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Transcripts of meetings held during the boiler room  
work stoppage, ~~which should~~

Mandaka - Administration  
Management

STAFF MEETING

only  
FILE COPY

January 5, 1944  
9:30 a.m.

The meeting was called to order by R. S. Davidson, Acting Project Director.

The following members of the staff were present:

R. S. Davidson	Irvin Lechliter
Dean W. Miller	Glenn R. Green
John Bigelow	L. W. Folsom
R. A. Pomeroy	Joseph Beeson
John de Young	Louis Thorson

Mr. Bigelow: I think we ought to get out and find out what is going on.

Mr. Davidson: We might review what has happened for the sake of the record. Following the meeting last night, we called together some men in the Engineering Section, Mr. Ota, Jack Oka, Mr. Nakagawa, Kas Nakayama, and Jim Kiyoma. We asked these men how they would feel if they had the job of shutting off the water in the blocks. They didn't know whether it would be safe for them to do the job without somebody being there to protect them. Mr. Pomeroy, Mr. Beeson, Mr. Green, and myself went with them and we checked the laundry buildings and boiler rooms in every block about ten o'clock last night. Fires were burning in all blocks and men were working in a number of the blocks. This morning the word is around that there will be no hot water to the garbage crew and the Central Service drivers and so they are not working. Just before this meeting, the foreman of our janitors and boilermen in the administration area came in and reported that from 25 to 30 people had come to his boilermen in the administration area and told them to get off the job. He said that these men were mostly young fellows. We got the number of the button worn by one of the men.

Mr. Lechliter: Is Ken Barclay on the deal? Who was wearing the button?

Mr. Beeson: Those buttons are traded back and forth all the time.

Mr. Davidson: I have sent some men out this morning to check on fires in the various blocks and we should have a report back here from them soon. We have sent men out to check on each block and to see what is going on and if there are fires. Do you suppose we should have Ken here?

Mr. Lechliter: I would urge that strongly.

Mr. Pomeroy: I will get ahold of Ken.

Mr. Davidson: It might be a good thing. This thing adds up pretty fast when all of the workers have to have shower baths. They want a bath if they are working at a dirty job, so it is like a bunch of dominoes, move one and they all fall. We may run into trouble with new men on the job if we start to put them in. What is the possibility of recruiting 100 people?

Mr. Folsom: It would be pretty hard. My Placement Officer refuses to do it. He says that he can't do it.

Mr. Davidson: Why?

Mr. Folsom: We talked it over the other day and he said that he would have to take indefinite leave. He said that he could not get any one to take the responsibility.

Mr. Davidson: That is our official way of recruiting people, shall we attempt to do it another way?

Mr. Miller: I think you should try to do it in the regular way. Don't we have from 400 to 500 people unemployed now?

Mr. Folsom: I don't think that we have quite that many. They wouldn't be fit for that work.

Mr. Miller: How much skill do you think is necessary to build fires?

Mr. Folsom: All we can do is try to recruit workers.

Mr. Miller: I suggest that the proper division work through the Placement Office and put in a requisition for their action covering the number of positions that will be needed to carry on this work. I think we should do it in the regular established manner.

Mr. Davidson: Supposing there are 15 blocks cold this morning and we recruit workers in the blocks.

Mr. Miller: You are just asking for a chance of burning up your city if you allow fires to be run without someone there watching them. I would suggest that you start on the basis of putting in your requisition with Bill. He might fill it and he might not. I would call in the block men and if he doesn't fill the requisitions, we could tell them that we can't take a chance on not keeping fires in the boilers and ask them to furnish men from their blocks to keep the fires going or if we have to we can close the whole town down. After all, it is their service. The blocks will come through.

Mr. Davidson: Shall we put in a requisition for an entire crew or shall we first determine if some of them are working?

Mr. Beeson: I think if we go back and analyse this thing and lead up to it that the group will have a better idea of the things in back of this.

Mr. Lechliter: Let's get Ken up on this thing.

Mr. Davidson: As you know, we had a meeting yesterday of all boilermen and janitors. We tried to get them to give us more time to work it out and asked them to stay on another week. They didn't see fit to do that and they voted to quit. The group at the meeting was under Mr. Hatati. They represented all janitors and boilermen with the exception of those in the administration area and in block 22. John, the foreman in the administration area, came in this morning and said that from 25 to 30 fellows had come up this morning and told those working to get out. We don't know who that gang consisted of. They were young fellows, and weren't boilermen. One of the men had a worker's button on his coat. It was number 39 and belongs to George Ishihara, who works for the Electrical Section. I wonder if you could find out if they are organizing.

Mr. Barclay: This is one of the Boys whom we are trying to get sent to Tule Lake, if it is the one I am thinking of.

Mr. Davidson: We don't know for sure that they didn't trade buttons. We aren't positive that he was

(Mr. Davidson)

the one. I believe that it would be well to find out if he is back of this and see if they are organizing a crew to intimidate people who are working. The people who work at the dirty jobs say that they can't work if we can't guarantee them a shower bath. They are just sitting here. That is what is happening this morning. Find out who are the ring leaders and check it before it goes too far.

Mr. Miller: What would be our chance of sending these fellows to Tule Lake?

Mr. Beeson: We can't send people to Tule for joining an organized labor movement.

Mr. Lechliter: Unless they start intimidating people who are working.

Mr. Beeson: I think Ken could pick him up. We don't have to send him to Tule.

Mr. Barclay: I can pick him up, but what do you want me to do with him? Shall I bring him up here?

Mr. Lechliter: Have you had experience with using the Jerome jail?

Mr. Barclay: Only on the violation of a state law. I am pretty sure that they won't let you put him in jail without a commitment.

Mr. Lechliter: If he attacked someone, we could bring charges.

Mr. Bigelow: That is what started the trouble at Poston.

Mr. Beeson: I think we can leave it all up to Ken. He can find out the extent of this organization.

Mr. Davidson: Here's the point. He doesn't want to pick him up and then not have us in back of him. He doesn't want to make a monkey out of his department. Suppose you make an investigation and see what you can report back to us.

Mr. Beeson: I am still going to insist on finishing my story. Sometime around the first of September, the garbage men decided that it was within the provisions of the project to pay the "C" grade

(Mr. Beeson)

for disagreeable tasks. They asked for the "C" grade for their outfit and Mr. Stafford and myself discussed the matter with them and decided that due to the fact that we were breaking up the old employment division that we would let the matter ride for awhile. The garbage crew has been looking for some reason to quit ever since that time. The Central Service crew has been looking for a reason to quit ever since their former leaders were relieved of their responsibility. That is the history behind that thing. Here several days ago, it was brought to our attention that this thing was growing and to my knowledge, no one considered it serious. I would like to know if there has been a plan set up to take care of this situation. I have talked to groups that have come to me, personally not officially. They have tried to get me to go down to their blocks and talk to these people and get them to carry on their work during this crisis.

Mr. Davidson: Here are the men who went out to check on the fires in the blocks. What do you report?

Mr. Beattie: No fires.

Mr. Davidson: In every block?

Mr. Beattie: I found a fire in the men's toilet in block 2, in block 3 there was a fire in the men's toilet just barely burning, in block 10 there was a small fire in the women's toilet. In blocks 1, 2, 3, 4, 5, 8, and 10, the boiler rooms had pad locks on the doors. There was no fire in block 6 and 7.

Mr. Claude Miller: Starting with 44 and coming down. There was no fire in 44, no fire in 42, 41 and 40. There was a little fire in one heating stove in 39, a little fire in 38 in the heating stove. In 37 there was no fire, no fire in 36. All of the boiler rooms were locked. Block 35 had no fire and was locked, block 34 was locked, block 32 had a little fire in the heating stove, block 30 had no fire, block 29 had a little fire in the heating stove, block 28 had the fire banked in the boiler room, block 26 had no fire, and block 24 had no fire. There was no fire except in the heating stove in block 22; block 21 had a fire in the

(Mr. Claude Miller)  
heating stove. There was no fire in block 19.  
Blocks 19, 17, 16, 15, 14, 13, and 12 were  
locked up.

Mr. Bigelow: Were they pad locked?

Mr. Claude Miller: Some of them had pad locks on them  
but others didn't have.

Mr. Beeson: At any time on your trip, did you talk to any  
of the colonists?

Mr. Beattie: When I would go into the toilets, I would  
ask them if they had a fire. They would say "no".

Mr. Davidson: Did they ask you what you were doing?

Mr. Beattie: No.

Mr. Davidson: You didn't run into any boilermen?

Mr. Beattie: No, sir.

Mr. Davidson: It isn't customary to lock boiler rooms,  
is it?

Mr. Beattie: No, we built lockers to put their tools in  
and that is what should be locked.

Mr. Green: You see these people are charged with tools  
and in their absence they have locked the boiler  
rooms so that their tools will not be taken.  
They have that right.

Mr. Beattie: The locks made it evident that they didn't  
want anyone to fire those boilers.

Mr. Lechliter: It also makes it evident that we aren't  
going to be able to hire a crew to shut off the  
water.

Mr. Davidson: Those fires were evidently started by the  
colonists.

Mr. Beattie: One or two laundry rooms had a fire but the  
hot water has been exhausted.

Mr. Davidson: Was anything frozen?

Mr. Beattie: I tried one faucet in every building. Nothing  
is frozen yet.

Mr. D. Miller: What are we going to do about those pad locks?

Mr. Beeson: They have a point in locking up when they have tools charged out to them.

Mr. D. Miller: I thought there was a place inside to put the tools in.

Mr. Green: That is right, but they can't lock up wheelbarrows in those lockers.

Mr. D. Miller: Suppose some tools are lost, what do you do?

Mr. Green: He has to justify the loss.

Mr. D. Miller: If we took the locks off, we would relieve them of their responsibility. I think the residents would keep the fires going if the boiler rooms were not locked.

Mr. Lechliter: We should follow the same procedure as we would if one was leaving. We could clear the tools charged out pretty fast.  
(Mr. Beattie and Mr. Claude Miller left.)

Mr. Beeson: Now back to what I was saying.

Mr. Davidson: One point in your remarks, Joe, the garbage crew used Tule Lake and said that they are getting \$19.00 there and they think that they are entitled to \$19.00 here also. It wasn't entirely the truth and I think Mr. Stafford's answer was something like this. "There are 48 members on your crew and if you want to cut your crew in half we will consider putting that many on the "C" grade." We recognized the fact that the garbage crew was doing a disagreeable task and we issued them rubber aprons and jumpers and other pieces of clothing. We permitted them to have an excessive number of workers on their payroll so that it would not be a hard task. We tried to compensate for the disagreeableness of the work by giving them an excess number of people.

Mr. de Young: Mr. Davidson is right in Mr. Stafford's reply, which was a verbal reply to the committee. He said that he would not consider the "C" grade for the force as it was. If it was the opinion of the garbage crew that they could still do the work if the crew was cut down, then he would consider putting them on the "C" grade.

Mr. Beeson: I only brought it up to show you that they have been looking for a reason to take steps against the administration. We discussed 3 or 4 weeks ago the matter of the clean-up on segregation. It is the thing making a lot of trouble and we asked Mr. Pomeroy to contact Washington to see if there wasn't a way to expedite their movement from this project. It is quite evident that they are causing the trouble. Mr. Pomeroy wrote to Washington and followed it up with a teletype. We have had no response.

Mr. Bigelow: Are there any boilermen in that group?

Mr. Davidson: I wouldn't be surprised.

Mr. Beeson: This has been brewing for some time, ever since about the 28th of November this deal between the boilermen and janitors has been cooking. We have such a glorified opinion of the Minidoka people that we couldn't imagine having any trouble here that would amount to anything. I don't think we have recognized the fact that we have had 1500 people come into this Project from Tule Lake. I don't think we have recognized the pressure that has been turned on our own Minidoka people. Also the holding back of this group that should go to Tule Lake has been an aggravation. I am not aware of what the administration has planned to do if they have a plan. But if we have no plan we will have to start in now and make one. That is the reason why I wanted to make these remarks.

Mr. Davidson: We have had to wait until we heard from Washington. We put in a request for boilermen and janitors for the number that we have on the payroll. This number is three times what is shown as our quota on the budget. Until we heard from them, we could not do much. The thing that we were trying to insist on was 24-hour service and there has been constant resistance, particularly on the night shift.

Mr. Miller: This meeting last night was organized. The opinion was controlled. After all, it is their service and if they don't want hot water it isn't our fault. We are here if they want it to supply them with the service; if they don't want garbage service and hot water--well, it is their service.

Mr. Beeson: It isn't as simple as that. We can't solve it by meetings, but we have to make an attempt to meet with a committee and work it out. I think Mr. Stafford should be back here. He is the one that the people all look to as being the head of this Project.

Mr. Davidson: I propose to call him again.

Mr. Beeson: There was a delegation that came up to see you, Bob, what did they suggest?

Mr. Davidson: They came up and asked for two more men to be placed in each block. I told them that I expected an answer from Washington in regards to our quota and I asked them if they would wait until Tuesday and then we would have a meeting to decide what could be done. As a result of this, I wrote a notice to all boilermen and janitors asking them to stay on the job over the New Year until January 4 and to meet in recreation hall 22 on Tuesday at 2:00 p.m. At this time we would try to talk this matter over. In the meeting last night, we didn't give them the additional people because we were limited by our budget from Washington. They asked for it and when they didn't receive it, they said that they would quit.

Mr. Lechliter: What are we going to do? Are we going to sit down and wait until someone comes in and asks to talk it over or are we going to take the initiative? Is the Block Delegates the proper group to approach if we are going to make the first move? We have exhausted every possibility of getting any place with the boilermen. Should we contact the Block Delegates or the Block Managers? I'm not sure which group represents the residents. That meeting last night was drawn up to show up the administration. You mentioned that you didn't approve of additional help because of the quota. You didn't say that you thought that they had enough workers. They came back at us by saying that the janitors in the schools had been cut to two people and that the school teachers got together and it was immediately adjusted to six. There was a certain amount of truth in this statement too.

Mr. Green: We were told to make cuts from January 1 to get within our quota.

Mr. Folsom: There were too many protests and we decided to leave it as it was.

Mr. Green: I haven't received anything official on that.

Mr. Folsom: You got a memorandum that the evacuee personnel was to be kept as it was. All people who were receiving \$19.00 a month were to be kept on that basis until they relocated or terminated until further notice from Mr. Stafford.

Mr. Lechliter: They said in this meeting that we can get money to pay additional caucasions if they are needed and that this was showing discrimination against the Japanese-Americans. So we got into an international incident over it. What are we going to do about this? Are we going to give in to them or are we going to stick by our decision?

Mr. Pomeroy: Let us discuss this dormitory problem. What justification is there for us to provide maid service in the rooms? We don't provide maid service in the apartments.

Mr. Miller: The service is something that we need.

Mr. Pomeroy: There is one thing that every single one of us is going to have to recognize. This is a Project. This building and my home is just a part of the whole. What goes on in my home is just as much a part of the project life as what goes on on the job. I thought that we saw proof of that yesterday. We know that we may be guilty of attempting to save face, which will be too expensive in the long run. You have said that if we don't hold a tight rein on this thing that we might as well turn over the keys. If we give in now, it won't be the last strike. We may come around to a compromise and take a few men from some other section and assign them as janitors until we get over this crisis and then go on from there. It would be tough to take but it might be what we will have to come to.

Mr. Lechliter: It would mean that we would have to give in to all their demands. We aren't asking them to exceed 8 hours a day.

Mr. Pomeroy: We've had other instructions from Washington and have put them into effect and when the Director was here he knocked our ears down.

Mr. Davidson: Have we got a record of the meeting when Mr. Stafford spoke to the janitors?

Mr. de Young: Yes, the minutes of that meeting were sent to Washington as a justification for the number on the payroll now. That meeting was held two months ago. They asked for 70 more people. He told them that he didn't have any hope of getting 70 more people.

Mr. Bigelow: We should do justice to Washington in this far. We have never asked for the 70.

Mr. Lechliter: In this meeting yesterday we said that we couldn't give them more help because it was over the quota received from Washington. We didn't say that we thought that they had enough people to do the work. They know that we have side-stepped Washington before, maneuvered around to get around Washington. We are convinced that a crew of four is enough to do the work.

Mr. Miller: They cut your engineering division about 70 from the request that we sent in. Maybe we don't have the 170 that we are going to give them. They haven't given us a detailed break-down.

Mr. Green: When Mr. Stafford spoke to them, he made it clear that they would get those that he justified. They would get those workers irrespective of what Washington said. He didn't stutter.

Mr. Miller: You mean that they would get all that he justified.

Mr. Davidson: Can't we say to Mr. Folsom representing Personnel, "Can you analyse this job? There are altogether five fires to be kept going in each block. Is that too much for one man to do on a shift?"

Mr. Green: It will be necessary for them to clean the men's toilet room.

Mr. Davidson: That is right. They would have to do janitor work also. It is just to keep it clean. It wouldn't be hard work. I think we could do it without analysing too closely. There is no basis for their argument at all. They don't want to work and I think that the only thing that they want to do is raise cane with the administration.

Mr. Beeson: I don't know whether you know what agreement the boilermen had or not. It was told to me yesterday

(Mr. Beeson)

that last fall they were promised extra men for the winter months. Now the budget doesn't allow more people and they can't see it any way but what we are not keeping faith with them in living up to our promise. Mr. Hatati has put up that fight all along.

Mr. Davidson: We never made any commitment that we would increase.

Mr. Lechliter: Could Mr. Sheehan have made such a commitment?

Mr. Green: That idea had never occurred to me, but it could have been possible.

Mr. Beeson: Would this new change of schedule cause them to lay off any men in the blocks?

Mr. Green: We anticipated no reductions. We would make all deductions in our construction program and not in janitorial services. I have the figures and they show that we averaged 137 men a month. That shows that we were only a few over and there was a temporary window-washing crew and they have been released.

Mr. Miller: This new setup gives them four foremen and they want twelve. They don't need that many foremen. One on each shift will be enough. If we give in to their demands here, we will have to give in to demands from every division. We can't possibly do that.

Mr. Davidson: We have to make up our minds on these things. We have to build fires or cut off the water. We have to decide if we have to give a requisition to Personnel for workers. We also have to determine whether we have to call the Block Managers or the Delegates together.

Mr. Bigelow: Has this crisis reached the point of where it is a staff problem or is it still a division matter?

Mr. Davidson: I prefer it to be an administration problem and to be handled by the staff. First of all, what is the judgment of this group on making out a requisition for janitors and giving it to Personnel?

Mr. Bigelow: I think we should do it for the record.

Mr. Lechliter: If we don't do it, we will always be open to criticism.

Mr. Davidson: Should it be for a whole crew or just for the number that quit?

Mr. Miller: I think that we should let the ones who want to work remain on the job. The Operations Division should tell us how many workers they need. They should find out if there are any who want to stay.

(Mr. Roy Olson came into the room.)

Mr. Olson: The Central Service group was the first to stop work and they went over to the garage and the motor pool and got them to stop. They give the reason as being that if they are going to work at this kind of work they want a guarantee of getting a bath.

Mr. Lechliter: Has the mail service been stopped?

Mr. Olson: I don't think so. There is a caucasian guard on the mail truck.

Mr. Lechliter: We want to watch that because that is a federal offense, meddling with the mail.

Mr. Pomeroy: If we call in representatives, we have to call in the block delegates or the block managers. I have more confidence in the block managers. I can get further with them than I can with the delegates. I would not call the two groups together. It would be my suggestion that we meet with the block managers. I might get further if I went to each block alone or with one or two of you and talked to them individually. What would you think of starting out and making the rounds? We would know then how they feel.

Mr. Bigelow: I just wonder what will be done in case you get one kind of response at one place and another at the next. Would you be prepared to make some kind of a suggestion?

Mr. Miller: I don't know how far we can go since it isn't just one group where the cuts are being made. If you give them a little bit of preference, the whole camp will want it.

Mr. Pomeroy: If you get into as much trouble as we are in, it seems that we will have to do something. This thing is spreading like wild fire. It will be hard to get things straightened out again.

Mr. Davidson: I would suggest that before a concession is made that we get it straight in our own minds what we are going to do.

Mr. Miller: We are in a poor position to make a concession.

Mr. Lechliter: I am going to stay with you, Dean.

Mr. Miller: We could turn the water off, drain everything and then the pipes wouldn't freeze up. We would be protecting government property.

Mr. Green: It could be done.

Mr. Miller: We might find out the sentiment of the community towards the boilermen. We could show the block managers Mr. Folsom's requisition and see if they can find some volunteers.

Mr. Green: We might do that but could we get volunteers who are willing to get their heads knocked off? What protection can you give them if they do build fires? What are you going to do if the worker is molested? We will have to be prepared for any emergency.

Mr. Davidson: We have just got three policemen.

Mr. Bigelow: The ring leaders at Tule were on the police force.

Mr. Green: What will you do to protect the people who do take this job?

Mr. Lechliter: I'd be the last one to suggest this and as the last resort only, but if we have to we can call in the military police. I don't think that we will ever have to do it as I don't think that it is that serious. All that we would have to do would be to put them on the alert and it would be a good bargaining point.

Mr. Davidson: Is it the concensus of opinion that we have the block managers at the meeting?

Mr. Bigelow: Mr. Pomeroy suggested that he meet with the block managers personally.

Mr. Lechliter: I don't see any reason for doing that.

Mr. Pomeroy: I'll tell you why. It is evident that this group is far from united and I don't want to present to them that kind of a front.

Mr. Lechliter: Let's see, disunited in what respect?

Mr. Pomeroy: Why waste time going into that? We haven't formed an administrative plan and agreed to it.

Mr. Davidson: I have proposed three plans. First, we should replace these men.

Mr. Green: We have tried to do that.

Mr. Miller: Do you mean that we are going to make termination slips, check in the tools, etc?

Mr. Lechliter: They have quit, haven't they? It should be done then.

Mr. Davidson: You will then check in their tools, Glen. Are we in agreement on that? We will requisition for 161 people, this will not include the people who are working in this area. Are we to the point of having Mr. Pomeroy meet with the block managers?

Mr. Lechliter: Why not have the staff meet with them?

Mr. Pomeroy: If we can keep from bickering and arguing about policy and that kind of thing.

Mr. Lechliter: It comes back to Joe's statement that we should have a policy.

Mr. Miller: Are we going to tell the block managers that tonight we want to have somebody to keep fires or we will have to turn the water off? If there are no fires, we will have to turn the water off for our own protection. I think that the water should be turned off now since it could freeze even now and have it turned on as the blocks agree to keep fires going.

Mr. Lechliter: We should ask the Block Managers to help us fill these positions. We could say to them, "We have 178 jobs, or how many we need, to fill. Will you help us fill them?"

Mr. Davidson: Have we agreed on that? Have we agreed to call in the Block Managers and ask them to help us recruit people so that we can carry on 24-hour service?

Mr. Bigelow: If we do that, the personnel division hasn't reported a failure. Shouldn't this request originate with that division? If Mr. Folsom knows that he can't fill that requisition, we could then ask for assistance.

Mr. Miller: By two o'clock he could tell if anybody was going to take the position. We could then tell the Block Managers that we had made an effort to recruit these workers from the Placement Office and that we were now appealing to them for recruitment.

Mr. Davidson: As the blocks assure us that there will be someone to take care of the fires, we can turn the water on. Are we going to ask for 24-hour service or just on the old basis?

Mr. Lechliter: I think that we should stick to the 24-hour service and not back up. If we decide once and for all that we aren't going to give in to them we should stick by our decision.

Mr. Davidson: Do you all agree to that? I am going to talk to Harry on it and let him make that decision.

Mr. Pomeroy: I think that he should be back here. I think that the alternative should be presented to him. If Harry says that we should stick by the Washington decision, then we stick.

Mr. Bigelow: No fooling.

Mr. Davidson: Let's take a vote on the matter, just the staff members. Those who think that there should be no compromise, raise your hand. (There were three votes.) Those who vote to compromise on the number of people, raise your hand. (There were three votes.)

Mr. Bigelow: Mr. Stafford's vote will decide.

Mr. Davidson: We are going to turn off the water and turn it on when we get assurance from the blocks that they will have someone there to keep the fires going. Is that right? There is no opposition to that.

Mr. Lechliter: I suggest that we call the officer in charge and invite the Commander of the Guard to meet with us.

Mr. Bigelow: I don't think we should do that. Everybody on the project would know that there was trouble. I think we should have somebody go over there and discuss it quietly with them and tell them our problem.

Mr. Miller: I'll convey this to the Military Police. I'll say that we are having some difficulty and that we are going to instruct a crew to turn off the water and in case they get into any trouble we might have to take some steps.

Mr. Pomeroy: I think that we should go after the man with the key to the boiler rooms.

Mr. Davidson: Get your foremen in charge and tell them that you want to check in the property and the keys.

Mr. Green: I think it would be the best way to do it.

Mr. Davidson: I believe that we as a staff would instruct you, Mr. Green, to give a requisition to Placement for 129 men and 32 women, a total of 161 people. We may have to replace the people in this area too. Instruct your men to go around and turn off the water in every block, leaving the water in the mess halls on.

Mr. Beeson: I would like to know if it is the opinion that a recognized strike exists on this project or not.

Mr. Davidson: I don't like to call it a strike. They just wanted to quit.

Mr. Green: If these men that I send around to turn off the water ask for protection, shall I call for Internal Security and ask Mr. Barclay to accompany them?

Mr. Lechliter: I think so.

Mr. Bigelow: I think so. Don't you have to get your boiler room open to turn off the water?

Mr. Green: I'll get a hold of Mr. Hatati and check the tools in and get the keys.

Mr. Davidson: Let's not use the word "strike". It denotes trouble, rioting, and lots of things.

Mr. Pomeroy: I think that three o'clock would be a good time for the staff meeting with the Block Managers. I'll notify the Block Managers and we will furnish transportation for them.

Mr. Davidson: Then the meeting will be in the Administration Recreation Hall at 3:00 this afternoon. The meeting is adjourned.

Transcripts of meetings held during the boilermen  
work stoppage.

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MINIDOKA RELOCATION CENTER

- Administrative Management

Meeting of Administration Officials with Block Manager representatives, Wednesday, January 5, 1944, 3:00 p.m.

The following members of the staff were present:

R. S. Davidson	Irvin Lechliter
R. A. Pomeroy	Dean W. Miller
John Bigelow	John de Young

The Block Managers were present. Mr. Nakamura, chairman of the Block Managers, was chairman of this meeting.

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Mr. Nakamura: As you know, Mr. Pomeroy has issued an order for a special meeting in regards to the meeting that we had last night concerning the boilermen and janitors. We will have roll call.

Mr. Pomeroy: Mr. Chairman, Mr. Davidson and some of the staff are coming over for this meeting. Let's wait for them.

Mr. Nakamura: Mr. Davidson, would you like to have the floor now?

Mr. Davidson: Mr. Pomeroy asked you to come to this meeting. Mr. Pomeroy, will you introduce the subject and give us a little background?

Mr. Pomeroy: First, I would like to introduce some of these men. This is Mr. Bigelow, the Project Reports Officer; Mr. de Young, Community Analyst; and Mr. Lechliter, the Project Attorney.

Those of you whom I talked to know why the meeting was called. In fact, the notice indicated that it was called to discuss ways and means of recruiting labor to fire boilers, to take care of stoves in the laundry rooms and wash rooms, and to do the janitor work in the blocks. I presume that you know that in the meeting of boilermen yesterday afternoon that they decided to quit their jobs rather than to go on a 24-hour shift. I mean by that that they refused to furnish a man, one man at a time, on a 24-hour basis. For fear you have forgotten and in any event some of you weren't there, I'll summarize the meeting that was held yesterday afternoon. The Administration was asking that four people work during a 24-hour period in each block. Three men were to do the firing and the janitor work on an 8-hour basis each and a woman was to have charge of the ladies' wash room and do the janitor work there during the day. These men were being asked to

(Mr. Pomeroy)

work 8 hours a day,  $5\frac{1}{2}$  days a week, making a total of 44 hours during the week. Now they are working  $44\frac{1}{2}$  hours. Mr. Chairman, would you interpret what I said.

Mr. Nakamura: I think that they all understood.

Mr. Pomeroy: The situation today is just about as follows: Most, if not all, of the fires in boilers are out. Such fires as have been built have been built by volunteers. Not only have the boilermen and janitors quit, but they have padlocked their boiler rooms, perhaps only to protect tools which are charged to them. Besides the fact that the men have quit, it is also thought that the coal crew from Central Service, the garbage men, and the mechanics from the garage have all gone off the job because Mr. Davidson was not in a position to guarantee that they would have a bath if they did work. Besides that it is also true that some blocks are short of coal. The Hospital is short of coal and will need it badly by tomorrow. A request has been written to the Placement Office for more men to take the jobs of these men who have quit, but whether the Placement Office will be able to recruit such a number of men or not, we don't know. One thing we are sure of and that is that they won't be able to do it today. There isn't time. Now then, the boilermen's request was that we put two more people on in each block, making a total of 6 people to do the job. We have asked Washington for 178 men and women to do the job in these residence blocks and in the administration area. Of that number 164 were to be assigned to the residence blocks and 14 to the administration area and offices in block 22. They have asked for 70 additional men, which we could not furnish because there was no money furnished in the budget. The boilermen's contention was that we could furnish them if we wanted to by transferring money from one place to another. We have called Mr. Stafford and Mr. Davidson talked to him. It was his thought that we could not provide more men, that we would have to get the job done with the number of men allocated. To make doubly sure, we called Dillon Myer in Washington and asked for his opinion. We asked him whether we could furnish more men and his answer was the same as Mr. Stafford's. This answer was given to these people yesterday. There is no way out of it. Minidoka is going to have to fire its boilers and furnaces with the number of men that are allotted, that is 4 people to each block. Actually all we are asking these people to do is to stay on duty 8 hours a day. It doesn't seem like an unreasonable request inasmuch as everybody employed is based on the 8-hour basis. We are not asking them to do the impossible. We are not asking

(Mr. Pomeroy)

them to do an unusual amount of work. A man must be there every hour of the 24 hours of a day. It seems to me that any one who is reasonable at all and who has respect for government property would know that it was necessary in zero weather to have somebody watching all fires at all times.

There are two possibilities if this isn't done. If there is a fire and a building burns down, the residents in that particular block would have to be without water of any kind indefinitely and they would be unable to rebuilt. Even if we could rebuild, we couldn't outfit it with plumbing fixtures. Such things as valves for water closets and toilets are unattainable. The other possibility is that the fires go out and the pipes freeze and break. Again that block is out of water. I have tried to outline the situation as it exists up to the present moment.

In a meeting of the staff this morning, we tried to figure out a plan by which we could get the job done. It was decided there to call you in to meet with them for a number of reasons. I feel that you are closer to the people than anybody else. You know your people. You know what their sentiment is regarding this situation. We wanted to have the chance of answering any questions that you might have to ask of us. We wanted to discuss with you the ways and means of overcoming this difficulty of getting past this crisis. I believe I speak for the staff. We believe that four people are enough to do the job. This would not put any undue hardship on any one man. Our Country is at war and the cut in the budget has come about in order to save some money. Patriotic citizens will understand that situation and will attempt to meet it by working a little bit harder. The point was made yesterday that the United States was spending a lot of money to fight this war and surely a country as large as this could spend a little more to hire a few more boilermen. You as patriotic citizens of this country will accept that statement at its real value. I will not comment on it.

Now, Mr. Davidson, I have attempted to bring out the situation as it exists and to tell these men why they are here. Perhaps you have some statement you would like to make.

Mr. Davidson: I think that you have covered the subject quite thoroughly. Things develop rapidly in a situation of this kind. Since noon I have been in touch with the Hospital and they made a check and called me back and said that they would be out of coal by 10:00 tonight.

(Mr. Davidson)

I asked them to make provision in the Hospital for the coal crew to take a shower bath. The coal crew will haul coal to the hospital. We must keep that place going. The garbage crew, the coal crew, mechanics, those working on the poultry farm, and various others want to be assured of a bath. Some arrangements must be made for workers. I don't know now that there is any further statement. We feel that you people might have some suggestions to make and together we will be able to work out this problem.

Mr. Nakamura: Are there any questions? (One of the representatives talked in Japanese to Mr. Nakamura.) He says that as long as the Administration has talked to Mr. Myer and to Mr. Stafford and that this is all that can be done at the present time, he believes there are no questions to be asked.

Mr. Miller: Shouldn't we explain the system of recruiting that we had in mind?

Mr. Ishikawa: There is only one thing that might settle this problem. What's wrong with what they have been doing? The difficulty is that they refuse to work that third shift. What would be wrong with what they were doing? They didn't fire boilers all night.

Mr. Davidson: We suggested that they keep on on that basis until something could be worked out last night, but they refused.

Mr. Nakamura: Are you going to cut down on numbers?

Mr. Davidson: No, we had a suggested quota from Washington and we were way over and we couldn't get by with that few. We wrote up justifications to maintain what we had. The foremen said that they still needed extra people in each block. However, they didn't convince us that it was necessary. We thought that the number on now was sufficient to carry on the work. We can carry on without a reduction in number. Washington thinks that a fire hazard exists when fires are left burning unattended and they have asked us to put on three 8-hour shifts of workers.

Block Manager: The Chief of Fire didn't say that the fire in block 23 was because of leaving fires banked in the boiler.

Mr. Davidson: That fire wouldn't have amounted to anything if someone had been on duty there. The fire almost destroyed the building.

Block Manager: At that meeting last night I requested that you have watchmen on the blocks to make the rounds. If we had had a watchman on the job the fire in 23 would have been found before it was.

Mr. Pomeroy: I want to ask Mr. Ishikawa if it is his opinion that the former system of firing has been sufficient to assure the people of hot water when it was needed.

Mr. Ishikawa: I think so.

Mr. Pomeroy: One more question-- you have been around your boiler room in your block, haven't you?

Mr. Ishikawa: Yes.

Mr. Pomeroy: Has it been your thought that there was a hazard of pipes freezing? They tell me that we have had a number of freeze-ups due to doors in the wash rooms being left open.

Mr. Ishikawa: As far as I can see, I have asked the people to close the doors.

Mr. Pomeroy: Do you find that this is done?

Mr. Ishikawa: Yes.

Mr. Nakamura: I think Mr. Ishikawa has a very good point there. Rather than to try out a new system which can't be done according to the boilermen why not leave it on the present system?

Mr. Davidson: We are not going to get any watchmen.

Mr. Nakamura: I think that they are willing to work on the basis that they have been working on.

Mr. Davidson: How many hours has there been someone on the job?

Mr. Nakamura: Let's see, about 13 hours out of 24 hours, I think.

Mr. Davidson: There are about 11 hours during the day then that the fires are unattended. We could have everything freeze up, or else there could be a terrible fire.

Mr. Nakamura: What objection do you have, Mr. Davidson, to the old system other than the fire hazard.

Mr. Davidson: We must take every precaution against fire and against the freezing of our pipes. I don't think that the residents can work this thing out among themselves, if they won't rotate on working this night shift. These boilermen thought that we weren't willing to meet their

(Mr. Davidson)

demands and therefore they said that they didn't think that they could go on with this job.

Mr. Nakamura: Why not continue under the present system and leave it up to the blocks to get together and decide what should be done in the meantime? The thing to do is to prevent fires at night when nobody is on duty and to prevent the pipes from freezing. Why not have the individual blocks get together and decide the best possible way and continue under the present system which everybody is in favor of.

Block Manager: Under this new system, the same number of men are employed. They work 8-hour shifts. Where does a relief man come in? Wouldn't they have to add one extra man?

Mr. Davidson: No, there are 35 blocks, one man is on duty every 8 hours,  $3 \times 35$  is 105. We have 24 relief men which gives us a total of 129 which means that there is one relief man for every 5 workers. Each worker puts in 8 hours a day, 44 hours a week. Then we have 35 women, one to every block, which brings the total up to 164 workers. In the administration area and in block 22 we have 14 workers which makes the overall total 178.

We are asking people to work 8 hours a day. We can't expect them to work 7 days a week. I feel that they should have a day off.

Mr. Nakamura: Are these men having their relief now?

Mr. Davidson: There is supposed to be a provision for it. Are the boilermen and janitors willing to work under present conditions? They were told that from January 1 we wanted them to protect this property 24 hours a day.

Mr. Lechliter: As a result of the meeting last night, they voted not to work under present conditions.

Block Manager: You asked them to continue until Mr. Stafford comes back. They said that you first asked them to continue until the 4th of January. You called a meeting and said that you would do something about this thing and that you would make your suggestions. You asked them to wait then until Mr. Stafford returns. You didn't tell them anything.

Mr. Davidson: Last week before the first of January, the foreman was given a memorandum that he was to answer as to whether they would comply with the request of the Administration on working 24 hours a day. It soon appeared that there was a crisis here on the eve of New Years and they wanted hot water over New Year's day. We finally decided to appeal

( Mr. Davidson )

to these block boilermen. I told them that if they would wait until January 4 we would have an answer from Washington and would know exactly what our quota was and could relate it to them. So we set the meeting up for Tuesday. Other people could come to the meeting to propose a plan and I was to tell them what the answer from Washington was.

Block Manager: That was a misunderstanding right there.

Mr. Davidson: Now I outlined it to them as I have to you just now. When they expressed themselves I saw that we apparently weren't getting any place and suggested that they proceed along on the old system and stated that I would withdraw the order for 24-hour service until next Tuesday. I suggested that they pick 5 or 6 people from the residents and meet with Mr. Stafford next Tuesday and we would have the answer from Washington. They voted against this.

Block Manager: That doesn't mean that they weren't going to work but they stated that they couldn't go on without more help. They gave me that impression. Did they give you that impression? They were refusing to go on with the quota as it stood. They weren't refusing to work the 24 hours a day, but they were refusing to work those hours without more help.

Mr. Nakamura: They asked for two men because of the 24-hour basis. That was the issue.

Mr. Lechliter: That was the issue.

Mr. Nakamura: When you asked for three shifts they just asked for two extra men.

Mr. Lechliter: The way I gathered it was that they had decided that they would not continue even until next Tuesday. I have no doubt that if we said let's continue under the old basis that they would probably go back to work. I don't think that we are in a position to ask them to do this. This is not only a question of the number of people employed but also the question of 24-hour service. The Washington office, and with justification, feels that everybody should be required to work 8 hours a day. We have taken the position that 4 people employed on the present basis are too many people to do the job. They should be on a 24-hour basis and each person be required to work 8 hours a day. That is the real issue.

Mr. Davidson: That covers it pretty well, I think. We could say that we would continue on the same basis, but we would be back where we were last November 20 when this situation first came up.

Mr. Nakamura: Don't you think rather than trying something new and getting no place that it would be better to have the old system if the people are willing?

Mr. Davidson: The people who were boilermen yesterday are not now. They have resigned. We are trying to put in boilermen who will work under the new system.

Mr. Nakamura: That is impossible.

Mr. Pomeroy: If we can't do it that way, I think the best thing to do is to go back to the old system.

Mr. Davidson: Why won't the workers who are not working take this job? Does everybody on the project feel the work is too much?

Block Manager: The residents will not take their place.

Mr. Davidson: Do you mean that these people will let their water be turned off before they would take this job?

Mr. Nakamura: In the first place if the Administration had no solution to this they should not have said to the janitors and boilermen that if they didn't want to get along on your terms that they could quit and you would get someone else.

Mr. Davidson: That probably was a misunderstanding.

Mr. Nakamura: You must have had some solution as to what you would do if they quit.

Mr. Davidson: Well, usually our idea is that if one man quits, we will replace him.

Mr. Nakamura: The young boys won't do that kind of work. Lots of them are willing to drive trucks but are not willing to shovel coal. Maybe a few of them would.

Mr. Ishikawa: Fundamentally there is a question of pride. The Administration was high-handed. That is my opinion. I don't know about the rest of you.

Mr. Harai: I got the same idea as Mr. Ishikawa. Most of the people are asking that they kick out Mr. Green. I think that they would go back to work if he was out. Mr. Hatati asked if you had enough men to replace the people who quit and Green said "Yes, anytime if you want to quit you quit." Mr. Hatati asked the men if they were willing to work under the new set-up. Mr. Green said that he had people to replace them. We would still have hot water. The boilermen were asked to postpone trouble until January 4. They were waiting for a compromising point at this meeting yesterday and nothing appeared. They asked them to wait until Mr. Stafford got back and to continue working. The meeting

(Mr. Harai)

went on until 7:00 and nothing happened. Mr. Green is trying to show too much power to these people. I told them yesterday before the meeting to be careful because if there was a misunderstanding it could become a strike or could be called sabotage. We have to be careful, I say.

Mr. Davidson: I didn't offer any compromise yesterday. I went to the meeting to inform them that we had received the budget. I told them our limitations. I left it open for them for free discussion to see if we couldn't adjust the thing and compromise within those limitations. I think both of you have expressed some ideas that are at the root of our trouble. You say that we were high-handed.

Mr. Ishikawa: A boilerman doesn't like to be called a janitor.

Mr. Davidson: Either the boilerman had to do some janitor work and some cleaning or the other way around.

Mr. Nakamura: Perhaps a ruling did come from Washington saying that we had to have 24-hour service. I am in favor of continuing on the old basis and have notices or rather have the boilermen in each block put up notices in the laundry rooms stating to the residents of the block that they should be sure to watch that the pipes do not freeze and to look out for fire hazards.

Mr. Davidson: We have done this.

Mr. Nakamura: I am afraid that the whole project will be brought into this affair. Pretty soon we won't be able to do anything.

Mr. Davidson: We have had closers put on the doors now, haven't we?

Mr. Nakamura: We have made a sort of a stopper with a tire.

Block Manager: I haven't much of an opinion on this, but if you can give one more man to each block then I can go back and talk to the people in my block. Maybe they would go back to work then.

Mr. Davidson: They are not willing to stay on the old basis.

Block Manager: I don't think so.

Block Manager: We can not live under these conditions another day or two.

Block Manager: Maybe you have some kind of a compromise. I think you should make some kind of a compromise. The feeling is bad too you know.

Mr. Davidson: We have been working up to January as the time when this adjustment on this budget was to be made. We got the answer from Washington here the first of January telling us that the Engineering Section had been cut a certain amount of money. We have to make a reduction of 70 people; but we said that we would make the cut in carpentry. We said that we wouldn't change the boilermen and janitors. We can't put on an extra man until we have money to pay the man.

Mr. Ishikawa: This kind of weather maybe you don't have to have so many farm helpers. You can turn them into boilermen. There would be no increase on the payroll then.

Mr. Davidson: The Agriculture Section has already been cut in half. We have live stock and we have to keep them going.

Mr. Ishikawa: Then you are still short.

Mr. Davidson: Yes, we are still short. We aren't asking them to work over 8 hours a day. No one is to work over 8 hours a day or 44 hours a week. That is our regulation.

Block Manager: I think they understand that.

Block Manager: They claim that they are working 8 hours a day just the same.

Mr. Davidson: There are two men at the boiler room at the same time too.

Block Manager: They aren't working the same time, there is a difference of 3 hours, I think.

Block Manager: The boilermen still think that they are boilermen and they don't want to do janitor work and the janitor still thinks that he is a janitor.

Mr. Pomeroy: We could call them all boilermen.

Mr. Davidson: There is a need to keep the fires going in the laundry room. I don't think we should have a man just to keep one fire going all the time. The boilerman may have been on the job 8 hours but he probably was not working 8 hours. One man could fire the boiler, go into the laundry room and shower room and keep those fires going also. We have felt that he should be able to do this for 8 hours a day. It isn't too much.

Mr. Ishikawa: These men aren't working for the \$16.00 or \$19.00 that they are getting paid. They are doing that for the service of the people in this place. I think some of you have that idea. A man isn't going to work his head off for \$16.00 or \$19.00.

Mr. Davidson: We don't feel that he would work his head off if he worked 8 hours a day.

Mr. Nakamura: The difficulty is his title.

Mr. Davidson: I don't think that has much to do with it.

Mr. Miller: Do you think they will be willing to go back to work if it is under the old system?

Mr. Nakamura: When things have gone this far, I am not positive. Yesterday they were boilermen but not today. If you go and ask them they might.

Block Manager: Did they get their termination papers?

Mr. Miller: This afternoon we instructed the Engineering Office to send a requisition for men for this janitor service. If you put in a requisition you have to show that there is a vacancy. Up until now there has been no terminations but we had to turn in to the Personnel Placement Office the names of the people who had quit. We have put on the termination slip that he resigned of his own free will.

Block Manager: How many foremen do they have?

Mr. Miller: They have 14 foremen. We are proposing that they have one general foreman and one on each shift. They should be able to keep this job going. A foreman doesn't have to watch them to see that they do the work.

Mr. Hirai: I think we should discuss it here among the Block Managers. We must have the same ideas when we talk to the blocks.

Mr. Miller: Don't you think that we should explain that we had a staff meeting this morning and in the discussion it was decided that it would be best to turn the water off so that the pipes wouldn't freeze. We had the water turned off in all of the blocks. We will reopen the blocks as soon as we can get labor and we are asking your assistance in recruiting. If the water was not shut off, the pipes would freeze and we can't allow the town to get in that shape. If there is hot water we would not have to shut the water off. If you can tell us that four men will be available in your block to maintain 24-hour service, the block will reopen. Some blocks might not open for some time. It comes back to the basic thing, that it is your service. We want to give you the service. We have regulations to adhere to and we are asking you to assist us on this basis.

Mr. Pomeroy: Mr. Miller is in charge of Administrative Management.

Mr. Davidson: If the fire should go out, more damage would result by leaving the water on than if the water was turned off.

Block Manager: Mr. Miller, do you think you can get the men to go back to work.

Mr. Miller: I think so.

Block Manager: I don't think so. The residents are already too angry. More trouble will come from it. Don't tell me that you will shut the water off.

Mr. Lechliter: The water is already shut off. All blocks have the water shut off.

Block Manager: No water just because of freezing.

Mr. Lechliter: Don't you think it would freeze?

Mr. Ishikawa: Yes, it might, but what about the toilets and things without no water?

Mr. Lechliter: You wouldn't have any water if the pipes froze. There is one other thing that we could do. We have a boiler that provides hot water and we have authorization for a boilerman on each shift. If you think it is impossible to take care of these other fires perhaps you could get people to take care of the other fires, keep the sanitary facilities going, keep the fires going in the laundry room and shower room. Perhaps you could get volunteers to take care of these fires.

Mr. Miller: We could turn on the water then in the blocks. It isn't much of a job to turn the water on.

Mr. Nakamura: Would you like to discuss this matter and then we can give them our suggestions.

Mr. Harai: I think we should.

Mr. Pomeroy: All right, then we will adjourn from the meeting and let you discuss this problem. When do you want us to come back.

Mr. Nakamura: In about a half hour.

(The members of the staff retired and the Block Managers continued to discuss the problem.)

MINIDOKA RELOCATION CENTER

Continuation of Meeting of Administration Officials with  
Block Manager representatives, Wednesday, January 5, 1944.

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Mr. Pomeroy: Do you gentlemen think we can get volunteers to tend stoves in the laundries and lavatories?

Mr. Hirai: It's too dangerous. Today there were gangs of young fellows going around putting fires out and threatening people. In blocks 12, 17, 16, and 19 that I know of, they put water on the fires.

Mr. Pomeroy: There is one thing that is certain here. Lawlessness will not be tolerated for a single moment. If we catch any young man or old man in a lawless act, he will have to be handled accordingly. As I said before, if there are no fires in shower rooms and laundries, we will have to shut off the water in laundry and shower rooms. We can't have young men throwing snow and water and putting out these fires whatever develops.

Mr. Hirai: I think it is dangerous to me if I work.

Mr. Lechliter: What makes you think it is dangerous? Who's masterminding this group?

Mr. Hirai: I don't know. Only thing I know is that I'm afraid. I haven't got any order from Mr. Pomeroy to do this volunteer work.

Mr. T. Nakamura(Chairman): Are you going to get together again with the boilermen?

Mr. Pomeroy: It doesn't seem to be any use. They've already said they wanted to quit. Mr. Hirai tells me that the concensus of opinion of this group is that the boilermen should have one more man in their crew and that they should get to work under someone else than Mr. Green.

Mr. T. Nakamura: Just have the extra man during the cold months.

Mr. Miller: It comes down again to the fact that we have no money to pay any extra men. We aren't being unreasonable in expecting a man to work 8 hours a day. We are a city of 9,000 people and are all interested in having our people taken care of. Certainly you gentlemen can keep a few young fellows from wrecking our city.

Mr. Pomeroy: Mr. Miller doesn't mean just the 16 men here but all the people in Hunt who have the right spirit.

- Mr. Miller: We don't want trouble. We are suggesting a plan that we think is adequate. We wouldn't present it if we didn't think it adequate. But we can't have any lawlessness. We'll stop all of this. We can. These young fellows aren't the majority here. You are the ones who run things, the responsible family people of the community.
- Mr. Pomeroy: We don't have any solution other than four people as outlined before. These four can be either the group that left or new people.
- Mr. T. Nakamura: Is this volunteering supposed to be for an indefinite period?
- Mr. Pomeroy: If anybody wants a job he can immediately be put on the payroll. Mr. Nakamura says he can get volunteers but that the young fellows will put the fires out. If this happens the pipes will freeze and it might permanently wreck facilities in that block.
- Mr. Hosokawa (in Japanese and translated by T. Nakamura): Perhaps for the sake of the young and old in the blocks, we will be able to get volunteers if we can assure them of protection. Maybe we can't get volunteers if they think it is longer than for tonight.
- Mr. Davidson: The volunteering will be only until we can hire people. I have this feeling. If we can get volunteers for laundry and shower room fires, maybe we can get them to take a permanent job.
- Mr. T. Nakamura: Things have gone so far that maybe we can't get any volunteers. We urge you to get in touch with those sanitation and boiler room people again and discuss the situation.
- Mr. Davidson: How? We had them meet yesterday for five hours. I appealed to them to stay on a week until we could iron things out, but their answer was "No".
- Mr. T. Nakamura: That was yesterday. Perhaps the events have changed their minds.
- Mr. Davidson: Can any of you act as go-betweens to contact the boilermen who live in your blocks and see how they feel now?
- Mr. T. Nakamura: The opinion of the group here is that they think they might get volunteers for a day or so if we can guarantee protection.
- Mr. Pomeroy: When you ask for protection, you realize that the Japanese police are in the same position as you. They are of no use for protection purposes. We have three appointed

(Mr. Pomeroy)

Internal Security men with usually only two on duty. I don't need to name the other source of protection. You men know as well as I do what I am referring to. We don't want to invoke that. It would be spread all over the headlines of newspapers all over the country.

Mr. Miller: If we have any violations we have the further protection of the Jerome courts.

(At this point, Mr. Pomeroy and Mr. Davidson withdrew from the meeting and conferred together. During this time the Block Managers argued back and forth in Japanese. Mr. Davidson returned and conferred privately with Tura Nakamura.)

Mr. T. Nakamura: Mr. Davidson suggests that we Block Managers go back to our boilermen and sanitation men and see if they won't continue on the old system that they had before Mr. Green's memorandum. Perhaps we can get one or two volunteers in each block to keep fires burning in the laundry and lavatory at night. The boilermen can have Mr. Hatate as their foreman again. Perhaps Hatate might not want to come under Mr. Green's supervision, but Mr. Davidson says that the boilermen can come directly under him and not Mr. Green. He wants us to put this up to our people to see if we can't work it out. Perhaps the Block Managers can get all the boilermen together.

Mr. Pomeroy: You don't want all of the boilermen as that would mean a couple of hundred men and you wouldn't get any place.

Mr. T. Nakamura: We can probably get a committee of boilermen to meet with Block Managers and the Administration to get a better solution. What do you think of this?

Mr. Hosokawa: It would be better for Mr. Davidson to get in touch with Hatate and have him get in touch with the boilermen.

Mr. Davidson: Mr. Hatate felt he had to resign first. Do you think the boilermen are so loyal to Mr. Hatate that they will not go along without him?

Mr. Ishikawa: It seems to me that there has been some misunderstanding between Mr. Green and Mr. Hatate. If we ask Mr. Green to resign, perhaps it would only be fair to ask Mr. Hatate to resign also.

Mr. T. Nakamura: Mr. Davidson doesn't mean that Mr. Green will resign. Mr. Davidson will take over Mr. Green's supervision of this department.

Mr. Hosokawa: The right move is through Hatate.

Mr. Ishikawa: Aren't there any boilermen representatives already?

Mr. Davidson: I asked them to appoint five men yesterday, but they wouldn't.

Mr. T. Nakamura: Hatate has been the head of this group and should be contacted first.

Mr. Davidson: What do you men think of your chairman going with me to see Hatate?

Mr. T. Nakamura: What do you gentlemen think of this?

(After a discussion in Japanese among the group, it was decided that Mr. Hatate and his foremen should be contacted and invited to meet with representatives of the Block Managers and the Administration at the Administration area after dinner. It was suggested that at least six Block Managers be at the meeting.)

Mr. Pomeroy: I just want to express my appreciation to you men for coming out in this stormy weather. I told these men that we could count on you and you have proven this.

(The meeting was adjourned at 5:30 p.m. until later that same evening when a discussion with the Block Manager representatives and Mr. Hatate and his foremen was to be held.)

MINIDOKA RELOCATION CENTER

Meeting of Administrative Officials with Block Manager representatives and boilermen foremen, Wednesday evening, January 6, 1944.

The following members of the staff were present:

R. S. Davidson	Irvin Lechliter
John Bigelow	Joseph Beeson
Dean Miller	John de Young

The following Block Manager representatives were present:

Tura Nakamura	F. Sano
K. Nakatani	S. Ishikawa
E. Sakamoto	M. Tosaya
M. Muramatsu	S. Hosokawa
H. Tamida	M. Horada
K. Kawakuchi	

The following Boilermen foremen were present:

I. Jitodai	G. Hara
F. Ozawa	R. Shiiki
Mr. Terazawa	Mr. Tada

\* \* \* \* \*

(The meeting opened at 10:15 p.m. Mr. Tura Nakamura, Chairman of the Block Managers, briefly explained purpose of meeting in Japanese and then turned the meeting over to Mr. Davidson.)

Mr. Davidson: After meeting this afternoon with the Block Managers, we thought it would be a good idea to get together with some of the boilermen foremen and discuss some of the solutions that were suggested by which we could settle this situation. I talked to Mr. Stafford this afternoon and he said that we couldn't add any more men. I also called Mr. Dillon Myer in Washington and he said the same thing. Thus we are not in a position to add any men to the boiler-men crew. After talking the matter over with the Block Managers, we decided to ask the boilermen and janitors to return to work on their old schedule. That is, they would have the same number of men and work under their old arrangement. All we want is service for the residents and we don't care how they work it out. We thought also that the Block Managers could supply some volunteers to help keep fires going at night. You don't have to work with Mr. Green. We'll leave Mr. Green out of the picture and you will be directly under my supervision. All we want is to get the job done.

Mr. Hosokawa: Was this order for the new budget just for Minidoka or was it for all the center?

Mr. Davidson: For all the centers. I assume that it was a blanket order.

(Then followed a long discussion in Japanese among three or four men. A digest of this discussion is as follows:

Mr. T. Nakamura: The idea that these gentlemen have saying is that the original request for two extra people must be met. Things have gone so far that nothing else will satisfy them.

Mr. Ozawa: I resigned yesterday as foreman and can speak only now as an individual. I am not in a position to represent the boilerman of my crew. I don't persuade them to go back to work in the old system. Things have gone too far for that. I hope there is a solution, but I can only go back to the boilerman as an individual and not in my former capacity.)

Mr. Davidson: I'd like to ask if the foreman would go along with us, will the others follow?

Mr. Nakamura: The real issue is that they want two more people.

Mr. Davidson: Then the issue boils down to that they want two more people in each block.

Mr. Nakamura: Yes, that is the real issue. They feel they can not go back to work unless that is granted.

Boilerman Foreman: Mr. Davidson says we don't have to work for Mr. Green. There has been some trouble between Green and our supervisor, Mr. Hatate, but the rest of the workers have not been so concerned. We are all glad that we won't have to work any longer for Green, but the issue is that we can not work without more men.

Mr. Davidson: Are you people saying that it is too late to negotiate? We've heard a lot about Japanese psychology. I just can't understand it. I'd like to ask about two things. Everybody wants hot water, yet I hear that the mess hall cooks won't give the mothers hot water for their babies. Then in a few places where residents have built fires, a group of young men came and put snow and water on the fires and put them out. I just don't understand that.

Mr. Nakamura: I suppose that's because some of the residents sympathize with the boilermen. They want them to get what they asked for. I can understand that.

(Then followed about a half hour discussion in Japanese on the new janitorial setup.)

Mr. Nakamura: Mr. Davidson, under the new system are the boilermen entitled to twenty-four additional relief men?

Mr. Davidson: Hatate tells me he now has about 157 employees. We are allotted 164 for the blocks. So actually he will have more than he has now.

Mr. Nakamura: If they go back to the old system, are they entitled to have 15 more?

Mr. Davidson: Under the new system everybody will have to be included--foremen, inspectors, etc. There will be not as many as before.

(About an hour's discussion took place. The boilermen foremen and several Block Managers got together and worked out various ways which would enable the boilermen to return to work.)

Mr. T. Nakamura: After discussing the matter, the men here have three plans to suggest:

First: They want two extra men for each block added to the boilermen. (This is the concensus of opinion among the boilermen.)

Second: If they can't get two extra men, they suggest that one or two men from other divisions be transferred from other divisions for the cold winter months.

Third: The third plan is that perhaps the boilermen will go back to their old jobs under the following conditions:

- (a) They have to fire only the boilers.
- (b) They will not take care of the stoves in the laundry room and lavatories and they will take no responsibility for freezing of pipes.
- (c) Further they will be allowed to keep their own hours, but they will fire only boilers and they will try to do the best they can.

Mr. Davidson: If they'll take care of all the fires, we'll forget about hours. I don't see how this jibes with the statement "they will do the best they can". You know as well as I that we don't have to have two or three boilermen sitting around the boiler room.

Mr. Nakamura: Can't the stoves in the laundry room and shower rooms be handled by men from other divisions?

Mr. Davidson: I don't see how. Already we have shifted all over. Adjustments have already been made. Of course if the men will do the best they can, we can't ask for more.

Mr. Nakamura: They don't want to be responsible for freezing. If that plan is approved by you, they will go back to Mr. Hatate.

Mr. Davidson: If they'll not qualify as to which fires they'll tend, but will take care of all fires, I'll accept that third plan.

Mr. Nakamura: They'll take the message back to Mr. Hatate if you don't make them responsible for the stove fires.

Mr. Ishikawa: Mr. Davidson, if you were a resident and came out of a hot shower and there wasn't any fire in the shower room and you felt like your behind would freeze, what would you do? So what's all the shouting about?

Mr. Davidson: You mean I can leave it up to you Block Managers to see that the stoves will be taken care of. In regards to the plans presented, the first one I can't accept at all, the second one I can offer no hope on since adjustments have already been made.

Mr. Nakamura: Will you agree to the third plan as stated by the men here that they take care only of the boilers and have nothing to do with the stoves?

Mr. Davidson: I'll agree to that third plan.

Mr. Nakamura: You know this is only a suggested plan. The men will have to go back and see how the boilermen and representatives feel about the whole matter.

(A discussion in Japanese took place between the foremen and Mr. Nakamura as to Mr. Davidson's agreement to accept their third plan.)

Mr. Nakamura: If there is any possibility that you can agree to the second plan of shifting men from other divisions they will prefer that.

Mr. Davidson: I can't offer any hope on that plan. I can't make any promises at all. If the men take this third plan back to Hatate and he's too sick to discuss it, will they, however, go to the other boilermen? I'd like to know by noon tomorrow and not later than 3:00 tomorrow afternoon what the boilermen's reaction to this is?

I'd like to know also what connection these young

(Mr. Davidson)

fellows who have been going around putting out fires has with the boilermen. They came up this morning and intimidated the administration area firemen. Is there anybody here that knows who the ringleaders are? We all ought to work together and stop it.

(There was no response to this last question.)

Mr. Davidson: Well, let's try the third plan on the boilermen and then let me know tomorrow.

(Another discussion in Japanese took place and Nakamura reported.)

Nakamura: The third plan is out. The men feel that there are too few people here to make a decision. They will not decide that this plan is the one to take back to the boilermen since they want two extra men. We Block Managers will try to get the delegates and boilermen together to discuss the situation tomorrow.

(The meeting adjourned a few minutes after 2:00 a.m. Thursday, January 7, 1944.)