in private industry now command. As we feel it is desirable for them to move into private employment, they will, of course, not be asked to accept less than prevailing wages for the work they perform for private employers. It should be emphasized that no matter how employed, either in public or private work, they will pay the Government for room and board furnished them.

We also have to bear in mind not only the domestic, but also the foreign repercussions of the manner in which Japanese evacuees are handled by the Government. We must avoid playing into the hands of our enemies. We can be sure that the fate of some thousands of Americans held by the Japanese Government will depend in part on the treatment that we accord Japanese nationals. We cannot afford, as far as our treatment of American citizens of Japanese origin is concerned, to place by hasty and unwitting action, a powerful weapon in the hands of the Axis, particularly in the Orient, where Japan's major propaganda theme is that Democracies are democratic only as far as the white race is concerned, and do not practice democracy toward the Oriental peoples in their populations.

For the above and other reasons, the evacuation and relocation of Japanese is a touchy and difficult task. We will make some mistakes, but we want to avoid as many as possible by making carefully considered plans and proceeding with caution. The program will require the full measure of tolerance and carefully weighed judgment on the part of the American people.

Regional Files, 711, Wash., D. C.
Miyamoto

Wages

Excerpt, TT from Eisenhower to Hon. Leland Ford
March 25, 1942

As I told you when I last saw you, the wage policies of the War Relocation Authority are not yet fully shaped, but you may be certain that when they are determined the pay of American soldiers will be borne in mind.

Wage

Air Mail from Fryer to Colonel E.F. Cress
July 9, 1942

In accordance with the request made by Mr. Barrows during a telephone conversation with Mr. Coverley on the morning of July 2, there follows a brief review of the circumstances leading to a re-examination of our wage policy in this regional office, together with certain tentative recommendations for your consideration.

The present wage policy is extremely difficult to administer. It satisfies no one. It is subject to diverse interpretations. It places a great burden on the project staff, which is forced to determine wage-scale categories. On the other hand, the use of Civil Service classification schedules makes for hard inflexibility that does not take into account the value of certain skills to the project. Nor does it provide incentives for certain critical people to remain on the job, cooks, for example.

It creates, in the interest of harmony and smooth administration, a tendency on the part of the project directors to avoid the \$12.00 unskilled category. The Japanese lose "face" when so classified. Moreover, it is our opinion that our wage policy is too much on the stringent side.

There is a second, but less important, consideration. As you probably know, the present wage policy of WPA differs considerably from that of the WCCA. The latter agency has three work classifications with monthly cash advances of \$8, \$12 and \$16, respectively, for each classification. Roughly, the factors determining how a position is classified are the same as those now employed by this agency, that is, professional, administrative, and technical work is grouped in the higher classification, skilled and minor administrative work in the intermediate classification, and unskilled work in the lower. In addition, the WCCA makes a monthly allowance to each employee (as well as to unemployed project residents), upon application, for incidentals. This allowance is computed as follows:

\$2.50 per individual per month
4.00 per couple per month
~~1.000~~
1.00 for each individual under 16 years old
7.50 maximum allowance for any one family

Over and above this allowance, the WCCA provides for a clothing allowance to all employees and their dependents. This allowance is also granted only upon application. In other words, it is not automatically made available unless the employee requests it. This allowance is computed as follows:

	<u>Cost per year</u>
Adult Male	\$ 30.50
Adult Female	42.19
Male, 6-18 years old	25.00
Female, 6-18 years old	26.81
Child, 1-5 years old	27.57
Infant, to 1 year	27.09

One effect of the WCCA cash advance plus allowances is to make their real wage larger than that of the WRA. However, since many employees do not apply for allowances, or, maybe, for one of the allowances without the other, there has been created a general impression of substantial difference between the two agencies, some believing the WCCA has a lower wage and others believing that it is higher. Naturally, it is difficult for the evacuees to understand why such differences are either necessary or desirable. As a consequence, some of them refuse to work in the assembly centers on the grounds the WCCA is paying an insufficient wage, while others grumble on arrival at the war relocation centers when they find that our wage may actually be lower than WCCA when the allowances are computed. As a consequence, Colonel Evans and I recently agreed to designate someone to represent each agency in discussions in an attempt to arrive at a policy acceptable to both agencies which would eliminate the problems mentioned above. As a result of the conferences, a tentative agreement has been reached between the representatives of the two agencies on a wage policy, for the purposes of further discussion and presentation to their respective superiors. The principal points of this agreement are as follows:

1. Both WCCA and WRA will agree to classify all work, whether assembly centers or relocation centers, in one of two groups. Persons holding positions in Class I will received a cash wage of \$20 per month and persons holding positions in Class II will received \$20 per month and persons holding position in Class II will received \$16 per month. These classifications will not be described in general ~~terms~~ terms of professional, technical, skilled or unskilled work, but, on the contrary, will be presented as categories into which specific positions will be allotted.
2. Both WCCA and WRA will adopt a clothing allowance for all employees and their dependents as an addition to and part of their work compensation. This clothing allowance will be based on the number, age and sex of the employee's dependents. If desired, the clothing allowance may be paid in the form of non-transferrable script which can be used only for the purchase of clothing.
3. Both WCCA and WRA will agree to provide outer work clothing and shoes to employees who are assigned to tasks requiring a special type of clothing or involving expecially hard or rapid wear on clothing. These issuances will not be considered as a part of work compensation, but rather a privilege to employees engaged in the types of occupations requiring this special consideration.
4. The WRA will not institute a system of allowances for incidentals such as is now in effect with the WCCA. The WRA will, however, liberalize its regulations on public assistance grants to permit the employed heads of families having incomes insufficient to meet their essential needs to apply for and receive public assistance grants to make up for the deficiency.

In reference to the first point, it is very difficult for us to estimate at this time how many persons will be employed under Class I and how many under Class II. It has been our intention to send a representative of the Employment Division to one or more projects to make a study of all types of work being performed and to recommend the allotment of each position into of the two classifications. We have only ~~one~~ a rather tenuous basis for making any estimates as to how many people will probably be employed on these projects during this

fiscal year and how many of them will be employed in each classification. Our best estimate (prepared by Mr. Frase of the Employment Division) at this time on these two points is that approximately 45,000 will be employed on an average throughout the fiscal year, and of this number 10,000 will be receiving \$20 per month and 35,000 will be receiving \$16 per month.

With reference to the clothing allowance, we have projected for discussion purposes a system of computation based on the number, age and sex of the employees and their dependents:

	<u>Allowance per month</u>
Adult Male	\$ 3.80
Adult Female	4.60
Male, 6-18 years old	2.15
Female, 6-18 years old	2.85
Child, 1-5 years old	2.60
Infant, to 1 year	2.25

This schedule approximates very closely the present schedule of the WCCA above mentioned. It would be our recommendation that this allowance paid in the form of script which shall not be transferrable but which may be exchanged at the cooperative store for any items of clothing which the enlistee or members of his family wish to purchase. The WRA will redeem such script in cash upon presentation by the merchant when accompanied by a certification to the effect that the script was accepted in full payment for clothing only and that the purchaser was charged the same prices being charged cash purchasers as of the date of sale. We had thought the script might be issued in denominations of 5¢, 10¢, 10¢, 25¢, and \$1.

With reference to point number three, we had visualized the issuance of work clothing as somewhat comparable to the issuance of tools, implements, welding masks, and similar equipment usually supplied workers. In the case of occupations requiring a special type of clothing or uniform such as doctors, nurses, cooks, policemen, firemen, etc., it was our thought that these should be supplied by us. As we had projected the policy, such clothing would be either manufactured at one of the projects or purchased by WRA and distributed to those entitled on the basis of "Orders for Work Clothing" approved by the Division of Employment and Housing.

With reference to the fourth point, it is our opinion that liberalization of our public assistance policy will not involve any large amount of money. It is our hope that almost every family will have at least one person employed and, thus, a regular income. Grants would only be made to those families where the income was insufficient to meet essential needs. Frankly, however, we have no basis for estimating the amount of grants which might possibly be involved.

One guiding thought which pervaded our thinking in making these recommendations is that work on a relocation project should be considered as a privilege rather than as an automatic requirement. In other words, we do not believe the useless or unproductive work should be created merely for the purpose of employing people. On the contrary, we feel that as fast as possible we should aim at full employment on constructive, productive enterprises. This will enable employees to actually feel a respect for the tasks to which they are assigned and a more wholesome attitude regarding them. In the event any project

finds it impossible to create enough productive work for all employable people on the project, then special efforts should be made to either bring incoutside work or to find employment opportunities beyond the project boundaries or to rotate the employables so that everyone will have an opportunity to work and to earn an income. One cannot over-emphasize the need for an employment policy that makes work a privilege and not a duty. A project could not be operated on any other basis. If there is wholesale employment of people merely to have them on a payroll, then there is a tendency to avoid work calls. Work incentives must be retained. This means in our operation, where food and housing are assured, that there must always be a few people seeking employment.

As Mr. Coverley stated to Mr. Barrows over the telephone, these proposals were discussed with Mr. Myer and me on the afternoon of July 1. Mr. Myer reserved his decision but asked that the points and arguments narrated above ~~to be communi~~ be communicated to Mr. Barrows and to Mr Holland for consideration particularly as to their budgetary implication.

Memo from Coverley to Fryer
July 27, 1942

Mr. Shirrell's memorandum of July 10 advocating a single rate of pay for evacuees and a copy of your reply of July 20 have come to my attention.

For your information, Mr. Head agrees with Mr. Shirrell. I was told at the Colorado River Project that sample survey had been made among a number of evacuees, particularly those in the highest wage bracket, on this point, and the opinion was almost universally in favor of ~~sa~~ single wage scale. At Manzanar I was also advised that there is a considerable body of opinion to the same effect.

Regional Files 711, Wash. DC
Miyamoto

Wages

Memo from Eryer to Shirrell
July 20, 1942

This will refer to your memorandum of July 20 in which you say that there should be only one wage scale.

Your point is well taken. However, I do not believe that we have quite yet reached the millennial situation in which all men, though created equal, are willing to accept completely equal pay. I agree, heartily, though, that the present system of classification is unrealistic and difficult to administer.

For this reason, the Director of the Authority is considering simplifications of the present system. We will keep you advised of developments on wage policy as they are received from Washington.