

J 11/1/44 Wednesday

1. Manpower Commission Regular Meeting

Minutes read and approved as read.

Williams: Four points:

1. Farm Program
2. Gymnasium
3. Fire Department
4. Motor Transport and Maintenance

Sakoda explains population trend. Estimate of 5,000 population as suggested last time by Shig Osawa accepted.

Ogawa: 500,000 pounds of carrots 7000 persons. Do I eat 70 pounds of carrots?

Wilder: Yes, you need carrots for cooking.

Huberman: Potatoes: More for storage than for use during harvest. Rice: There will be some used for seeds, some shrinkage. The estimate may be large.

Osawa: We suggested shingiku and crossed off beets.

Stafford: Is dry beans good on rations?

Wilder ; It's not a favorite dish, but it is used for a fill-in.

Sakoda: How much workers?

Rice: 150-160 workers during the year.

Sakoda: How large?

Rice: Not above 200, I believe.

Williams: 295 at present (October, 1944)

Stafford: How much use of corn?

Rice: Two weeks. More than we expected.

Stafford: How much loss?

Rice: 60% saved.

Stafford: Lose all your peppers?

Rice: Had peppers for two weeks. Poor quality. Bad seed.

Sakoda: Workers Issei?

Rice: Mostly Issei, 60% women.

J 11/1/44 #1-2

Ogawa: Work experience program workers?

Rice: 8-12.

Rice: Good contribution. Baled hay and operated combines.

Sakoda: How about cost and profit or loss?

Rice: (Very vague answer). Government doesn't care so much either way.

Stafford: My best guess is that we can contract this for 25 cents on the dollar.

Sakoda: We don't know what manpower is available.

Weston: Very little change in number of school children. Harvest worker is available.

Stafford: We have to take into consideration curtailment of construction.

Sakoda: Suppose we run out of workers to dole out?

Weston: One-third out is sufficient.

Williams: We're going on past experience.

Stafford: Food, health, fuel, school are basic. Sanitation has to be taken care of.

West Coast may be a difficult relocation area during the war. I asked Myer to liberalize restriction to look into the situation on the Coast. Your Ordnance offer would take on more importance. I'll gamble that Ordnance will take a lot of people.

Rice: Any time limit on Ordnance Depot?

Stafford: Limit unknown.

Sakoda: (Discusses approach.)

Stafford: Jimmy says that health before farm. Yes, food, hospital, maintenance before farm. We have to keep up the essentials first.

Huberman: If worst came to worst, we could buy food from the outside. Allocate to the vital first.

Williams: List the section in terms of vital, essential, desirable.

J 11/1/44 #1-3

Weston: We decided not to classify.

Huberman v.s. Rice

We may have proportionately less workers after relocation.

Weston is for one-third cut in the farm program.

Williams: How about going through all the list first?

Plank: We should know the available manpower next year. Then start with the vital functions.

Stafford: This serves as a preliminary estimate.

Ogawa: We should consider age.

McIntyre: Go through each section. Then make an analysis of each section.

Williams: Match function with available manpower.

Plank: Jimmy had that in mind.

Williams: Shall we go on with each function and leave agriculture at this?

Shall we discuss the gym?

Stafford: I have the ^e report from the Council.

Ogawa: Does this problem belong to the Manpower Commission?

Stafford: I thought I'd like to make a report here. Community Council had a "fairly satisfactory" report on the gymnasium as far as the administration is considered. (Reads). This we think a very satisfactory reply and co-operation. I've sent a copy to Washington and saying we are going ahead with full priority.

Williams: We have placed full priority. To date the recruitment stands thus:

- 11 carpenters
- 2 electricians
- 2 plumbers
- 1 painter

Osawa: 25 to be transferred from onion cellar.

Plank: Transfer is just possible.

Williams: Shall we go on?

J 11/1/44 #1-4

Fire Chief: Four fire inspectors are not enough. 12 are required by the fire prevention bureau. 8 extra are assigned as firemen. 9 are inspectors. Three are servicemen.

Huberman: If you need 12, why don't you ask for 12?

Rice: What is the duty of the auto-firemen? They are drivers and called A-F. A-F and firemen are in the same category.

Weston: Has Washington ever changed a classification? I don't think so.

Huberman: We got everything that we asked for.

Williams: Yes.

Chief: Our responsibility has increased because of increase in buildings. Our responsibility will not decrease.

Ogawa: Available for a fire is about 11 or 12 who are on duty.

Chief: Some off-shift men, too. Recently there were 10 on-shift men and 18 off-shift men. If we could get 3-4 men on a shift, it would be much better.

Ogawa: Outside fire is additional incentive. Winter-time they might desert.

Chief: Yes.

Williams: Couldn't those off-duty men who show up be paid overtime?

Chief: They'll work just the same. I think because of their interest.

JS: Can 44 be considered a minimum?

Chief: We can get along with 44, but we should have more.

Williams: This is a vital function, I think we all agree.

Huberman: Are A-F Chauffeurs?

Chief: Here we use them as firemen and assistant to the engineer.

Huberman: We should suggest changes in the book to Washington.

J 11/1/44 Analysis

Analysis

I prevented the vote on the agricultural acreage. Thus far the Manpower Commission seems to be groping along without much of an idea of what it should do and how it should go about it. I pointed out that before any recommendation could be made some estimate should be made of the available manpower for the coming year. Also, a review of all sections will be necessary before a definite allocation of available manpower is made.

GYMNASIUM - Completion of Project. Original estimate: Oct. 31, 1944

Estimate of completion: Number of Days Number of Hours

J 11/1/44 #2

| | | | |
|----------|-------------|--------------|---------------|
| November | 23 | Electricians | 2,400 |
| December | 22.5 | Plumbers | 1,824 |
| | <u>45.5</u> | Painters | 2,400 |
| | | Carpenters | <u>13,984</u> |
| | | | 20,608 |

DAILY PROGRESS REPORT

Date November 1, 1944

| Type of Work | No. Men Working | Av.Hrs. Per Man Per Day | Hours Accomp. Today | Tot.Hrs. Accomp. To Date | Hrs. Req. Comp. Project | % Project Comp. | % Time Elapsed |
|--------------|-----------------------|-------------------------------|---------------------------|--------------------------------|-------------------------------|-----------------------|----------------------|
| Electrical | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Plumbing | 0 | 0 | 0 | 0 | 1,824 | 0 | --- |
| Painting | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Carpentry | 21 | 4 | 84 | 84 | 13,900 | 0.60 | --- |
| Totals: | 21 | 4 | 84 | 84 | 20,524 | 0.41 | 2.2 |

UNITED STATES
DEPARTMENT OF THE INTERIOR
War Relocation Authority
Minidoka Project

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Dear Sir:

The above report covers activities on the Gymnasium Project for November 1. This will start a series of daily progress reports for your information. Copies of these reports are to be forwarded to Mr. Myer so that the Washington Office may keep abreast of progress.

It is to be regretted that only 4 hours of accomplishment per man can be reported.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

GYMNASIUM - Completion of Project. Original estimate; Oct. 31, 1944

Estimate of completion: Number of Days

5 11/3/44 #4

| | |
|----------|-------------|
| November | 23 |
| December | 22.5 |
| | <u>45.5</u> |

Number of Hours

| | |
|--------------|---------------|
| Electricians | 2,400 |
| Plumbers | 1,824 |
| Painters | 2,400 |
| Carpenters | 13,984 |
| | <u>20,608</u> |

DAILY PROGRESS REPORT

Date November 3, 1944

| Type of Work | No. Men | Av.Hrs. Per Man | Hours Accomp. Per Day Today | Tot.Hrs. Accomp. To Date | Hrs.Req. Comp. Project | % Project Comp. | % Time Elapsed |
|--------------|------------|--------------------|-----------------------------------|--------------------------------|------------------------------|-----------------------|----------------------|
| | Working | | | | | | |
| Electrical | 7 | 5 | 35 | 35 | 2,365 | 1.48 | --- |
| Plumbing | 0 | 0 | 0 | 0 | 1,824 | 0 | --- |
| Painting | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Carpentry | 26 | 4 | 104 | 266 | 13,718 | 1.94 | --- |
| Totals: | 33 | 4H 13M | 139 | 301 | 20,307 | 1.48 | 6.59 |

UNITED STATES
DEPARTMENT OF THE INTERIOR
War Relocation Authority
Minidoka Project

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Dear Sir:

Labor recruitment is improved over yesterday. Also some slight improvement is noted in the accomplishment per man per day. I hope some means may be found immediately to boost the work per day to be accomplished among the carpentry crew.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

5 11/1/44 #3

MEETING OF MANPOWER COMMISSION
in
Project Director's Office

November 1, 1944
9:00 a.m. to 12:00 noon

Those present: Messrs. Smith, Weston, Plank, Wilder, Rice, Campbell, Folsom, Huberman, and McIntyre, representing the Administration (Messrs. Nichols and Rawlings had excused absences); and Messrs. Osawa, Sakoda, Ogawa, Doi, Ikeda, and Mayeno, representing the Evacuees (Messrs. Chikata, Yamada, and Kamaya were absent).

Discussed: Farm Program
Gymnasium
Fire Department

Mr. Williams, presiding, opened the meeting and asked that minutes of the previous meeting be read. The minutes of the meeting of October 25, 1944, were approved as read.

Farm Program

Copies of a report prepared by Mr. Rice and Mr. Wilder were given to the commission members. The figures shown on the chart (copy attached) were arrived at by basing an estimate of needs of a population of 5,000 on last year's crop in terms of last year's population.

Mr. Sakoda presented and discussed two charts on population trends:

- (1) Population Trend (showing peak population, line of indefinite and seasonal leaves, relocation, birth, death, etc.)
- (2) Age-Sex Distribution of Project Population, Employment, and Estimated Unemployed.

Chart number one proved that Mr. Osawa's estimate of 5,000 population for next year had been quite accurate. Chart number two was interesting to the commission in revealing just how much depleted is the male population of the camp between the ages of 20 and 30. This chart is based on the September census figures.

There was discussion of Mr. Rice's chart in terms of information gained from Mr. Sakoda's graphs. It was brought out that the acreage figures contemplated no exchange of products. Exchange would not be possible unless crop yields were unexpectedly heavy.

Mr. Sakoda questioned whether sufficient manpower would be available for the suggested program, and inquired the number of workers which would be necessary to plant and harvest these acreages. Mr. Rice said about 150 workers would probably take care of it, which figure is below the maximum workers for last year, but above the present number of people employed on the farm. Most of the present workers are Issei. There are about 6 Nisei males at work. However, 60% of the farm workers are women. Mr. Rice stated that the cut in certain crops, especially potatoes, which had created the bigger labor problem in harvesting this year, made possible the estimate that the farm program could operate with 2/3 of the workers it had last year.

The question was then raised as to whether labor would be available to get crops in at the right time next spring. Mr. Rice replied in the affirmative, and explained that some crops went in late this year due to bad weather rather than to lack of labor. It was then asked whether, crops having been put in and raised, there would be labor for harvesting them. Mr. Rice said that it would be necessary, of course, to rely again on a harvest vacation and help from the school children. He further stated that the vocational workers and school children had been of great help in harvesting crops this year.

Mr. Williams inquired whether the group wished to accept Mr. Rice's figures as a recommendation from the Manpower Commission to be presented to the Project Director.

Mr. Sakoda and others objected to this, on the ground that all activities must be surveyed and then considered in relation to one another before recommendations can be made to the Project Director for allocation of labor to any specific activity. It was decided that in view of instructions given by Mr. Myer, estimates of population should be made on three or six month-bases, an estimate of available workers arrived at from these figures, and then with the activities classified as vital, necessary or desirable, proceed to allocating workers to them.

Mr. Stafford remarked that in considering available labor for the farm, it should be remembered that even though through curtailment of our construction program there will be workers released, it is not wise to assume that they will be available for farm work, since this type of work has not been overly popular in the past. He again stated the activities which in his opinion are vital to project operation: food -- that is the distribution and preparation of food -- fuel, health and sanitation. It should be kept in mind that since food is available on the open market, the farm cannot

be considered as a vital activity.

Further, Mr. Stafford said the possibility of the opening of the coast as another relocation area should be kept in mind, as a possible drain on what manpower is left, and also that the ordnance offer might take many workers. The ordnance offer is an excellent chance for family rehabilitation, especially while hostilities in the Pacific continue. Mr. Stafford reported that he had written Washington in connection with attempting to achieve a liberalization of the Western Defense Command's restriction of travel within the prohibited zone, in the interests of acquainting residents with the lack of community acceptance, housing and employment on the coast.

Gymnasium

Mr. Stafford read the report of the council to him on the Gymnasium. (Copy attached). This is accepted by the Administration as a satisfactory reply and has been transmitted to Washington as such, with the statement that the full resources of the Project have been placed at the disposal of the gymnasium project. Mr. Ogawa said that a second letter had been dispatched by the council reporting progress. (Copy attached). This was not received in time to be read at the Manpower Commission meeting.

Fire Department

Mr. Campbell submitted a breakdown of employment in the Fire Department. (Copy attached). There are about 10 or 11 men on duty on each shift at the present time, which is not very adequate, although the crew is very good about reporting to fires when they are off duty. For example, at the fire in Block 3 a week or so ago, there were 10 on-duty and 18 off-duty firemen who reported. Mr. Campbell stated that the present force might be considered adequate for fire prevention, but in the interests of fire protection the number of firemen should be increased. Mr. Ogawa mentioned the fact that the drop in employment at the end of the summer months was probably due to the fact that there would be fewer off-project calls, with attendant remuneration.

There was not sufficient time for discussion of the Motor Transport and Maintenance Section and this was scheduled again for discussion at the next regular meeting of the Manpower Commission, November 8, 1944.

WAR RELOCATION AUTHORITY

PROPOSED CROP PRODUCTION PROGRAM
(For use on area)Project MinidokaYear 1945

| Crop | Acres No. | Yield Per | Total | Harvest Period | | Amt. Used. | Amount | Storage Period From --- To |
|--------------|--------------|--------------|--------------------|----------------|------------|--------------|---------|-------------------------------|
| | | Acre lbs. | Production lbs. | From | --- To | Dur. Harvest | Stored | |
| Potatoes | 50 | 18,000 | 900,000 | Aug. 1 | - Oct. 31 | 240,000 | 660,000 | Nov. 15 - Apr. 30 |
| Carrots | 25 | 20,000 | 500,000 | July 1 | - Oct. 31 | 160,000 | 340,000 | Nov. 1 - Mar. 31 |
| Onions, dry | 20 | 20,000 | 400,000 | Sept. 1 | - Oct. 31 | 100,000 | 300,000 | Nov. 1 - Apr. 30 |
| Cabbage | 20 | 20,000 | 400,000 | Aug. 1 | - Oct. 31 | 180,000 | 220,000 | Nov. 1 - Feb. 28 |
| Turnips | 10 | 20,000 | 200,000 | Aug. 1 | - Oct. 31 | 90,000 | 110,000 | Nov. 1 - Feb. 28 |
| Nappa | 20 | 10,000 | 200,000 | June 1 | - Oct. 31 | 120,000 | 80,000 | Nov. 1 - Feb. 15 |
| Daikon | 15 | 30,000 | 450,000 | Aug. 1 | - Oct. 30 | 180,000 | 270,000 | Nov. 1 - Mar. 31 |
| Tomatoes | 12 | 20,000 | 240,000 | Aug. 1 | - Oct. 15 | 200,000 | 40,000 | Oct. 15 - Nov. 1 |
| Sweet Corn | 20 | 6,000 | 120,000 | Aug. 1 | - Oct. 10 | 120,000 | ---- | ---- |
| Cucumber | 10 | 7,000 | 70,000 | Aug. 1 | - Sept. 15 | 50,000 | 20,000 | Sept. 1 - Oct. 15 |
| Green Pepper | 5 | 7,000 | 35,000 | Aug. 1 | - Sept. 15 | 35,000 | ---- | ---- |
| Beets | 4 | 20,000 | 80,000 | Aug. 1 | - Oct. 31 | 30,000 | 50,000 | Nov. 1 - Mar. 31 |
| Lettuce | 5 | 3,000 | 15,000 | May 1 | - June 30 | 15,000 | ---- | ---- |
| Radish | 3 | 10,000 | 30,000 | May 1 | - June 30 | 30,000 | ---- | ---- |

10/26/43

WAR RELOCATION AUTHORITY

PROPOSED CROP PRODUCTION PROGRAM
(For use on area)Project MinidokaYear 1945

| Crop | Acres No. | Yield Per Acre lbs. | Total Production lbs. | Harvest Period From --- To Oct.1 - Nov.30 June 1 - July 30 | Amt. Used Dur. Harvest lbs. | Amount Stored lbs. | Storage Period From -- To Dec. 1 - Jan.31 Nov. 1 -- |
|-----------|--------------|---------------------------|-----------------------------|---|-----------------------------------|--------------------------|--|
| Spinach | 4 | 8,000 | 32,000 | June 1 - July 30 | 32,000 | --- | |
| Gobo | 7 | 4,000 | 23,000 | Oct. -- Nov. 30 | 14,000 | 14,000 | Dec. 1 - Jan.31 |
| Dry Beans | 24 | 1,500 | 36,000 | Oct.10 - Oct.31 | ---- | 36,000 | Nov. 1 -- |

Total
Vegetables 254

Field Crops

| | | | | | | | |
|---------------------------------|-----|--------|----------|-----------------|----------|---------|------------|
| Alfalfa (already planted) | 100 | 4 tons | 400 tons | June 20-Oct. 20 | 150 tons | 90 tons | Oct. 20--- |
|---------------------------------|-----|--------|----------|-----------------|----------|---------|------------|

Hog Pasture 20

| | | | | | | | |
|-------|-----|-------|---------|-----------------|--------|---------|---------------|
| Grain | 160 | 2,000 | 320,000 | Aug. 1-Sept. 30 | 80,000 | 240,000 | Oct. 1-May 31 |
|-------|-----|-------|---------|-----------------|--------|---------|---------------|

Total Field
Crops 260

Total Crops 534

10/26/43

HUNT FIRE DEPARTMENT

No. of Authorized Personnel
2nd Quarter 57

October 31, 1944

| DESCRIPTION | AUTHORIZED | Actually working | No. of men needed |
|---------------------|------------|---------------------|----------------------|
| Office Steno-Clerk | 1 | 1 | 0 |
| Chief | 1 | 1 | 0 |
| Ass't. Chief | 3 | 2 | 1 |
| Captain | 6 | 6 | 0 |
| Fire Dept. Engineer | 6 | 6 | 0 |
| Auto-Fireman | 6 | 0 | 6 |
| Fireman | 30 | 16 | 6 |
| Fire Inspectors | 4 | 12 | 0 |
| Total | 57 | 44 | 13 |

GYMNASIUM - Completion of Project. Original estimate: Oct. 31, 1944

Estimate of completion: Number of Days

J 11/2/44 #1

| | |
|----------|-------------|
| November | 23 |
| December | 22.5 |
| | <u>45.5</u> |

| <u>Number of Hours</u> | |
|------------------------|---------------|
| Electricians | 2,400 |
| Plumbers | 1,824 |
| Painters | 2,400 |
| Carpenters | 13,984 |
| | <u>20,608</u> |

DAILY PROGRESS REPORT

Date November 2, 1944

| Type of Work | No. Men Working | Av.Hrs. Per Man Per Day | Hours Accomp. Today | Tot.Hrs. Accomp. To Date | Hrs.Req. Comp. Project | % Project Comp. | % Time Elapsed |
|--------------|-----------------------|-------------------------------|---------------------------|--------------------------------|------------------------------|-----------------------|----------------------|
| Electrical | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Plumbing | 0 | 0 | 0 | 0 | 1,824 | 0 | --- |
| Painting | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Carpentry | 24 | 3H 15M | 78 | 162 | 13,984 | 1.17 | --- |
| Totals: | 24 | 3H 15M | 78 | 162 | 20,446 | 0.79 | 4.4 |

UNITED STATES
DEPARTMENT OF THE INTERIOR
War Relocation Authority
Minidoka Project

Mr. Y. Fujii
Chairman
Community Council
Bunt, Idaho

Dear Sir:

Labor quantity shows improvement over yesterday
by three men.

Daily accomplishment per day per man is not
satisfactory.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

J 11/3/44 Friday

1. C.A. Advisory Council

Brought up the matter of a C.A. Advisory Council at the Council office yesterday. Fujii was of the opinion that it would be a good idea. Shig Osawa resented the Council's stepping into the matter. Why not let the Ad.(Huberman) go ahead and see what it could do. Shig seemed to represent the attitude of the C.A. as a whole. It was agreed upon that a protest should be presented on the manner of the closing of the C.A. Tom Ogawa worked all afternoon on a memo to Stafford.

Copies were given to the Irrigator for the sake of publicity. I had talked to both Kimi and Kitayama, telling them to expect this memo. Father Joe had talked to Graham and had prepared him.

This morning I called up Huberman and told him that the Council would find it necessary to protest the manner in which the C.A. was closed. "Another nasty letter?" was Huberman's reply. I told him that it was necessary before we could go any further. I told him that I couldn't promise him an Advisory Committee just yet. He said he had to have something to publicize. I told him to go ahead with his questionnaire, which I predicted would be a failure. The residents would like to see him fail. It might pave the way for the next step. He did not seem convinced that the questionnaire would be a total failure.

Graham was asked to print the questionnaire. He thought that Huberman should not be allowed to make a fool of himself. He had too many failures to his name already. Kitayama seemed reluctant about printing it in the Japanese section.

2. Roth and Huberman

Met Roth. He said that Huberman hadn't been fair to him. He was beginning to win Shig and the C.A. staff over to his way. He had experience in recreational work. He knew that this was not a normal community. He didn't know why Huberman picked on him, for instance about the things left in Rec. 12. He had turned in equipment which weren't even accounted for according to WRA records. What if an old medicine ball and boxing gloves were left behind? He wanted to know what nationality Huberman was. I said maybe same as his. He said he had heard it. Told him not to feel so bad. He said that Stafford was going to give him enough rope to hang himself.

3. Gym Supervisors

Plank's arrangement to put in Hampton as the supervisor of the gym construction and to place 5 Caucasians as foremen and one Japanese foreman (Ota in charge of concrete work) and to relegate Ishimitsu to a mere foreman came through. I

decided immediately that a protest should be made, because Ishimitsu could not be expected to be enthusiastic about the work if his position were changed so drastically. Ogawa, Fujii and Kitayama were agreed that this was a serious matter. Most Japanese would undoubtedly have agreed with this point of view. It is difficult to see why A.P. would not be able to see the same point.

Fujii and I went to see Stafford and explained the situation. Stafford said that he was willing to do anything to complete the gym on schedule, and was willing to give Ishimitsu credit for the finishing of the gym. I asked whether Hampton was going to consult Ishimitsu, and Stafford sidestepped the issue. His whole attitude, however, was such that there were hopes of a satisfactory solution.

Fujii kept saying that the residents were in favor of the gymnasium and that things were coming along smoothly. I told Stafford some of the difficulties that we were having. The residents were suspicious and thought that the administration wanted to use cheap labor to finish the gymnasium before they were forced out of the center. Also, they suspected that the increased number of Caucasian was for the purpose of making them work longer hours.

Stafford called in Graham and told him to take a picture of Ishimitsu and his crew, to give Ishimitsu the credit for the building of the gym, and do whatever possible to facilitate the recruiting.

Fujii and I then went to see Ishimitsu. He was having his picture taken and was evidently pleased with the turn of events. We talked to him and found out the following:

1. He didn't mind having A.P. foremen working with other carpenter crews.
2. Crowson, the A.P. foreman of the second carpenter crew, consulted him and they got along with each other.
3. Hampton ignored him and didn't consult him on any matter.

Ishimitsu was highly dissatisfied with the situation. He said that he couldn't very well take the responsibility for the gym because he didn't feel that it would be completed on schedule. Therefore, he didn't dare refuse to work without Caucasian supervisors. He thought that things would work out well if he were working with Beattie rather than with Hampton. Beattie was recently promoted to take Barrachough's vacancy, a change which upset the Beattie-Ishimitsu team. He also thought that he might be placed in charge of all the carpenters, and work under Crowson. Another suggestion was that his crew might be enlarged to thirty, instead of being kept down at 18.

On the way back we ran into Plank, and he insisted on talking the matter over with Beattie, Hampton, and Ishimitsu. Plank excused Hampton's not consulting Ishimitsu by saying that Ishimitsu was in charge of the ceiling and there was no need to consult Ishimitsu. Fujii and I suggested that Hampton consult Ishimitsu, but neither Hampton nor Plank agreed to do this. Plank felt that Ishimitsu ought to be satisfied because he would be treated just like any other foreman. In other words, Plank was not willing to compromise. Ishimitsu was disgruntled and said in Japanese to let the matter go because these ketos didn't understand. They'd have to be shown that their plan didn't work. Fujii seemed to have gotten the impression that the Caucasians had conceded to have Ishimitsu consulted, but actually there had been no concession made.

Hampton looked like an unintelligent person, with a shut-in personality, who did not smile and gave the impression of being a "sour-puss". Crowson, on the other hand, looked more intelligent than Hampton, was cheerful, and consulted Ishimitsu without apparent inhibition. Ishimitsu was proud of his work and ability. In reply to Roth's praise that he had never seen such a beautiful work on the gym before, I replied that he had forty years' experience in Seattle.

Fujii and I had no time to see Stafford. Graham, Reports Officer, wanted to know what should be done with the publicity, that we discussed in the morning. Kimi Tambara, the editor, had refused to put the picture in because a picture had been put in the week before. I said that I did not care about the publicity if Ishimitsu's position wasn't going to be improved. Graham told Lefty to take the pictures to Twin Falls to have the engravings made, in case we decided to use them. He didn't want to go, but did so, anyway. Kimi was willing to put the picture in or not according to my opinion.

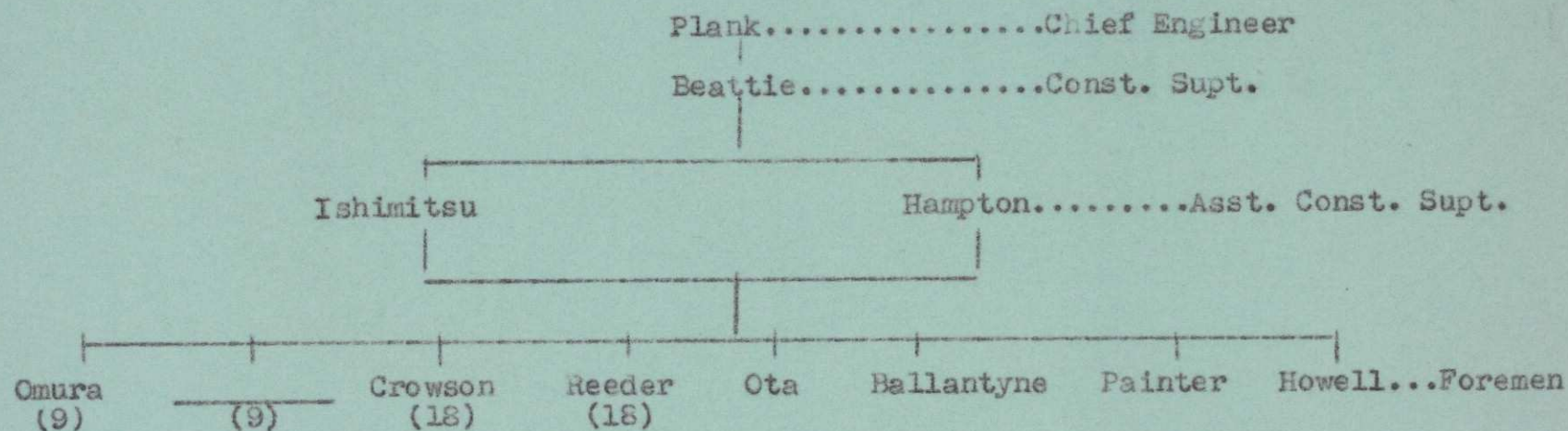
C O P Y

November 3, 1944

MEMO TO: H. L. Stafford, Project Director

FROM: Y. Fujii, Chairman of the Community Council

SUBJECT: Proposed Plan for Supervision of Workers



6

44
11/3/44
12

J 11/4/44 Saturday

1. Gate-Clerk Reorganization

Dan Williams, Miss Covington, Newell, Okumura, Sakoda.

Williams reads letter from Washington.

1. No special gate-clerks. Use Stat. clerks.
2. 8 hour work required.

There were three appointed personnel positions. Hart left. Bolt works on the outside, doing M.P. work. He is not much use. (Okumura makes this statement).

There were six evacuees and one appointed personnel working on the inside.

Williams: Are all 8 putting in 8 hours? One A.P. and two evacuees?

Okumura: 7 hours on the average. Work four days and take the 5th day off. Night workers only about 5 hours.

JS: That's a reasonable amount of work.

Newell: There are more workers than needed.

JS: Project working hour is not full 8 hours.

Okada: There is no convoy service. Operations promised convoy service.

Williams: If convoy service is provided, are six workers justified?

Newell: A truck for each bus trip and convoy service for the workers have been promised by the Operations.

JS:Williams: argument over 8 hour-work.

(McIntyre and Olson are called in).

Williams: Transportation is unreliable.

Newell: Workers are not picked up. Trucks are not there all the time when the bus arrives. Workers have to walk home.

McIntyre: Drivers are sent out at 4:10 and 7:00. Convoy drivers leave shortly after 7:30/

Agreement: McIntyre will pick up gate workers anytime if he is given the name, address and the pick-up time.

Going home service is satisfactory. Service is unsatisfactory only at night.

J 11/4/44 #1-2

McIntyre: School kids are crowding the convoy.

(It was decided that workers will be picked up at 7:45 in the morning.)

Gate-clerks live in Blocks: 3
7
10
31
42
29

Williams: We'd like to have a work schedule as it is working now.

I went to the gate workers and told them to add about half an hour to their work schedule for the time they were on the convoy going to and from work.

2. C.A. Reorganization

A compromise was reached on the questionnaire. It was not printed in ballot form, and instead Huberman asked Graham to write a report saying that various activities were being planned.

The protest on the suspension of the C.A. was based on a memo written by Ogawa to Stafford. The Irrigator had a copy of the memo, and Ogawa and I had worked on both Kimi and Kitayama to put in parts of the memo. We wanted to make the protest of the Council public, at any rate. Fujii told Kitayama to go easy on the publicity. I told Kitayama and Kimi to put in what they wished. For Kimi, however, I wrote an outline for an editorial. Kimi wasn't sure that Graham would print it. I told her that he had been approached on the matter already, and that he had better print both sides of the story, as he declared his policy would be. Some compromise was made on this, too, for instead of an editorial, a news item appeared on the last page.

Roth wanted to know whether it was a good idea to print that story. I told him that unless the Council protested the termination it would not be possible to touch the C.A. matter because of the feeling that the jobs of the C.A. staff was being taken away from them. We cussed Huberman out, and I said that Huberman had make some friends quickly. Roth said that Huberman had only a few friends, including Fite, among the A.P.'s.

Folsom defended Stafford by saying that he understood that Province had suggested a reorganization, and that Staley and Huberman had made the actual plans for reorganiza-

tion, and Folsom said that Washington was processing Johnston, the prospective C.A. supervisor, and that arrangements were being made for Roth's transfer out of C.A. Roth, perhaps, is concerned about the C.A. program because he is appealing his transfer.

3. Stafford on Gym Construction

Fujii and I met this morning with Stafford and Plank. Yesterday evening we drew up a chart which placed Ishimitsu as co-supervisor to Hampton. Stafford flatly refused this proposal on the following grounds:

1. It is against Civil Service procedure to have an evacuee above an appointed personnel.
2. Ishimitsu's temperament is not sufficient reason for a change, insomuch as Ishimitsu should forget about hurt feeling if he has the interest of the community at stake.
3. An evacuee can leave the project at any time and therefore cannot be held responsible for any project.

Plank also was not willing to give in an inch. He declared, for instance, that Hampton was fully as capable as Ishimitsu and did not have to consult him. He said that if Ishimitsu were placed above the A.P.'s, the whole engineering organization would break down.

Our plea that the Council had depended upon Ishimitsu's enthusiasm fell upon deaf ears. Stafford even said that he did not expect the Council to take the responsibility for the gymnasium.

Stafford brought out the report on the number of hours the various crews worked. The workers, on the average, were reported as not having worked more than four hours a day. Stafford said that he was having these daily reports sent to Washington. He was still talking about boarding up the gym, except that he said that the Washington office could board it up if it so wished.

I said that if an effort were made to get more work done by enforcing regulations, it would become difficult to recruit workers. The Council felt that the greatest amount of work could be gotten by placing responsibility upon Ishimitsu and through him to obtain the maximum amount of work from his crew. The method of approach was different.

Stafford was not willing to listen to our point of view. Plank was inclined to nod his head in assent to our point of view. Stafford said that he was not insisting upon 8 hours work. He said that he had a report that Ishimitsu had made the remark that the gym could not be completed by the end

of the year and therefore he should be watched so as not to obstruct the construction. (I told him that an A.P. on the job had made the same remark.) He said that he did not like all this "anti-administration" talk, and implied that some people were desirous of causing trouble for him. He said that he was not shoving people around. (I told him that no one said that he was).

Stafford was not always coherent in his argument, but he always came back with something to support his views. He was shrewd, certainly not dumb. But he was obstinate in not giving in to the other person's way of thinking. And he was too prone to use force rather than tact and persuasion to settle a matter. He was not above using threat when it suited his convenience.

Fujii, up to this time, had insisted that Stafford understood the evacuees. I don't know how he changed his mind today, but I'm sure that he did. I felt as though I wanted to resign and give up my position as representative of the Council.

Stafford, at the end, made only one concession. Ishimitsu would be included in any conference of foremen and supervisors that were held at the gym.

4. Huberman

I asked for some supplies for the block recreation hall. He signed my requisition, but said that he found it extremely difficult to obtain cooperation from the Operations Division. There were many requisitions, some from last May, which were not filled.

The Administration must be a madhouse.

GYMNASIUM - Completion of Project. Original estimate: Oct. 31, 1944

Estimate of completion: Number of Days

Number of Hours

J 11/6/44 #1

November 23
December 22.5
45.5

Electricians 2,400
Plumbers 1,824
Painters 2,400
Carpenters 13,984
20,608

DAILY PROGRESS REPORT

DATE November 6, 1944

| Type of Work | No. Men Working | Av. Hrs. Per Day | Hours Accompl. Today | Tot. Hrs. Accompl. To Date | Hrs. Req. Comp. | % Project Comp. | % Time Elapsed |
|--------------|-----------------|------------------|----------------------|----------------------------|-----------------|-----------------|----------------|
| Electrical | 7 | 3H 33M | 24H 50M | 79H 50M | 2320.17 | 3.33 | --- |
| Plumbing | 5 | 2H | 10H | 10H | 1814 | 0.55 | --- |
| Painting | 1 | 4H | 4H | 4H | 2396 | 0.17 | --- |
| Carpentry | 4 | 4H 10M | 16H 40M | 334H 40M | 13649.33 | 2.39 | --- |
| Totals: | 17 | 3H 16M | 55H 30M | 428H 30M | 20179.5 | 2.08 | 9.89 |

UNITED STATES
DEPARTMENT OF THE INTERIOR
War Relocation Authority
Minidoka Project

Mr. Y. Fujii
Chairman, Community Council
Hunt, Idaho

Dear Sir:

The absence of workers has been explained to the effect that accumulated annual leave is taken as soon as earned. It appears customary among the workers to take their annual leave the first Monday of each month or as soon as earned on a succeeding Monday. In keeping with the purpose of completing construction December 31, such practice might well be discouraged. This report shows no improvement in the hours accomplished per man. It would appear obvious that completion of the project may not be expected under the per man day achievement recorded in this report to date. I recommend that appropriate committees of the Council take steps to correct factors of deterrence wherever possible.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

GYMNASIUM - Completion of Project. Original estimate: Oct. 31, 1944

Estimate of completion: Number of Days

J 11/4/44 #6

| | |
|----------|-------------|
| November | 23 |
| December | 22.5 |
| | <u>45.5</u> |

Number of Hours

| | |
|--------------|---------------|
| Electricians | 2,400 |
| Plumbers | 1,824 |
| Painters | 2,400 |
| Carpenters | 13,984 |
| | <u>20,608</u> |

DAILY PROGRESS REPORT

Date November 4, 1944

| Type of Work | No. Men Working | Av.Hrs. Per Man | Hours Accompl. Per Day | Tot.Hrs. Accompl. To Date | Hrs.Req. Comp. Project | % Project Comp. | % Time Elapsed |
|--------------|-----------------|-----------------|------------------------|---------------------------|------------------------|-----------------|----------------|
| Electrical | 10 | 2 | 20 | 55 | 2,345 | 2.29 | --- |
| Plumbing | 0 | 0 | 0 | 0 | 1,824 | 0 | --- |
| Painting | 0 | 0 | 0 | 0 | 2,400 | 0 | --- |
| Carpentry | 26 | 2 | 52 | 318 | 13,666 | 2.27 | --- |
| Totals: | 36 | 24 | 72 | 373 | 20,235 | 1.80 | 7.69 |

UNITED STATES
DEPARTMENT OF THE INTERIOR
War Relocation Authority
Minidoka Project

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Dear Sir:

It will be noted that three additional electricians have been assigned compared with November 3 report. The gain reflected through 7 men accomplished 5 hours work over the carpenters at 4 hours per man is substantially compensated by the fact that 10 electricians accomplished only 2 hours per man for the half-day covered by this report. We may expect progress in recruitment. However, unless hours of accomplishment shows a very marked improvement on the part of all crews, prospects appear most unsatisfactory.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

J 11/7/44 Tuesday

1. Community Council Meeting

At 1:45 P.M. at the Council Chamber

Present: Fujii, Mayeno, Osawa, Doi, Chikata, Hikida

Fujii calls meeting to order. Reports on Oct. 30 memo based on food budget. In reply to an inquiry as to how the 45 cents is used: Reply--45 cents available in cash.

Oct. 30 memo from Barrett on contraband articles. Proper steps taken.

Oct. 27 memo from Stafford on gym construction.(problem of supervision).

Oct. 31 memo from Huberman on application for discharge of parolee status.

Oct. 31 memo from Huberman on health regulation for mess workers.

Osawa: WRA should set up such regulations themselves. Why should we do it?

Osawa: The old setup should have been satisfactory for the last two years.

Fujii: How about the Steward Division taking care of these regulations?

...Reply from Stafford on Council memo on assurance of gym construction completion, stating that it is satisfactory.

Memo to Stafford on C.A. suspension read. No answer from Stafford yet.

Osawa: The last paragraph is out of order until we are asked to reorganize.

Doi: Actual decision not made to work under Huberman, but it was decided unofficially only.

Osawa: We'll have to wait for the answer first.

JS: Where did Stafford order the suspension?

Osawa: At the main C.A. office.

JS gives report on on gym supervision.

Fujii: The workers took Monday off for monthly vacation leave.

J 11/7/44 #1-2

Osawa: If the Community Council is responsible, it should have some say.

Fujii: Both Crowson and Hampton were consulting Ishimitsu.

JS: (reads the daily progress report).

Mayeno: He's trying to shove the responsibility on the evacuees.

Fujii: I asked Ishimitsu to state when he comes on the convoy and when he leaves.

Osawa: I suspected that the hour matter was coming up because of what Huberman was saying.

Fujii: The Community Council should ask how many hours were spent on the gyms on other projects.

Osawa: We should complain that the administration is not sincere.

Mayeno: We should have the men stay out there from 8:00-11:30 and 1:00 to 4:30 even if they don't work.

Doi: We have to explain the matter to the whole crew. But this report is not fair. In our coal crew, they don't allow drivers under 18 year old. A Hakujin is now using the steam shovel and he's so slow he can fill up only 10 trucks. Governors were put in and only two trips are possible. Trucks don't climb the hill. They check up on the trip tickets. I told McIntyre that I wouldn't be responsible for the coal hauling. A foreman was assigned a truck, but he operated the steam shovel and let someone drive the truck. He was caught by McIntyre. I bawled McIntyre out. I told him either you or I are going to be fired.

~~Huberman~~ There is pressure from above. Stafford is responsible.

Osawa: Stafford shows how a dictatorship should operate. Huberman said he was responsible and should be the boss.

Fujii: How should we approach the matter?

Mayeno: Use Doi'san's plan. Call the workers together.

Chikata: Japanese are too honest. They should work slowly.

Doi: This report is unreasonable.

Mayeno: Efficiency go hang.

J 11/7/44 #1-3

Doi: There is lack of good faith.

Fujii: How about the Employment Committee taking this over.

Mayeno: The Community Council should take it over. Have them stay on during the hours only.

JS: We should show that the Community Council can't be responsible.

Fujii: What is the wish of the Community Council?

Osawa: If we're responsible, then they should have consulted us.

Mayeno: Or consult Ishimitsu first.

Fujii: Ask Stafford how it affects the workers.

JS: Ask the timekeepers.

Doi: If they ask us for cooperation, it's difficult. They're trying to scare us.

Mihara: They're going to blame us for the gym's not being completed.

Fujii: Let's see Stafford about this. Also Ishimitsu.

Doi: Plank doesn't know a thing. Ankey said so.

C.A. Suspension

Osawa: We should wait for an answer on the suspension first.

JS: There has been a request from Huberman.

Doi: Why did they close C.A.?

Mayeno: If they're going to reorganize according to the residents' wish, why didn't they come here first?

Mayeno: I haven't heard any complaints against the C.A. They probably have a better plan. If we present a plan, it means that we favored the suspension. The method of suspension is wrong.

Hikida: Someone complained about the C.A. not having a program for children.

JS: We have to wait for an answer.

J 11/7/44 #1-4

Fujii: We wait for an answer and listen to their answer.

Food Handlers

Fujii: WRA ruling employed until now.

Chikata: Leave it up to sanitation.

Shiga Case

Mihara: Stafford sent a complaint to get Shiga out.

JS: If they haven't made any improvement, they shouldn't fire him.

Judicial Commission

Fujii: How about old man Hashiguchi?

(Objection from Mihara and Sakoda. Mr. Takeoka was recommended).

War Prisoner Gift

Fujii: There is a request from block groups for a project-wide handling of this problem by Japanese nationals on the project. The Community Council will have support for a project of this sort.

(General approval)

Osawa: The Community Council can buy the material and distribute it. I talked with Miss Fite about it, and she didn't seem so receptive. I said that they were people who wouldn't be able to return to Japan. She was then more receptive. I don't think we'll have any trouble with her.

Mayeno: (greatly in favor) This is an international matter. Some people are afraid of the F.B.I. We can ask Huberman or someone first.

Doi: There are some wounded soldiers in Ogden, too.
Rev. Kumata goes to meet them about once a week.

Fujii: We can get an official o.k., and then have the Japanese national committee handle it.

JS: The ones to be afraid of are not the F.B.I., but the West Coast agitators.

J 11/7/44 #1-5

Fujii: How about gifts for soldiers?

X: (Lack of enthusiasm). It's too late.

Mayeno: How about sending it through the Red Cross?
We have to be careful.

Fujii: If the residents do it, they expect to raise about \$1000.

Manpower Commission

Ogawa: Until now the ad. deliberation is on curtailment, and thus to force people into undesirable jobs. We can't subscribe to this method. We should allow a lot of jobs to be in existence. We can't follow this road anymore. There's no manpower shortage for a while. Our problem is to investigate how to get people into vital jobs. Positive approach would be to make the jobs more attractive. I'd like to swing the talk in that direction or quit. I want to have a Council resolution on this matter.

(Not much support);

Doi: We are still under the emergency setup. They ought to set up the Central Service if it's approved by Washington. (Unknown whether it is approved.)

Fujii: That's all right.

Ogawa: I don't think they'll give in right away.

Fujii: ~~I don't think~~ Is a resolution necessary?

Ogawa: Sure, I want it. I don't want it taken as a personal stand.

(Generally approved.)

Meeting with Harding on Friday afternoon.

J 11/8/44 Wednesday

1. Manpower Commission

Minutes read by the secretary.

Williams: Our understanding was to go through each section separately before arriving at a decision.

Several people have talked to me, and we ought to decide whether we're getting any place. First, we're to acquaint ourselves of the nature of each section. Number of persons necessary to carry on the function will be brought out.

Considered vital:

Hospital
Housing
Mess Halls
Fuel
Education

Ogawa: For what period is this discussion?

Williams: We may not need workers until June, but we should start thinking about it.

(Questions)

JS explains:.....

Ogawa: We should start thinking about the acute shortage now in certain jobs. Why waste time? We ought to get section heads and put in their own analysis in writing and get through faster. I don't like the way we've been heading. We have a serious problem because of a negative approach. The problem is coal crew, nurses' aides, and others. The opinion here seems to be to curtail other jobs to force them into those undesirable jobs. If that is so, then I can't have a part in it.

Williams: We have more applicants for coal hauling than necessary. Is Placement going to be empowered to put workers into an undesirable job or should that activity be closed?

(Ogawa fights back).

Williams: Will you keep a faction going which the residents won't support?

Chikata: You can't close the hospital.

(Ogawa argues)

Williams: Take the gymnasium. We went to find out where the 23 signed up for the gym went:

J 11/8/44 #1-2

| | | |
|---|-------------|-----------------------|
| | Carpenters: | 1 sick |
| | | 1 not home |
| | | 3 to the union cellar |
| 1 | Plumbers: | 3 working at the gym |
| | | 1 did not report |

Now why were the three working at the union cellar? We're not getting support.

Ogawa: Find out why. You have a report saying that workers work only half day.

Plank: Isn't it the truth?

Ogawa: Not interested in the truth. It shows poor supervision. Let's get back to my suggestion. Let's get at the immediate problem of getting workers into the vital jobs.

Williams: You suggested that section heads justify the number of workers needed.

Ogawa: It's easy to say which functions are necessary.

Williams: More comments.

Folsom: Aren't we doing this according to Myer's suggestion? Didn't he have relocation (Ordnance) and opening of the West Coast? If the population decreases, he wants to know which functions to carry on.

Weston: We've gotten back to the same thing.

JS: (Explains two types of problems).

Weston: We're reversing our whole stand. We started with supply and demand. Work incentive is possibly more important.

Williams: How about asking the section head to hand in their justification in writing.

Huberman: I've done that already in my section.

Williams: Good plan to them in writing. We could get further.

Huberman: Let's look at our minutes. We decided this once before.

Rice: What changed our course was Mr. Stafford's asking for a recommendation on agriculture.

(Mr. Niver reads the minutes.)

J 11/8/44 #1-3

Weston: Tom's problem. What can we do but compromise. We'd get into trouble with Washington.

Ogawa: One more pressing matter. The temporary working arrangement on the Central Service. Did Washington approve Central Service?

Williams: No. That problem can be discussed. Shall we forget the discussion until Dec. 1?

Rawlings: We should anticipate the available manpower. The justification should be based as of a particular period.

JS: It will take some time to get the estimates.

Ogawa: I'm going by ~~xxx~~Myer's suggestion on 3 to 6 month period.

Folsom: We have to anticipate a possible shortage.

Ogawa: We'd like to know where the acute needs exist.

Weston upholds Tom in discussion of the acute problem.

Williams: How about taking a worker and placing him where needed?

Ogawa: Let's start with the vital ones.

Williams: Let's start with the Engineering which has first priority.

Huberman: It's difficult to get worker from one section to place in another. There is another approach. Find the desirable qualities of all the vacancies. Assign priorities. Divert candidates into the vital jobs first.

JS: (Shows difficulty.)

Huberman: But we have to start someplace.

Ogawa: We couldn't go along with you.

Huberman: People will get tired of being unemployed.

Folsom: We should start discussing the reasons why people don't take a job.

Weston:If we relax the hour for one group, another may ask for it. There hasn't been any relaxing of the regulations. That may be a reason. The supervisor may be strict.

Williams: We should use some coercion.

J 11/8/44 #1-4

Ogawa and Sakoda: You can't use coercion.

Weston: We should even up the work requirement, perhaps.

JS: We should get reports from sections and get a committee to investigate.

Rawlings: I move that we have a committee to find out why we can't get carpenters for the gymnasium.

Rice: I second.

A.P. (six for)

Evacuees did not vote.

Weston: Why the lack of unity?

Ogawa: This will bring things to a head. What the people won't support the Administration will close down. Take C.A. Perhaps no response. Will it be closed down? It has been handled now so that people won't go into C.A. It's the status of a scale.

Weston: We should be in accord. Let's have the reason.

Rawling: I move that the gym construction be substituted with nurses' aides. If we can't solve a problem, then we might as well dissolve and not waste any time. I didn't think about getting into the gym thing.

(9 in favor. No negative votes.)

Huberman: I didn't vote because I'm indifferent.

JS: (suggests 3 members.) (Five were in favor of this.)

A.P.'s suggest 4--2 A.P.'s and 2 evacuees.

Result of the vote:

1. 3 members: (3 votes)
2. 4 members--2 A.P. and 2 evacuees--5 votes
3. 2 members (by Huberman)--1 vote
4. 1 A.P. and 2 evacuees--4 votes

#2-----4 votes

#4-----6 votes

#4 made unanimous

Huberman: I nominate Plank.

J 11/8/44 #1-5

Rice: Huberman.

Weston: I object. That's his division.

Plank: Weston.

Huberman: Louis Rice.

Rice: Sakoda

Ogawa: T. Yamada

Mayeno: Chikata

Result: Plank-----
Huberman---6
Weston-----3
Rice-----4
Sakoda-----6
Yamada-----10
Chikata-----3
Ogawa-----7

Analysis

Stafford was not present at the meeting, and Ogawa and Sakoda, with the help of Williams and with the lack of great opposition from the other A.P.'s were able to swing the group to their way of thinking. Huberman put himself on record in favor of coercion, and he met with resentment on the part of the other members, both A.P.'s and evacuees.

2. Gate Clerk s

Evelyn Rose came from Washington, and I was able to talk with her before she talked to Nichols or any of the others. Results: She criticized the three plans that Nichols had. Williams suggested that only one A.P. be retained and all the six evacuees be retained. She agreed with Williams, which she felt was a surprise to Williams. Then they both browbeat Folsom in accepting this solution. She declared that the selection of a plan was not up to Washington but up to the project. She was going to present her plans to Nichols as a recommendation.

3. A.P.'s

According to Rose she did not meet so many A.P.'s who did not have the confidence of the evacuees. Stafford, Folsom, and Nichols were definitely in this category. They had the general attitude that if they gave in to the evacuees even once it was going to be fatal. It was this

J 11/8/44 #3-6

argument that Folsom gave to oppose the solution of the gate workers' conflict.

Stafford The most interesting attitude was expressed by the project director. He expressed the opinion that he thought that the evacuees had more than what appeared on the surface in their doings. He thought that they were gathering evidence to make claims for an indemnity. He also stated that it was not possible to bargain with evacuees.

The appointed personnel seem to expect the gym to be boarded up

4. Newell

According to Rose, Newell had turned over the Stat work to Miss Covington, saying that it was impossible to work with evacuees. Rose explained to Covington that it was necessary to create a working relationship with evacuees in order to work with them; Folsom made the comment that a working relationship was not necessary to work with them.

J 11/8/44 #5

MEETING OF MANPOWER COMMISSION
in
Project Director's Office

November 8, 1944
9:00 a.m. to 11:45 a.m.

Those present: Messrs. Williams, McIntyre, Rice, Wilder, Plank, Folsom, Rawlings, Weston, and Huberman, representing the Administration; and Messrs. Ogawa, Mayeno, Sakoda, Osawa, Doi, Chikata, and Itami, representing the Evacuees.

Discussed: New Trend of Discussion for Manpower Commission

Mr. Williams opened the meeting by stating again the purpose of the Manpower Commission sessions. The purpose, he said, is to acquaint members of the commission with particular functions now being carried on in the center. After such information has been gained, members of the commission will determine whether or not the available manpower supply is allocated properly, keeping in mind that five main functions must go on: hospital, housing, mess halls, fuel, and education.

Mr. Rice asked for what period these determinations should be made, and Mr. Williams replied that an estimate should be made of the population for the winter and spring months, but there should also be a plan as to what might happen next June. Mr. Rice felt that Agriculture perhaps was the only activity that would take more workers in the summer than in the winter.

Mr. Sakoda pointed out that at the present moment there is no acute manpower shortage, nor will there be for some months. By the end of December and January, many workers will have returned from seasonal work, even more at this time than in other years, since most contracts were written for termination at this time. We may have a surplus of workers. In December, January and February, the trend toward relocation will be very slow. April, May and June will see an increase of seasonal workers going out, and in these months there will be an increase in numbers of people relocating. That combination by June may produce what we call a manpower shortage.

Mr. Ogawa's feeling was if the commission is working on a long-range idea, looking to six months from now, that he didn't like the present set-up. The manpower shortage is expected four or five months from now. The acute situation, the primary concern of the commission ought to be

then, what to do about certain jobs, so-called "unattractive" jobs, and how to get people into them, right now. Mr. Ogawa also suggested that in the interest of saving time, information on individual functions should be submitted all at once, in writing, for study by individual commission members. The commission, in Mr. Ogawa's opinion, has been making an indirect, negative approach, to a serious and immediate problem: the recruitment of workers for jobs in the "unattractive" category: coal crew, nurses' aides and so forth, where we admit the work is vital, workers are needed but an adequate number of workers does not seem to be available. He further stated that the idea of the commission so far seemed to be to cut down, eliminate, or curtail other work within the project so that if a man wants work he will have to go into the "unattractive" job, which amounts practically to coercion. His belief also is that while it may be admitted that bringing coal in is a community responsibility, that still does not place individual responsibility, and that in the end it is impossible to do so since no individual can be forced to work if he does not want to.

Mr. Williams interjected the information that at present, the Placement Office has more applicants for positions on the coal crew than there are jobs to fill. He wondered if the office was to be empowered to say to people that they must take jobs in a certain activity, or there would be no job. And, also, if it were impossible to recruit for some activity, would the activity be discontinued.

Mr. Ogawa objected that his was saying to the community again, "You will do it, -- or else." And you can't make any individual work where he doesn't want to work.

Mr. Williams said that an activity can't be continued if people won't support it.

Mr. Chikata asked, however, about the hospital. If people don't support it -- for instance in accepting work as nurses' aides -- still the hospital must be continued.

Mr. Ogawa said that the simple explanation, of course, would be for the administration to close the hospital. It is necessary to go deeper into the question, to find out WHY jobs are unpopular. What we are concerned with are the vital, unpopular jobs, and we must find out how we can get people into these jobs.

Mr. Williams reported that a tour of the project had been made yesterday to discover where the 23 people who had signed up for gym work actually were. Of the carpenters, 6

were at the auditorium, 1 was ill, 1 was at the carpenter shop, 5 were working at the onion shed; of the plumbers, 3 were at the gym, 1 didn't care to report; of the electricians, 4 assigned, 4 were working at the gym; 1 painter assigned, and working at the gym; to make a total of 23 people. The gym is something that is important. If any function should attract workers it should, yet we are not getting the support of the community. He asked Mr. Ogawa how he would advise proceeding on this or any other activity on which we don't get support.

Mr. Ogawa repeated that the reason for lack of support must be discovered. He added that in the case of the gym, the bulletin issued, telling each man he is working only half a day is not making the activity more desirable. Mr. Sakoda asked if other workers were being clocked. Mr. Ogawa asked if by "adequate supervision" was meant a man standing around with a stop watch in his hand. What will feeling be toward a supervisor who publishes the fact that his workers are putting in just so much time each day?

Mr. Ogawa said, however, that he did not think the commission should become embroiled in a discussion of the gymnasium project, but that he would like discussion of his original suggestion that the commission discuss immediate manpower problems on unattractive jobs.

Mr. Sakoda suggested that while written reports and justifications were being prepared for the Commission, it could discuss the acute problems to be solved.

Mr. Williams distributed copies of the latest list of Workers Needed, which he felt might throw some light on activities not being supported.

Mr. Folsom restated Mr. Myer's basis for suggesting Manpower Commission at the centers to estimate future needs for activities and workers, which was:

1. Relocation, through response to ordnance offers,
2. Opening of the West Coast area,

assuming that the two events were going to affect project population materially. With possible labor shortages thus estimated and anticipated, a plan could be devised ahead of time as to which activities were vital for maintenance of the center, and how many workers were necessary to keep the activity going. Mr. Myer's belief was that health, food, fuel and transportation were activities vital to camp operation.

Mr. Sakoda and Mr. Ogawa again told the group that such

determinations were not going to solve the immediate problem of getting people to work in the "unattractive" jobs. The other approach, which Mr. Ogawa had previously described as "negative", makes it difficult in that the evacuee workers feel that the Commission is out to cut jobs. In the over-all situation there are not going to be enough jobs for every one. People will be out of work not only because employment within a section is cut, but jobs will be so scarce that there won't be many opportunities. If we could assure the residents that the commission will provide jobs for those who want jobs, that will make them less hostile to the Manpower Commission. Mr. Sakoda said that the approach used in the activity of Agriculture, such as cutting down the poultry farm and the hog farm would make evacuee participation in the commission impossible. The approach of letting the section head ask for workers, then having the Commission judge the request would make the evacuee position more tenable. A positive approach might be that of trying to get workers into the hospital. Mr. Myer has advised discussion of work incentives.

Mr. Weston said that cutting off an activity would never mean that the people who had been working there would accept these other hard-to-fill jobs, since these have been in this category no matter how many workers were available for other jobs which they considered more attractive.

Mr. Ogawa stated that one more pressing matter was that of Central Services. These people have been working on a temporary basis since April. Mr. Williams said he had no information from Washington on this matter.

Mr. Sakoda reported that estimates of population, which it was decided at the last meeting will be necessary for judging probable labor supply, can be worked out by the time section heads have submitted their written reports and justification of needs for the consideration of the commission.

Mr. Folsom said the probable cut in population and cut in workers must be considered in order to determine the fewest number of workers and activities necessary for existence.

Mr. Sakoda suggested that section heads make their report so that specific functions within an activity might be cut out, but not necessarily the whole activity. Mr. Ogawa asked that the report also state where the hard-to-fill vacancies exist today in each section.

It was decided that section head reports and population estimates would be placed before the commission the first of December, and in the interim, discussion of immediate and

pressing problems would occupy the commission.

Mr. Ogawa said the Council was very anxious to have something done about Central Services. If reorganization should be made by the Manpower Commission, then this should be tackled immediately. Perhaps this is up to the Project Director, but the Commission might be able to push it along.

Mr. Williams pointed out the many stenographic vacancies on the schedule of jobs offered by the Placement office. Many known stenographers are working in other capacities. How can this be solved?

Mr. Ogawa protested that this still did not consider the vital unattractive jobs, which he felt should be discussed first.

Mr. Huberman suggested that perhaps the Manpower Commission should start by assigning priorities to vacancies listed by Placement. Then it might recommend to the Project Director that he instruct Placement office to fill vital jobs first, then necessary, then desirable.

Mr. Williams added that then perhaps Placement would be instructed to say to people if they refused the offered job that no work was available to them.

Mr. Sakoda pointed out that this approach was used in a warehouse conflict, and it was unsuccessful. In that case, the obstacle was the supervisor. Maybe the fact that the Council went out to recruit has caused the difficulty in getting carpenters to go to work on the gym.

Mr. Huberman contended that the basic approach would be to start putting people into high priority jobs.

Mr. Weston felt, however, that a priority would not succeed in making the job "attractive". He said he had plenty of applicants for hospital jobs, but that when he suggested they work as nurses' aides, they were not interested.

Mr. Osawa suggested that perhaps they were not paid enough.

Mr. Ogawa said the evacuee commission members were concerned with resident welfare, and could not condone the negative approach of shutting off other work to channel workers to these jobs. The approach should be to find out why the workers don't want certain jobs, and how the work could be made more attractive.

Mr. Folsom pointed out that the gym was on priority. Carpenters are needed. They don't want to work there. Their reasons for not wanting to work there would be a point for discussion.

Mr. Rawlings asked Mr. Ogawa what would be his suggestion for recruiting nurses' aides. Mr. Ogawa replied that he was not prepared to discuss this, that he would want to have more information first.

Mr. Sakoda advanced the reason that the nature of the work was a contributing factor, and most girls felt they would rather work as stenographers. On the outside, one solution of such a problem would be to raise wages. Mr. Weston said the feeling of some workers that the supervisor was too strict might also be a factor. He remarked that in contrast to some who do not wish to accept the work, there are workers who prefer it to any other type of employment. Outside, it is true, wages can be raised; we can't do that here. On some jobs, concessions have been made as to hours worked, however,

Mr. Ogawa added that certain concessions can be made on the project level: the granting of C rating, shorter hours, clothing allowances, etc.

Mr. Sakoda stated that most residents have to work in order to keep going without eating into their savings, but that on the other hand they had a choice of jobs, and one job in terms of another may appear undesirable.

Mr. Williams' feeling was that some coercion would be necessary. Certain activities that are not supported will be closed.

Mr. Sakoda advanced the theory that job popularity might depend to a considerable degree on the supervisor.

Mr. Weston suggested that it might be a good idea for the Placement office to make a list of 8 or 10 activities where difficulty in filling jobs was usual.

Mr. Sakoda suggested getting room section heads which jobs are vital but hard to fill. Then a small group should be chosen to look into each particular problem, to discover what seems to be the reason for workers not going into this particular job. Small groups could get the information and report to the commission.

Mr. Rawlings moved that the problem of recruiting car-

Manpower Commission Meeting 11/8/44--7

penters for the gym be discussed, since they appear as the largest group on the Placement office list of workers needed. Mr. Rice seconded the motion and vote was taken and recorded as 6 in favor, 0 opposed, 9 not voting.

Mr. Weston said he would, if possible, like to know the reasons for some members not voting. He was interested since it was his feeling that the Commission should be more in accord.

Mr. Ogawa explained that he objected to Mr. Rawlings' suggestion on the ground that this would bring matters to a head on an issue on which the Council, the residents, and the Administration will tangle, perhaps badly. This is due to the way in which the problem was handled. The same thing would be true on other matters, for example, community activities. Suppose that when plans for reopening community activities are completed, and November 15, 30 or 40 people are called for and you get no response. Perhaps it will then be assumed that the activity is not essential, and there will be no more activity. The thing has been handled in such a way that residents can't or won't go into community activities for a job.

Mr. Rawlings then withdrew his first motion and moved instead for a discussion of nurses' aides, in order that a start be made on discussions of particular activities.

Mr. Rice again seconded, and the vote recorded was 9 in favor, 0 opposed, 6 not voting.

Mr. Sakoda's suggestion that a small committee should gather information on the topic to be presented to the commission was acted upon. It was voted that the committee should be composed of two evacuees and one appointed personnel, and the committee elected was composed of Mr. T. Yamada, Mr. Tom Ogawa, and Mr. Ed Huberman.

The meeting adjourned at 11:45 a.m.

J 11/8/44 #6

Washington

Mr. Harry L. Stafford
Project Director
Minidoka Relocation Center
Hunt, Idaho

Dear Mr. Stafford:

This will refer further to Mr. Nichol's recent undated letter concerning your proposals for the maintenance and operations of the gate control.

When the gate control procedure was issued, it was contemplated that an appointed gate clerk should probably handle the work at the gate during the shift in which the heaviest inflow and outflow of traffic occurred. It is not necessary that the beginning and end of the gate clerk's shift coincide with any of the other hours of project employment. It was also contemplated that an evacuee gate clerk could be used the remainder of the time, making use of the Internal Security Officer, if convenient, during the late night shift.

We see no need for having two clerks on duty at all times as seems to be the practice at Minidoka at the present time. Possibly, however, the work load is sufficient to require two persons, although that is not apparent from the information at hand. In case two clerks are required it would appear desirable for one to be looked upon as the supervisor of the other, but if only one is required, then no such problem arises. With respect to grade, the same responsibilities as an appointed staff member should be paid \$19.00, whereas if he operates in the capacity of an assistant, he should be paid \$16.00.

We have considered that it is unnecessary to set up specific evacuee positions for the gate control clerks as we felt that one or more of the clerical positions that have been authorized for the Statistics Section could be used for this purpose. If the number of evacuee positions in the Statistics Section is inadequate to permit this and carry on other essential work, we suggest that additional evacuee personnel be employed as long as total center employment remains within the evacuee personnel ceiling.

One thing is clear. It is not permissible to pay full time for part-time work, and persons on the gate control work are no exceptions to this rule. Your procedures should be adjusted accordingly.

We believe that it is unnecessary for the Washington Office to choose among the several plans you have proposed, and that

within the framework of the gate control section of the Manual and the general provisions of employment, including those mentioned above, the project has sufficient leeway to develop a workable program.

Three appointive positions have already been authorized, although in reviewing your proposals and considering the excellent record which we understand was established by the evacuee who were previously handling the gate work, it is not apparent why three positions are really necessary, and it is suggested that you review your needs in this respect. The above comments have been made with the main gate or gates in mind, and we assume you have been using evacuees on the subsidiary gates. Should you desire further comments, we will be glad for you to write further.

Sincerely,

/s/ D. S. Myer
Director

J 11/9/44 Thursday

1. Niver

Stayed up until 4:00 A.M. at Father Joe's and was still in bed when Niver knocked at the door around 10. He said that he was going to send in the Yasuda story with the list of subjects. He knew it was a compromise, but he had to do it. He said that he'd rather not have me discuss the matter with Huberman. He seemed greatly upset and was not pleasant even in talking to me. I asked what Huberman's arguments were, but he merely said that it was "publicity." "Either or else" situation, I remarked. "Something like it," he replied. "That makes your situation interesting," I said. "I wouldn't call it that. You probably don't know how I feel. I had less sleep than you." "The Adult Ed. committee could resign," I said. "I've thought of that," he said rather icily. "I could sit around and do nothing, but I don't want to work in a situation of that sort. If things get too bad I can go elsewhere."

He didn't want me to let it be known that he had even talked to me about this matter.

2. Bullsession

Rose was invited over to Father Joe's, and I went, too. Elmer dropped in around 11:45 after coming in from Salt Lake City. Frank Sugeno, his friend, and Renso Enkoji were also present. Rose was the center of the conversation, and we stayed up until almost four in the morning. Rose said that this reminded her of the bullsessions that she used to have in Tule Lake, and was sorry that she was not able to stay longer on the project to learn more about Minidoka.

A large number of topics were covered in the course of the evening. Most of Huberman's mistakes, of course, had to come out. Rose said that when Huberman made his report in Washington, stating that over a half of the A.P.'s in Minidoka were prejudiced against evacuees, he caused some comments. Beyond that she did not know how he would be accepted here in Minidoka. When she gets back to Washington, she'll probably have a story to tell about him. I asked her whether she knew Kimball and hinted to her that she would be doing us a service by asking him to come down to Minidoka.

3. Gate Workers' Conflict

Met Rose this morning. Concerning the gate workers' conflict, she said that she had gotten Nichols on her side. She had gone in and said to Nichols in Folsom's presence: "All we have to do is to convert you." Then she turned to Folsom and said, "You're still on our side, aren't you?" He nodded. Nichols declared that he was ready to be converted. She explained the plan. Nichol wanted to know whether she would back that up in Washington. She said that she would. He then agreed upon the plan.

Folsom, who seems to have talked to Stafford about the matter, later came to Rose and again stated the danger to the whole project if they gave in to the evacuee demands. Rose's arguments were that the workers were working 44 hours a week, and they were keeping functions going.

In other words, Rose had lined up the A.P.'s in favor of her plan--Covington, Williams, Folsom, and Nichols. The only one she was afraid of was Stafford. If anything happened to upset her plans, she wanted to know because she would be able to bring up the matter in Washington.

4. Gym Construction

The tension on the gym construction has been building up gradually. The two opposing forces were Ishimitsu and his crew and Plank. The Community Council and Stafford battled it out on the sidelines. The three steps in which the tension was built up were:

1. Ultimatum
2. Caucasian Supervisors
3. Daily progress reports

In each case the project director refused to budge from his stand.

Today Omura, Ishimitsu's right hand man, came to the Council office to say that today was the last day of work for them. He related that the workers had told Plank that they did not like the idea of a daily progress report. Plank gave an evasive answer, but gave the workers to understand that if they did not like the reports they could quit. And so they decided to do so. This applied to Ishimitsu's crew and probably also to the handful of other workers.

Father Joe, Ogawa and Sakoda got together to discuss the matter. Graham, Kitayama, Kimi Tambara and Fujii joined in the discussion, which was carried on in the Community Analyst's office.

Later at the Council Chamber Ogawa, Sakoda, Smith and Graham milled the matter over. Fujii was anxious to see Stafford and find out his point of view on the matter. Graham felt that this would only be fair to Stafford. Sakoda declared that he had been refused so many times by Stafford that he didn't want to see the project director anymore. Fujii wanted Sakoda to come along with him.

As it turned out, Ogawa called Stafford on the phone to learn his point of view. Stafford's reply, according to Ogawa, was something like this.

"Ishimitsu's crew asked Plank who was keeping time on them. Plank said that it was Crowson. Omura was then seen walking up and down in the gym talking aloud so that people could hear him. He was cursing out the person who was keep

ing the time of the workers and was heard to declare that he would beat the person up. The Internal Security was sent (presumably by Stafford) to pick the man up. After a brief questioning he was released.

Stafford then explained that they had a conditional project now and that the only yardstick for measuring progress was the daily report. It was nothing unusual to keep time on the workers. Since this was a conditional project and the progress report was in order, it should be explained to the workers. The fact that workers opened the doors at 8:00 A.M. left work at 5:00 P.M. and were on the job 8 hours a day was not an indication of work done. He was concerned about work accomplishment, in terms of hours of work.

The evacuee carpenters told Plank that they didn't want white supervisors. This was something else that should be kept in mind. Under those conditions he might as well burn up the lumber yard. All the procedures had been set up with A.P. supervision. This also should be explained to the people.

Ogawa stated that this seemed to call for a meeting of the Council, the workers or both.

We all gave our interpretation of the situation. Mine ran somewhat as follows:

Stafford is not too sincere about wanting to complete the gym. He is attempting to employ the gym issue to achieve some other ends. To understand this situation, you have to know the issues of the last several months.

Stafford is acutely aware of the fact that the Council has lately been highly uncooperative with the administration (since the warehouse conflict.) In the Block 22 issue the Council refused to ask the people in Block 22 to move. Instead, they merely presented the matter to Block 22, and passed on a reply from Block 22 to the administration which stated that it did not see sufficient reasons to move. In the Ordnance Depot issue, the Council refused to take the initiative in recruiting people for this Army offer. When the Build-The -Gym-Week was planned, the Council refused to go all out to obtain evacuee workers. Stafford is greatly irritated by the "anti-administration" attitude of the Council. He believes that the Council is unnecessarily afraid of the boilerroom crowd, which does not constitute the majority of the population. He believes that instead of being afraid, the Council should take a positive approach and educate the residents to the right way of thinking.

Another matter that has irritated Stafford is the lawlessness noticeable on the project. 5000 feet of lumber was recently stolen by the onion cellar, and he was greatly upset about this, stating that positive action might have to be taken.

A flagrant example of violation of project rules is the non-adherence to the eight-hour day. At the front gate, the hospital, the motor pool, the Steward Division, attempt has

been made to "hold the line" on the eight-hour day. The increase in the number of A.P.'s in some cases has resulted in an attempt to tighten project regulations. This happened at the front gate and at the switchboard. Huberman's arrival has also brought this matter to a sharp focus.

Huberman caused attention to be centered on the work habit of the C.A. staff and the carpenter crew at the gym. In the case of the C.A. the project director suspended the whole staff.

It was in the gym construction that Stafford attempted to achieve certain ends. One was to force the Council to take responsibility for the completion of the gym. The ultimatum seems to serve this end. Another seemed to be the enforcement of better work habits by making use of the Council. The increase in the number of A.P.'s and the daily progress report can be interpreted as means of killing two birds with one stone:

1. Forcing responsibility on the Community Council.
2. Enforcing stricter working hours.

Ogawa generally agreed with me. Smith, too, was not willing to give Stafford the benefit of the doubt.

Fujii and Graham stated that Stafford was sincere about desiring to complete the gym, and that he issued the daily progress reports in all good faith. Fujii wanted to meet with Stafford before taking another step. Ogawa was for having a Council meeting first. Fujii wanted to have Stafford present his point of view to the workers. Graham feels that if the accomplishment is measured in terms of work rather than hours, the matter will be settled.

J 11/10/44 Friday

1. Gym Construction

A carpenter explained to a block resident the reason for the walkout. Ishimitsu-san felt that they wanted to force him to quit. He regretted the fact that he had to quit, because he had worked so hard on the gym until now. His crew decided to walk out with him, and take a vacation for a while. After all, it was only a matter of 50 cents a day. He didn't know what the other workers had done. They might stay on, since this place is like that.

2. Community Council Meeting, Meeting with Mr. Harding
Meeting on gym construction

Ogawa reported on the progress.

JS reports on telephone conversation with Stafford (see notes.)

Ogawa: It's Hara-kiri for the Council.

Doi: Katteni se.

Chikata: We should make a counter-proposal. It should be based on accomplishment. Stafford is using this gym to push 8-hour work.

Fujii: We can't say anything without some cooperation from the administration. If he were sincere about the gym, he wouldn't bring up all these things.

Mayeno: Why Parent Soldier Association and Hara, huh?

Fujii: I'd like to talk to him personally and change his mind. If he doesn't change he can board it up. If we take it to the worker we'll be called koshinuke. Send the Council report to Washington.

JS: Get Stafford's statements into the minutes.

(Total agreement on having a meeting in the morning and calling in Stafford.)

Fujii and Mayeno: Have a private meeting first.

(Ogawa and Sakoda oppose this. Mihara and Mayeno back up Fujii on making a personal approach to settle matters.)

3. Stafford and the A.P.'s

According to two sources, Stafford called a special

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meeting ~~xxxxxxxx~~ of division and section heads. Both Rose and Smith were not invited to the meeting and did not know about it. From a reliable source comes this report of the content of the speech made by Stafford.

1. Labor trouble with evacuees can be expected with needed revamping and return of agitating seasonal workers.

2. Supervisors should be firm with workers and not bargain with them.

3. When a labor trouble occurs the supervisor should immediately turn it over to the project director.

4. Telephone Conversation Between Stafford and Sakoda

Fujii was anxious to see Stafford personally before calling any sort of meeting. Ogawa and I had discussed the matter last night and decided that it was not a good policy to let Fujii go ahead to see the project director. Consequently, when I arrived at the office in the morning and Fujii suggested that we go to see Stafford, I hesitated. Instead I picked up the telephone, and asked for Mr. Stafford. I recorded most of the conversation in shorthand. Since most of the talking was done by Stafford (everytime he talks, he just about gives a lecture), it was not difficult to record the conversation.

Stafford: The gymnasium project is a conditional proposition--it should be finished by December 31. The time-keeping is not being made to reflect on someone's shortcomings, on an accomplishment basis to arrive at a progress report. We keep time on an accomplishment basis. There's no reason why they should have any objection that that. ~~If~~ D-24 finance regulations absolutely invalidates any idea that they (the workers) control both the rate of pay and hours of work. Don't get unduly excited because we have never invoked it yet. It lists the number of hours to be worked by month and the rate of pay. (Reads regulations) ... /If the full hours is worked full pay will be given. If less time then real pay (by the hour).

If they do take exception to that, if they want to put ~~xx~~ the heat on me, I'm in a position to be liable on all kind of jobs around here. Under my responsibility of dealing with 8 hours, I have been asleep to the fact that the workers have their feelings. If they object, they are putting the individual above the community.

Sakoda asks a question concerning the convoy to convoy time (portal to portal).

Stafford: The matter of portal to portal has to be taken into consideration. I have observed that men come at 8 and sit around the fire until 10. The work performed during the time worked was highly satisfactory. We have no quarrels with that.

I could have put the workers on D-24 long before.

There's no point in quarreling with supervision. Maybe they don't want any Caucasian supervisors, but we won't concede to any demand of that sort under any circumstance. That attitude is arbitrary.

If the worker~~x~~ has a chip on his shoulder he is just as responsible as the same kind of supervisor. Plank told me that he told Ishimitsu he was keeping

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time and if not him it would be somebody else. Ishimitsu said he was going to quit. Plank said "I'm sorry to hear that. We don't want anybody to quit. We don't want anybody to quit." Plank has been working with the Indians for 12 years. I don't think that he insulted Ishimitsu in any way. Ishimitsu is touchy. If he can't do anything else but take offense, that's too bad.

I'm going to assume that the Council is working on this. I'm just going to wait and give the Council a reasonable time to work out something. I'm not going to pull any bum's rush. I wired Washington that the Council was having a meeting.

No use of arguing with us about supervision and time keeping. We're not going to quarrel about it. I think it's a very serious mistake for the labor committee to undertake any kind of reasons to avoid 8 hours of work. If you're going to make...(an issue of it)... I'll put D-24 into effect. We've gone a long way with the people and their temperamentality.

We've got a rift between the Parent-Soldier Association and the old alien group. This morning I'm beginning to think we've got some passive resistance and organized resistance ~~in~~ not because they have any interest in the gym, but because they're pro-Japanese and their sympathies are mixed up in the war thing. I think there are sufficient forces in camp to go ahead and finish the gym. There's enough force in the camp to finish the gym. There's lots of sore spot between the Isseis and Niseis.

Sakoda mentions the difficulty between Plank and Ishimitsu.

Stafford: Mr. Plank is an authority. He was in favor of safety precautions. Ishimitsu can't inject his personality into this sort of deal. We won't recognize it. We will not under any circumstance put Ishimitsu in charge.

I have reports here which make your hair stand on end. But I know how old people act, ~~xx~~ but I don't pay any attention to that. I think there's mixed up in this thing this sort of thing and the Issei-Nisei thing. There's an element which is against cooperation --e.g. in the C.A. We know all about that. That element isn't mixing in here.

Sakoda asks what he wants the Council to do.

Stafford: You'd better explain the books to them. There's an element around here who decided to start

harping on this anti-administration thing. I am not guilty and I am tougher than I am right now. If anybody wants to make a personal attack on me, I have all sorts of advantages. Do the workers know about D-24 and being paid by the hour? We're not checking against that type of thing--only on the hours....(~~xxxxxx~~
~~xxxxxxxxxxxxxxxxxxxx~~)

I have faith that you can get that group to come back to work.

Sakoda asks again whether the portal to portal hours of work is acceptable to the administration.

Stafford: I think we're willing to run these convoys. But the thing that don't look good is that they build a bog fire and get in only a couple of hours of work. I think they are playing with dynamite. Here's the other thing, they ought to keep in mind--that we are getting on a recessive basis where we have complete (evacuee) supervision. They've abused the business of having their own supervisor and timekeeper. If you want to start a ruckus about it, I am not going to argue about D-24. Ishimitsu assumes that he starts and closes the work.

They don't appreciate the tolerance that I have shown.~~xxxxxx~~

(Tells of McIntyre's experience with two boys who were picked up by the Internal Security, and who threatened to "get" him. Later his car was damaged.)

Things like this keeps the administration wondering whether we're going to tolerate any more monkey business. Long time ago they pulled another stunt. If you get the idea of organizing, you want to keep in mind that this is a give-and-take matter. As long as the people try to go along...(it's all right). He doesn't want)...organized and passive resistance and sitdowns on this deal of hours.

The book says they work 192 hours. There's no service which is not for the benefit of the residents. If they're not going to support them, we're not going to have them. All I have to do is to start cutting those things out.

Those who live close should walk to work. But I don't accept responsibility for convoying all workers.

Sakoda asks whether Stafford would like to meet the workers himself.

Stafford: I may not be able to accomplish very much....Sure I'd do it. The point I think is you fellows

in their own language should attempt some explanation. I have no point in getting anybody tied up. I wasn't going to hold the Council actually responsible. If they fail to get it done, I am not going to charge it up. 75 per cent of the residents have a terrible state of mind and don't care whether the gym is completed or not. I don't mind trying to explain to these people. In that sort of meeting it's difficult to talk to them. You get organized effort. Working with the administration a person becomes a stooge. I won't do that (talk to the workers) until you've done what you can--whatever proselyting is necessary here. Again it hinges on nothing ~~xxxx~~ else but a matter of understanding. If the Council can't do anything at all, you'd see that I would have a small chance.

If you fellows pointed out some of these things, unless they're 100 per cent prejudiced, you ought to be able to make some progress.

The thing I would do if I were the Council, I think I would call the whole group in. And I would get all the workers in and I would explain to them just exactly what the situation is. It's a matter of regulation, of material and money. The administration here is concerned about getting use out of the gym. Explain that the gym was based on the hour. The work is entirely satisfactory.

Sakoda asked whether the daily progress report sent to Washington would have any effect on the amount of pay to the workers. Stafford did not give a direct reply to the question. Instead, he went into a minute explanation of how the Washington office had ordered the completion of the gymnasium. The end of the project, he said, was more in sight. He thought that he had "fortified" the Council when he had issued his ultimatum. The people were so prejudiced, he thought. Sakoda ended the telephone conversation by stating that the Council would hold a meeting to see what could be ironed out.

J 11/10/44 #5

UNITED STATES
DEPARTMENT OF THE INTERIOR
WAR RELOCATION AUTHORITY
Minidoka Project

November 10, 1944

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Dear Mr. Fujii:

I have your letter of October 31 concerning the temporary suspension of the Community Activities program. Probably you have already noted the short statement on this subject which I submitted for the November 4 issue of the Irrigator. This statement is as follows:

SUSPENSION OF COMMUNITY ACTIVITIES PROGRAM:

The Community Activities Program as organized in 1942 and carried on and operated until October 31, 1944, is a segment of the total camp operations program which has been administratively slated for dismantling, overhauling and repairs. The rejuvenation of the program involves complete reconciliation of all property which has been assigned to the activity, and all functions heretofore allocated to the Community Activities program will be examined to determine that they have been brought up to date with whatever reorganization is necessary to meet the needs and the desires of the community as a whole as of November 15, 1944.

I believe you have been aware also, for some time, as I have been, that the Community Activities program at Minidoka has not been conducted so as to afford the greatest opportunities for wholesome leisure-time activities to the greatest number of residents. I do not believe it necessary at this time to go into a bill of particulars on this subject. But particulars were gone into with the chief staff members by Mr. John Provinse when he visited here some time ago, and by Mr. Marshall Stalley and Mr. Solon Kimball. I have understood that none of these meetings impressed the staff with the urgent need for a revision of approach and program, and Messrs. Kimball, and Stally both have urged strongly that immediate steps be taken to insure an improved and revitalized program. Mr. Stalley stated in the meeting of October 17 which was held in the C.A. Office that he was in accord with the action that was taken at the meeting.

With regard to the first of your two final recommendations, I feel that no action is necessary. I am satisfied

that the steps taken were proper. While I invited and urged each employee to accept employment in some other section where workers are sorely needed, this proposed transfer of employees from one section to another was no reflection on the competence of any individual employees, but was rather an administrative action involving an entire organizational unit.

With regard to the labor angles you mention, may I point out that the staff members were given two full weeks of advance notice, with pay, plus whatever vacation leave they might have accumulated. Since the action was taken by the Project Director personally, after careful and serious investigation of the problem, there was no need for the hearings which would ordinarily be required in a case originating at a level other than that of the Project Director's office. Moreover, the staff members have not been without opportunity to make themselves heard. They spoke during their meetings with Messrs. Provinse and Stalley, and they had full opportunity to speak during their meeting with me on October 17.

With regard to your second recommendation, I shall be glad to see a Community Activities Advisory Board or Recreation Committee established, to advise the new staff with regard to the desires of residents in the recreational field.

Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

J 11/11/44 Saturday

1. Council Meeting with Stafford

Fujii: We'd like to hear from Mr. Stafford first.

Stafford: (Shorthand notes) I've been thinking what would bring order out of confusion because these things arise out of understanding or lack of understanding. I've been trying to raise some questions at the bottom of the difficulty. Our engineering office has been from their point of view figuring what they could work on. There's three general questions here that might confuse workers. And I believe that I can answer all three questions.

One of the first questions that might be raised is why hurry the gymnasium, and probably why keep time reports and send to Washington. A third one is why have Caucasian supervision. There may be several questions which may project themselves on the basis of these three questions.

I'm thinking in terms of clarification of the situation which hasn't even gotten started as yet. Only 40 men were recruited until the 9th and on the 10th we don't have anybody working. We have quite a coverage in the first three ~~xxx~~ questions. Why finish the gymnasium goes back to the thinking in Washington. Why keep time reports and send to Washington would cover the disgruntlement about the time keeping. This matter of the Caucasian supervision....The Council should find the answers to these questions and explain them to the workers.

In answer to why hurry the gymnasium construction, I would volunteer this answer to that question. The administration Washington have had occasion to approve the gymnasium as a part of the community need. They asked for and gained approval for funds and use of critical materials. There's keen competition for government funds and critical materials. The decision to build the gymnasium involved commitments on the part of administrators in Washington. Funds are subject to reconciliation with budget requirements at the end of each quarter. And funds evaporate into thin air at the end of ~~xxxxxxx~~ the fiscal year in government, which is June 30. I believe that another factor in the concern of the Washington office is that it's inevitable that not only the gymnasium, but all other construction on these premises will have ultimately served a given usefulness at ~~xxx~~ some given ~~xxxxxx~~ time. It's inevitable that these camp will close and the time is being approached when any of these equipment will be not used. Unless this gymnasium is finished there's doubt whether it will be useful.... There's need for readjustment at the end of the year. The Washington office advised me in October that unless we could finish the gymnasium we should board it up. That I should contact the Council for assurance of community support or else board the gym up. That left me with any alternative.

J 11/11/44 #1-2

I very definitely worked out a very sharp approach which has been interpreted as an ultimatum. While that may translate into bad Japanese language, it's the Washington attitude. We didn't have time to beat around the bush and took a positive approach. That answers the first question. We may not have any funds after the first of the year....We had several officials here this summer. They didn't leave ~~us~~ us much time. We worked up a budget report which went into Washington in which we set up the time between November 1 and December 31 in which we found 45½ days of time left. We had the engineers work up an estimate of the total man hours required to finish the gymnasium. They broke that down to painting, plumbing, electrical work, and carpentry work. They arrived at an estimate of 2400 painters, 2400 of electricians, etc.

I think it's a customary procedure in a conditional project of this kind so that time element of 45½ days become very important and the total hours become very important. Now then, question No. 2 is must be clarified: Why keep time and send to Washington? So long as ^{we are} working on a budget based on the man hour ~~xx~~ there's only one yard-stick that can be applied--man hours.

To start out, ^{with} ~~xxxxxx~~ a complement of 70 men it certainly becomes necessary to have a register of total accomplishment in man hours applied....We started this project on November 1 with 21 carpenters. Out of this 13,000 hours we accomplished 64 hours of that on November 1. On November 7 we had 24 carpenters with a manhour of 78 hours. On November 3 we had a total of 33 people working and they accomplished 138 hours on November 3, etc. On Monday the men were out on annual leave. My suggestion was that such practice might be discouraged since it's not mandatory to take annual leave immediately.

JS: Do you know whether any of the supervisors approached the men on this?

Stafford: I don't know...If we were in the contracting business we'd need just this sort of record to show how we were progressing. Time becomes an essential on this matter. That answers question no. 2. To ~~xxxxxx~~ furnish the administration and the Council who is the official group that I am looking to with this unusual approach to furnish us with intelligence as to just where we stand.

Question No. 3: Why have Caucasian supervision. I think a logical answer to this is this. Appropriations are made by the budget bureau to the WRA on the theory that the WRA is organized to comply with regulations in regards to expenditures of funds and material. The Civil Service Commission and the Budget Bureau has agreed ~~xxxxxx~~ that the WRA has an acceptable personnel chart acceptable to all three.

J 11/11/44 #1-3

The Civil Service has agreed that such Caucasian supervisors are qualified in their respective profession and in supervision....I will make this statement that I believe is a sound statement. Insofar as the expenditure of public funds is concerned and the Civil Service ~~Commission~~ supervision in construction are inseparable. I think that it's mandatory in accordance with our organization chart that Caucasian supervision prevail in so far as direction is concerned. That will be my answer to that.

There is still another comment that I would like to add--there is no compulsion here. An individual doesn't have to work. There's no way that I can divide responsibility to any degree on this matter of supervision because the evacuee is entirely free to accept employment or to dispense with it--go out on seasonal leave or be absent from camp. And ~~the~~ in hundreds of instances evacuees who had accepted considerable amount of responsibility had occasion to leave and no question is asked. The responsibility falls right back on the administration--particularly for supervision. But I think those three questions should be thoroughly explained to anybody concerned in this matter.

Fujii: The main question in the mind of the workers is their payroll.

Osawa: I think they feel that they're being put on a spot and not treated equally with other workers.

Stafford: That's a lack of understanding of Question No. 1. If there's no recognition that this is a conditional project then you naturally arrive at that conclusion.

Osawa: ~~xxxx~~ If you use a different method of approach you might get more work out of the workers. Instead of prodding all the time pat them on the back.

Ogawa: Your thinking was reported to the Council yesterday, and we decided that ~~we~~ could not approach the workers with the information that we had at that time. This meeting is a result of that.

Stafford: Mr. Fujii, if I understand his question there, I would add a fourth point of discussion here. I believe the fundamental difference between the workers about the matter of pay and that of the government can be summed up as far as I know in this manner. The government puts all emphasis on the privilege of relocation. When the gate is open and the facilities of relocation are available I believe that in the majority of cases the government then thinks in terms of adding up housing, feeding, hospitalization, education for the children, and \$16 or \$19 a month plus clothing allowances ^{which} are available to a worker who voluntarily chooses ~~xxx~~ in lieu of relocating. The thing is

J 11/11/44 #1-4

added up into how much it totals. So the government figures, on the condition that the man at his option is staying here, is being paid much more under those conditions than \$16 or \$19 a month. I believe that's the government's point of view. The workers' point of view I presume is that the workers feels that the government evacuated ~~xxx~~ him in the first place, and the government is totally responsible and anything other than cash the government is responsible anyway and that \$16 or \$19 is the size of the pot. K don't what we can do about that unless the government point of view could be explained to more people.

.....

J 11/11/44 Saturday

2. Council Meeting with Stafford (afternoon)

Ogawa: Issues start with evacuee psychology. There's no argument about the right or wrong. We've got to recognize that such a situation exists. Are we going to start there? That is the bottleneck. Council believes that certain things can and cannot be done. Council is sincere about completing the gym. It objects to Stafford's approach. If you understand the Council's point of view, then Stafford's approach is not understandable. Council thinks that it won't work. Supervision and daily progress report caused difficulty.

What; would you have the Council say to the people, fortified with what?

Stafford: With the fact and what I have to say. They are ignorant of the facts. I don't know how to advise the Council as to how to convert into presentable facts.

Ogawa: Suppose Council says that supervision must be changed and the daily project reports should be dropped.

Stafford: We may deadlock. The daily progress report has no ulterior motive. This is the only way I know of to keep track of the progress.

Ogawa: Couldn't we do it on a percentage basis?

Stafford: Don't see anything wrong.

Sakoda: Workers don't like it.

Stafford: I don't like a lot of things that workers do.

Ogawa: Are we expected to tell this to the workers?

Stafford: If explained, the workers may cease to object. Bad attitude based on the lack of understanding. How to inform them, I don't know.

Sakoda: Won't take Council's workd that it will only irritate them?

Stafford: It doesn't sound reasonable.

Sakoda: You want the Council to present the administration's stand to the workers.

Stafford: Council should explain those points.

Osawa: Is explanation sufficient after two years of work habit developed?

Stafford: Need to take a step.

J 11/11/44 #2-

Osawa: Use that in some place where we don't have an emergency. It's only tying up things.

Stafford: I don't know. But this is not a usual situation. Enthusiasm should be recruited....But we can't get into temperamental things.

Osawa: Could be called common sense, too.

Stafford: O.K.

Ogawa: You want the Community Council to take positive action. What is the Community Council? That discussion is in order.

Stafford: We're enlisting the support of the Council to stir up sufficient enthusiasm. There's no point in holding the Community Council responsible for what may have been an impossible situation. Face the facts of the situation. I don't see any further demand.

Ogawa: The Community Council has no power, but it wants the gym. It is acting as an advisory. Knowing the situation, the Council is trying to tell you that what you are now trying won't work....unless the Community Council plays a game and misleads the people.

Stafford: The Administration and Washington position should be clarified to the Council. I thought that people were in ignorance of the facts concerning the situation. I may be wrong. The Community Council may be right that an explanation of these facts will fail. At the root of this thing is vital material and funds. I insist that this administration can take no other course but issue daily progress reports.

For example, I'm under bond and oath to the Federal Government. I'm subject to call on the gymnasium. I have more responsibility than that. I can't take a carefree indifferent attitude about this thing. The Council may say that you don't want the reports. It can say that it washes its hand of the thing. But I don't agree that it's wrong to have progress reports or to exercise available Caucasian supervision.

Ogawa: In terms of getting the work done, it's been proven that the supervision and the progress reports were wrong.

Stafford: Then there's no responsibility on the part of anyone. The only responsibility can be injected on the premise of goodwill.

Ogawa: In effect, the result has been antagonistic toward the workers.

Staff

Stafford: No, I don't see that.

Fujii: Our prime object is completion. If we get full cooperation from the Administration and the workers, we could carry on. To get this cooperation, we have to figure out some way to eliminate ill-feeling. Can that daily progress report be modified so that it won't irritate the workers and put Ishimitsu in a responsible position?

Stafford: On the progress report, I, of course, can discontinue sending the report to the Council. I have obligations to the Washington office and must send them the reports. We're giving consideration to Ishimitsu. But there's no use getting to that if we can't clear this report thing.

Poor work habit--if we're strict we're accused of being hard. This is a reflection on the Administration. This is not a usual situation. And to handle this situation may require some unusual tactics. I'm ready to approach with whatever resources available. I'm not willing to have reports and Caucasian supervisors run out of the picture. The question is, can we find a way of finishing the gymnasium, the facts being as they are.

If the workers choose to be presumptuous about the report even after the explanation, perhaps neither the Administration or the Council is at fault.

Osawa: The number of hours is not indicative of accomplishment. At Tule Lake over 100 men worked and it took them over a year....Workers do more work in 8 hours than they did in 12 hours.

Stafford: Another record is kept of progress at the gymnasium.

Graham: As of Oct. 31, 1943, the gym was started and 2% was completed with 7 men. Nov. 4% with 20 men. Dec. 4% with 2 men. Jan. 4% with 0 men. ~~April 2% with 10 men~~ Feb. 4 % with 0 men. March 5% with 5 men. April 8% with 10 men. May 15 % with 17 men. June 18 % with 18 men. July 33 % with 26 men. Aug. 50 % with 29 men. Sept. 65% with 25 men. Oct. 70% with 19 men.

Osawa: How are these reports made out? It's an estimate. Can't be accurate.

JS: Wouldn't it be possible to calculate the work accomplishment in terms of actual work accomplished?

Stafford: They ought to come on the convoy and go to work. Suppose we're asked for the hours actually worked?

JS: Work accomplishment by actual accomplishment is preferable. How about calling up Mr. Plank and finding out

whether an actual work accomplishment report is not possible?

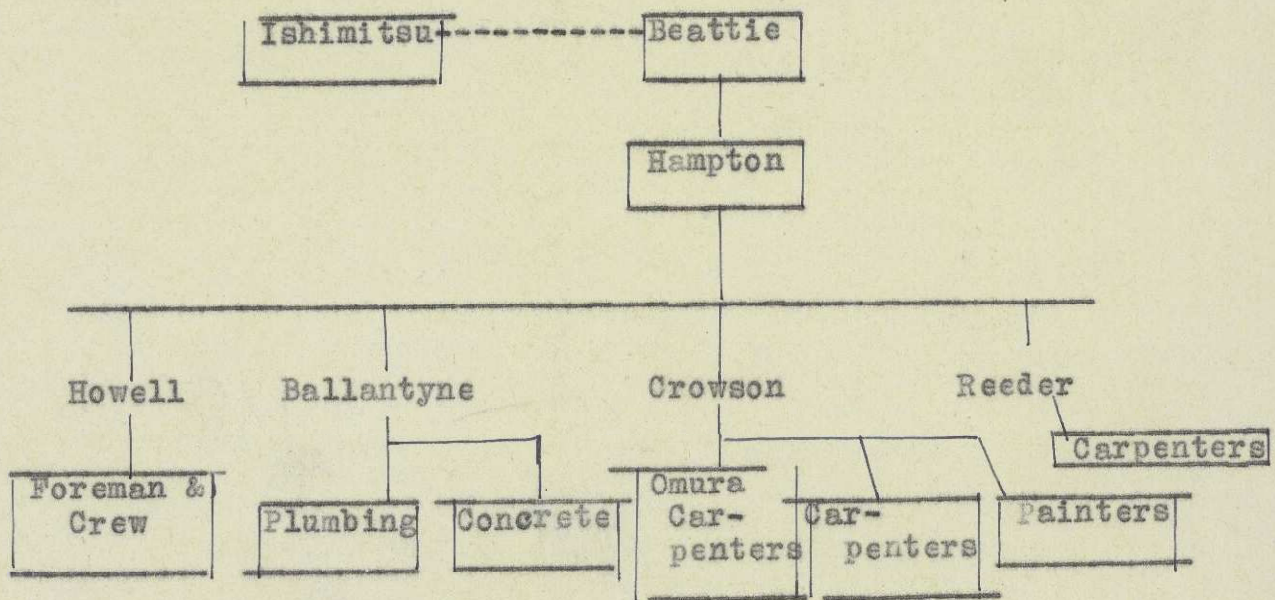
Stafford: There can't be any compromise on this.

JS: The workers are afraid that they will be docked.

Stafford: On what basis can they assume that they can work 3 or 4 hours? Who has argued about bad work habits? It's the worker that is arguing. If the workers are going to sit down, they deserve to be dealt on the basis of D-24. That procedure doesn't say anything about convoy time. It doesn't look to me as though we're going to get this done. It doesn't reflect community goodwill. I thought that bad work habit would be made up by the community support.
(Silence)

We brought up a proposition on the proper treatment of Ishimitsu.

Chart



JS: How is time kept?

Stafford: When he starts to work, and it stops when he stops work or goes to sit in the corner. Placement relation is going to be checked by the supervisors to see that they work where assigned. Five men from seasonal signed up for the gym, but they went back to their crew on the onion cellar. We're going to take steps to prevent that from happening. We're going to have to ascertain assignment.

Fujii: I feel that the Community Council is willing to cooperate to finish the gym. I feel that the Community

Council is willing to submit your proposal to the workers and it's up to the workers. We'd like to ask you to submit the complete program, including the supervision and why daily progress report, and those who come on the convoy will be credited with full time--in writing.

Stafford: We'll be glad to do that. In both English and Japanese. I think that that's all you can do.

Hijacking labor....

3. Gym Construction

Last night at a bull session Ogawa, Smith, and I outlined to Evelyn Rose some of the main problems on the center which we thought should be brought to Washington's attention. My analysis of the situation was generally accepted. It was suggested that Spicer might come to make a complete analysis of the project to put Stafford straight. This was felt more desirable than a person like Kimball who could not exert any administrative pressure on Stafford unless he remained here on the project. Both Rose and Smith were of the opinion that Stafford could not be kicked out of office. Rose was not quite sure that she grasped the situation sufficiently to be able to have someone come out here from Washington.

Smith reported that he heard Fujii arguing with Stafford but that the latter didn't seem to be giving in at all.

In the morning, however, Fujii reported that Stafford was willing to make some concessions. Smith reported that Stafford had agreed to place Ishimitsu in a consulting capacity to Beattie, and felt that the way had been paved for a settlement. Ogawa and I both suspected that Fujii's optimism was not entirely warranted since he tended to give more than the margin of doubt to Stafford.

At the meeting Stafford's position was essentially the same as before, except for the fact that he gave in where the supervision was concerned. He maintained that the daily progress report was necessary and was not willing to abolish it or change the method of calculation of progress from man-hour to actual accomplishment.

Stafford tried to maintain that cooperation from the residents was not forthcoming because his point of view was not explained to them. I brought up the point that it was the Council which took issue with the Administration on the matter of the approach employed in this matter. I pointed out four points on which there was disagreement:

1. Issuing of an ultimatum
2. Changing of the supervision
3. Daily progress report
4. Use of the D-24 regulation and the closing of activities as a threat.

Stafford then flew off the handle and went into his illogical arguments, which we were desirous of recording, and reiterated that he could close activities if he did not have cooperation from the residents.

One point of controversy was the possible use to which Stafford intened to put the daily progress reports. To my mind it could be used in two ways:

1. To show Washington office that the residents were not cooperating and have it order the closing of the gym.
2. To threaten the workers with D-28 and pay the workers by the hour.

Stafford disclaimed that he had any ulterior motive in using hours rather than accomplishment in recording the work accomplished. The workers, Ogawa, and myself believed that he did have ulterior motives in recording work progress in this peculiar fashion. His concern for the hours put in was evident. Besides, he had given Rose to understand that he did not expect the gym to be completed.

Two times I had asked Stafford whether the Washington office would insist upon docking pay because of the daily progress report. Both times he had evaded the question. On the other hand, he had definitely stated that if the workers wanted to make an issue of it, he had the right to settle matters on the D-28 basis.

(Ogawa tried to bring the Council's position into the discussion, but Stafford evaded the issue by stating that he didn't expect the Council to take responsibility for the gym construction. After that Ogawa did not say very much.)

Fujii, however, defended Stafford and stated that he did not mean to use the progress reports in any other way except to keep track of the progress on the gymnasium. Several others declared that Stafford would not use the D-28 against the workers. Fujii declared that the D-28 would not be invoked even if the workers were put down for less than eight hours. As Smith says, Stafford does not trust the Council and the Council does not trust Stafford.

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UNITED STATES
DEPARTMENT OF THE INTERIOR
WAR RELOCATION AUTHORITY
Minidoka Project
Hunt, Idaho

5 11/13/44 #1

November 13, 1944

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Subject: Gymnasium Construction Project

Dear Sir:

Pursuant to the discussion of Saturday, November 11, between the Council members and the administrative representatives, and in anticipation of the council meeting with some 40 workers who walked out on this project the afternoon of November 9, I submit the following:

There appear to be three principal questions which need clarification. They are:

1. Why hurry the completion of construction?
2. Why maintain progress reports and transmit to Washington?
3. Why use Caucasian supervisors?

In consideration of Question 1, (Why hurry the completion of construction?) I wish to point out that the gymnasium project was approved by our Washington officials on the theory that this type of structure is essential to community life on the center. This administration assured the officials that the project would be completed and ready for use in August, 1944. Such completion date would have provided facility available for the entire 1944-45 school term. The record indicates that for the months of December, 1943, January and February, 1944, no work was accomplished on this project. By September 30, 1944, our Engineering Division advanced the completion date to June, 1945. Two factors were present in these calculations:

1. The three months in which nothing was accomplished.
2. The apparent slow rate of accomplishment per man per day.

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In the case of factor 1, extensions would need to cover September, October and November. In the case of factor 2, it was obvious to all concerned that a community-wide effort must be brought to bear if indeed any good was to be derived from this project during the entire 1944-45 school term.

Since this project has lapsed far behind the progress contemplated when approval was granted for its undertaking, and all semblance of interest or cooperation from this end appeared to be lagging, the Washington office notified this administration to contact the Council and the residents and ascertain if support sufficient to complete the gym by December 31 could be obtained, and that if there was no evidence of sufficient interest and support to complete the gym by December 31, the project should stop and windows and doors should be boarded up.

In consideration of Question 2, (Why maintain progress reports and transmit to Washington?) the construction record on the gymnasium indicates that for the 13-month period ending October 31, 1944, there had been credited to employment 4,481 man days of labor which approximates 34,252 man hours. If the goal of December 31 is to be attained, it is mandatory to keep abreast of progress in terms of applied effort per man per day. The figures of 20,608 hours for November and December 1944 indicate that if the full complement of 70 men were employed and 7 hours of applied effort were obtained, the job would be finished in approximately 42 days; whereas, the estimated working days for these two months are 45.5 days. It is also obvious that such an eight hour day would allow four 15-minute convoy periods. The matter of keeping continuous intelligence on progress of construction, in view of a deadline for completion is absolutely necessary. It is common practice on all construction jobs. Sending progress reports to our Washington office is a part of procedural requirement. A detailed breakdown of labor accomplishment is necessary in this case because the question of whether further materials and labor can be expended remains to be determined.

In consideration of Question 3, (Why use Caucasian supervision?) I wish to point out that the authority for WRA expenditures involving labor, materials and equipment is vested in the Director of WRA by Executive Order No. 9102.

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Director Myer has provided the center with procedures governing organization and supervision. The personnel organization chart, together with administrative instructions, set forth functions and responsibilities in detail. The expenditure of funds, labor and materials shall be incurred only under authorized direction. The supervision for gymnasium construction is in accordance with the functional chart of WRA. This chart is attached and made a part of this communication. In recognition of Mr. K. Ishimitsu's experience with the gymnasium construction program to date, we have incorporated his services in this chart as a Chief Construction Consultant, and he will work in conjunction with Mr. Frank Beattie, Superintendent of Construction. The chart provides crew units under a sectional supervisor and unit foreman.

It shall be the option of the crew to select their foreman or have him designated by the Supervisor. Mr. Ota and Mr. Omura are suggested as already established in such positions. Functional responsibilities of sectional supervisors shall include keeping of time representing actual hours of applied effort; all placement office relations relative to job assignments: absence, vacation leave, sick leave, compensatory leave, terminations, transfers or resignations; general supervision of all unit activities with his section, under the general direction of the Assistant Construction Superintendent. Functional responsibilities of unit foremen shall include interpretation and translation where necessary, and immediate direction of work detail under the general direction of the sectional supervisor.

For purposes of clarification, it shall be understood that a satisfactory crew for reopening the gymnasium work project shall be not less than 70 evacuee workers, ready for work or committed as ready for work within 5 days. The period beginning November 10, at 8:00 a.m. and continuing throughout the stoppage of gymnasium work activities cannot be paid for. In recognition of the emergency and to facilitate completion of this project, an eight hour day shall include four 15-minute convoy periods and seven hours of applied effort on the job. This provision implies administrative responsibility for adequate convoy service, excepting broken service resulting from work stoppage or strikes. This provision implies that the worker will avail himself of such convoy service. This provision does not establish precedent or commit the administration to furnish convoy service to other than gymnasium construction workers.

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The period October 21 to November 20 is deemed sufficient and reasonable for purposes of arousing community interest and support. Time is the essence of this communication. Unless workers are organized and construction started Monday, November 20, or earlier, the project will be definitely suspended pending a decision of Director Myer.

The above statement sets forth the position of the administration. It is predicated upon the wintertime needs of our schools, community activities, religious organizations, and the special need now of an auditorium for the Memorial services. I feel that the statement is reasonable and its contents appropriate.

The question of payrolling for the period of November 1 through November 9, like the gymnasium, rests with the workers and the community. If cooperation and good will become manifest, the administration will likewise cooperate to permit settlement on a full day basis. If not, the alternative is clear.

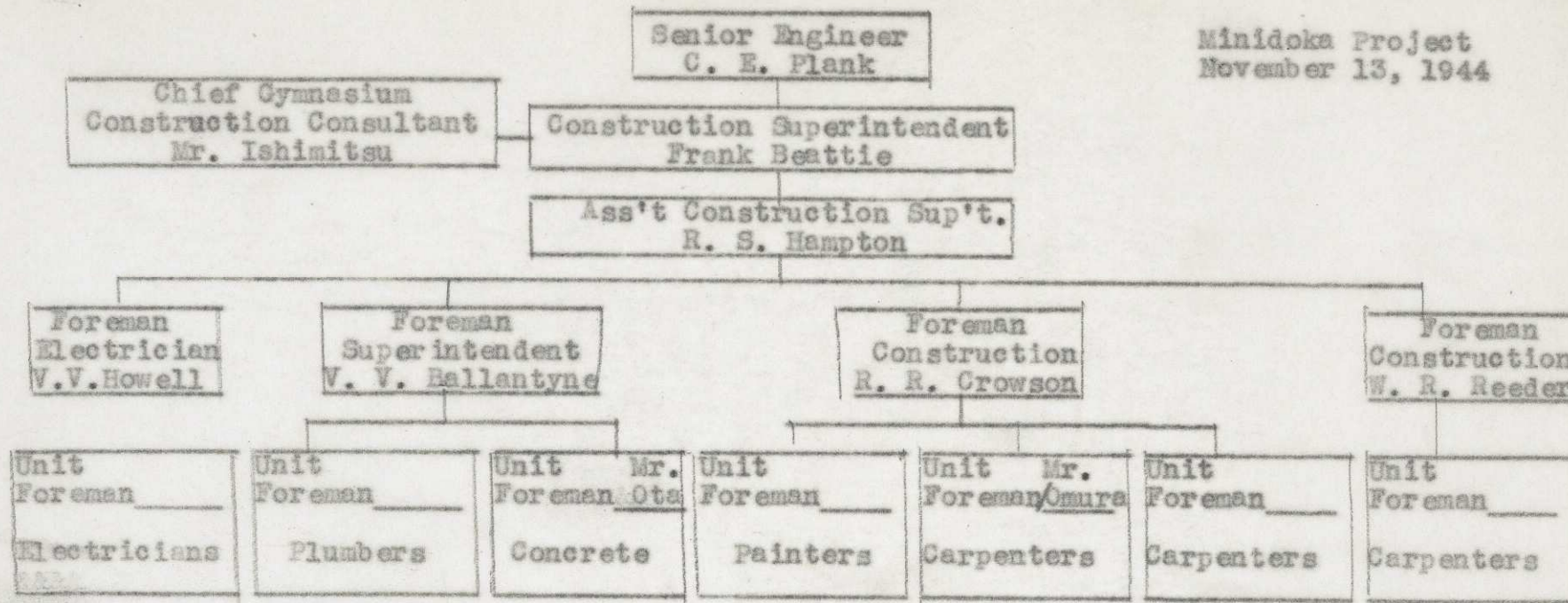
Very truly yours,

/s/ H. L. Stafford
Harry L. Stafford
Project Director

COPY

GYMNASIUM PROJECT

Minidoka Project
November 13, 1944



RESPONSIBILITIES

| | | | |
|--------------------|---------------------|---------------------|---------------------------|
| <u>Supervisors</u> | Supervision | <u>Unit Foreman</u> | Interpretation |
| | Timekeeping | | Translation |
| | Placement Relations | | Direction of work details |

J 11/14/44 Tuesday

1. Council Meeting with Gym Workers

Present: Fujii, Mayeno, Osawa, Hikida, Doi, Sakoda, (Ishimitsu and Omura not present.) 19 workers present.

Fujii: (Opens meeting.) We requested Stafford for his viewpoints in writing. Whether you go back or not is up to you workers. We are not asking you to go back to work. We are 100 % behind the construction of the gym. If you agree, we'd like to have you go ahead with the construction. We don't ask for anything excessive.

To give a history, two points which irritated us were these. We placed reliance on Mr. Ishimitsu. But a new set-up was put into effect, and Mr. Ishimitsu's position was lowered to one of seven foremen under a Caucasian. Sakoda and I discussed this matter with Plank, but he didn't give in. The other matter is a report on checking the worker in terms of number of minutes. The Community Council didn't rush a solution because we felt that the Administration was responsible for the gym. Stafford then called up over the phone. A meeting was arranged to get things in writing. At this meeting both sides did not give in, and so a memo was requested of Stafford. The Community Council proposed to go no further than to present the memo to the workers.

Yesterday Ishimitsu-san came to the office. He said that he wanted to quit often and that he was not of good health. He has no intention of returning to work. He desired to hand in his resignation. He felt that he could not accept the responsibility and wanted the workers to make up their own minds. He did not want to be inconvenienced because of having influenced the workers.

From Omura-san came this note: "Please count me out. I have handed in my resignation to the main office."

Let's take roll.

Present: Hiro, Kawasaki, Murakami, Nakata, Nishimura, K. Nishimura, Tokita, Yoshimura, Hirata, Nishimatsu, Taniguchi, Hishinuma, Kasahara, Hattori, Tomoguchi, Shigio, Nishikawa, Yokoyama.

(Memo from Stafford read by Mayeno in Japanese.)

X: We're interested in finishing the gym. The matter of hour is besides the point.

X2: (heatedly) Who's responsible for the gym not being completed by August? Why didn't they put more men in? Why should they blame the carpenters? If they don't finish it, they would lose face.

X: The tresses were put up with about 10 men. We worked hard.

X3: When we work, we work without regard to the hour.

J 11/14/44 #1-2

X4: I never heard that the gym would be completed by August.

X5: We never contracted the construction.

X4: They cut off the number of workers this spring.

X: We're working as Mr. Ishimitsu's backer. We can't go ahead, it seems to me.

JS: We'd better make this an individual decision for Mr. Ishimitsu's sake.

X2: Stafford was bawled out by Myer at the Denver conference. Plank is mean. They put on too much pressure.

Mayeno: This isn't a matter of face or responsibility. We aren't responsible. (Explains compromising)

X2: We had intended to finish the stage and the auditorium. Plank doesn't know his stuff. The plumber doesn't know a thing.

(Quiet)

X: Another thing that hurt our feeling is that when we opened the door and closed it, the other crews ^{were} credited with more hours.

N: I worked on the Tule Lake gym. With 65 carpenter, it took eight months. Compared to that, the progress on the gym is surprising. And even at that, we didn't finish it all. The office here is too kattena. The crew were used in different places. At Tule Lake they worked steadily on the job.

X: We went to the Administration apartment and the chicken house. They also took several months to make the cold frame.

X2: Why don't they let the hakujin work? See what they could do. That would be more efficient.

X: Ishimitsu finished it up till now. Then they brought in a hakujin crew and then put in hakujin supervisors. I sympathize with him.

(Mayeno explains)

X: It's all right to have a Hakujin supervisor. But they don't have to come out and force people to work.

X: Beattie is smart. He knows the Japanese.

J 11/14/44 #1-3

(Mayeno reads additional pate.)

X: (Quiet) What about the pay?

X: We don't expect to be paid for the period in which we don't work.

X: (Quiet) They should have told us earlier and given us about three months anyway.

X: If they're going to nail it up if it is not finished, why begin now?

Doi: Not if we continue work, I don't think.

(Fujii explains that gym could be completed to the extent that it could be used.)

X: Why did they obstruct our plans?

Fujii: Ishimitsu doesn't want Plank to come around. Ishimitsu-san is made the consultant to Beattie. Ishimitsu-san wants to get rid of Hakujin foremen. Ishimitsu-san feels that at least the main hall can be finished.

X: There's no trouble if the hakujin are kicked out.

X: Are you going to work seven hours?

N: They aren't paying us for travel time. On the outside they pay us half-way anyway.

Fujii: How about offering to undertake the completion of the hall without Caucasian supervisor and without checking up on the hours?

X2: Tell them not to bother us. We can finish the hall, stage and the toilet.

Fujii: We can issue a counter-proposal. Have Plank and Crowson and Reeder taken out. Instead put Japanese foremen. in.

X: We should be paid for the period of the negotiation.

JS: According to regulations, yes. But not according to the memo.

X: I told a Hakujin not to use pressure on the workers. He said that he agreed with me, but that he couldn't help it because Plank ordered it.

X: (Quiet) Shall we agree to Mr. Fujii? (Desire for a settlement seen.)

J 11/14/44 #1-4

Mayeno: How about writing up the counter-proposal and presenting it to Stafford?

X2: We ought to have a couple of stoves in there. We can't even hold a nail. That's why they stand around the stove.

Fujii: Counter-proposal

1. To have Plank stay out of the gym.
2. To have evacuee foremen.
3. To be allowed...50 carpenters
4. To finish main hall, stage, and toilets.
5. Working hour not to be considered.

They might ask if the workers are going to work from convoy to convoy time.

Doi: Stafford sent a strong memo to McIntyre. Hakujin kids are not to be allowed to ride on the Buick bus. Reason why convoy is late is because they were assigned permanently to divisions. But even if the convoy is sent out on time, the 8-hour day cannot be maintained.

X: We can't guarantee anything unless we consult Ishimitsu.

X: We can only say that we'll do our best.

Fujii: They'll watch the convoy. Maybe you'll have to quit at 4:30 instead of 4:00.

X: We did that once before. (Implying that it can be done again.) We can also have a stove put in.)

Fujii: (Explains: Win workers over.)

Mayeno: It would be convenient to have some improvement in the hours of work.

X: Have better food if they want us to work harder. You can't work harder on the food that we get.

X: (Quiet) Shall we do it on that schedule?

X: We worked until 4:30 and 11:30 once before.

X: The reason for the early hour is that one convoy had to go both to Areas A and B.

X: Ishimitsu lost interest because Plank messed things up.

Fujii: We'll send a memo to Stafford and then let you know about the results.

2. Gym Construction

In the afternoon Fujii discussed the memo to be sent to Stafford. He thought that the main problem was the change in supervision. He and Kitayama arrived at the conclusion that the best solution was to ask Stafford to entrust the building of the gym to the Council. Then the Council in turn would guarantee the building of the stage, the main hall and the toilets. I told Fujii that Stafford might not accept these proposals which were a refutation of Stafford's condition. I made the following outline while discussing the matter with Fujii:

1. Stafford's conditions are impractical in that they prevent:
 - a. enthusiastic support of the program by the workers.
 - b. further recruitment of workers.
 - c. a possible refusal of the workers to stay on the job under the conditions presented.
2. The Council or the workers propose the following:
 - a. They assure the completion of the stage, the hall and the lavatory.
 - b. They are to employ evacuee foremen and a minimum of Caucasian supervisors.
 - c. Stoves are to be put in to heat the gym for better work.
 - d. Two trucks are to be provided to speed up the convoy service.
 - e. We couldn't quite agree on what stipulation would be made on the matter of timekeeping.
3. If Stafford is sincere about finishing the gym, he ought to be willing to abandon an impractical plan for a practical one.

Fujii wanted me to write the memo to Stafford, but I told him that I would be busy tonight and was going to Twin Falls tomorrow. My real reason for refusing him was that I wanted to cut myself loose from the gym conflict. It was going in a direction which was not the way I desired. It was entering the field of compromise by means of juggling of facts by the middleman. I would have preferred to present Stafford's real stand and attitude to the workers and vice versa. It is true that it might lead to open conflict quicker than by the other method. But at least the middleman wouldn't be placing himself in an awkward position. Fujii has made a second personal trip to Stafford's place. Takeda objected to this, and I do too. I was sick and tired of the whole deal, although when I walked with Fujii we didn't disagree too much.

Betty and Mari were both listening to the meeting with the workers. Both expressed disgust at Fujii's attempt to patch up the situation. Betty said that she thought that Fujii was man enough to present all the facts. Ogawa, who preferred to sit on the sidelines and not say one word was surprised because Fujii seemed to be confident that Stafford was going to listen to his proposals. If he did, Fujii probably have to tell him something different than he told the workers. Ogawa and I agreed that we predicted right. We both felt that Fujii would not present the full implication of Stafford's memo, especially in regards to the use of the progress report. I predicted that the workers wanted to return to work and would settle for a reasonable set of conditions. I told Mari that I was going to take a month's vacation. Mari said, "Why don't we all resign?" I asked, "What do you mean by we?" She answered, "Betty and I." I was glad to hear that the two Nisei girls agreed with Ogawa and myself.

Fujii was talking with Graham. The new reports officer has taken upon himself the role of mediator. He quickly concedes that on many points the administration is wrong. For instance, he quickly admitted that Plank was not a competent supervisor. But he wants to know: granted this fact, what can be done? The same goes for Stafford's stubborn personality. The bickering back and forth seems endless.

3. C.T. Takahashi and Ogawa

Yesterday Ogawa stayed at home and was visited by C.T. Takahashi. C.T.'s general message to Ogawa, according to Ogawa, was stated somewhat as follows:

"What's got into you these days, anyway, Tom? (He was more serious with Ogawa than he usually was.) I've been like an uncle to you in Seattle. Do you know what you're doing? Stafford can make it pretty tough for you if he wants to. Go see him occasionally to show where you stand. Why don't you apply for the Sioux depot to improve your status? With one prominent Issei applicant, it shouldn't be difficult to recruit other Isseis."

Ogawa's reply was that he thought he knew what he was doing. He was here to do what he could to guide the thinking of the people. He had friends in the Justice Department and he did not think that Stafford could hurt him. He asked in turn whether C.T. knew what Stafford was like, whether he agreed that Stafford was ^{high} in his approach on the C.A. and the gym construction.

C.T.'s reply was that it didn't make any difference. Suppose he was wrong. Suppose Tom did change one or two of his faults. Where would that get Tom? Did he know on which side his bread was buttered?

Ogawa also asked whether Stafford had sent him down to talk to him. C.T. did not answer the question. Evidently he had.

J 11/14/44 #2-7

Ogawa commented that even in his business dealings C.T. was rash, and occasionally made serious errors in judgments.

J 11/15/44 #2

MEETING OF MANPOWER COMMISSION
in
Project Director's Office

November 15, 1944
9:00 a.m. to 12:10 p.m.

Those present: Messrs. Williams, McIntyre, Rice, Wilder, Folsom, Rawlings, Weston, Smith, Nichols, Plank, and Huberman, representing the Administration; and Messrs. Ogawa, Osawa, Mayeno, and Yamada, representing the Evacuees.

Discussed: Nurses' Aides

Mr. Williams opened the meeting by having the minutes of the November 8, 1944, meeting read for approval. He had one correction to make, that of having the words "from Washington" struck out on last line in paragraph 3 on page 4. Otherwise, minutes approved as read.

Mr. Williams continued by reading a letter from Mr. Brooks of the Washington Office on what is being done at the other centers with regard to the manpower shortage and what they are doing to cope with it. He then stated that, at the last meeting, it was determined by the Commission there would be from each division a statement of justification of all their functions giving an estimation of workers needed. These reports were to be in no later than December 1. Also it was decided that, during the interim of this collecting of information, we would confine our efforts to making attempts to discover why people are not making applications for particular jobs here on this center; why these particular jobs seem to be so repulsive as far as workers are concerned. The Placement Office was asked to make a list of activities which are not being supported by the evacuees. The following list was presented:

- | | |
|--------------------------|------------------------------|
| 1. Disposal workers | 6. Asst. teachers, both high |
| 2. Nurses' aides | school and elementary |
| 3. Const. Maint. workers | 7. Nursery teachers |
| 4. Plumbers | 8. Property clerks |
| 5. Carpenters | 9. Firemen |
| | 10. Laborers |

There is particular difficulty in getting clerk-stenographers for the Statistics Section and in getting apprentice farmers. The reason it is hard to get stenographers is probably because they are working in the Cooperative, as waitresses, etc. The Commission appointed a Committee to investigate certain functions--carpenters, gym workers, nurses' aides--We'll hear the

results of their efforts at the meeting today. The committee is composed of Mr. Huberman, Mr. Yamada, and Mr. Ogawa.

Mr. Ogawa stated he was taking a definite stand in representing the Council's viewpoint. He then read the Council's resolution.

Mr. Yamada reported he had talked with evacuees who had worked at the hospital and quit to go to work on farms or in the mess halls. The hours there are shorter and they don't have to work as hard as in the hospital. Others complained about Miss Rappaport; she was too strict and did not have any kindness or sympathy for the workers. Transportation is bad. People who live in Blocks 35 or 40 have quite a way to go to work. Trucks are crowded and people have to stand. They feel hospital work is too hard and too long hours; have to work eight hours and it takes half hour to go to work and half hour to return home, making a nine-hour shift. Also, some of them must work a night shift. Some of them don't care to work in T. B. Ward.

Mr. Weston explained Mr. Yamada had a desk in the hospital and listened to the complaints of the hospital workers-- he acts as middle man.

Mr. Huberman said that he had talked with Miss Rappaport and asked her for the reasons girls employed as nurses' aides gave her for quitting. Miss Rappaport said the chief reason was because of their parents. They objected to their daughters working in the T. B. ward. They don't feel their daughters are in good enough health to work in the hospital. They don't like them working on the night shift or the 4 to 12 shift. The girls on their own feel they are being imposed upon when they have to toe the line. For instance, when a girl is supposed to come in at a certain time and the patients are ready and waiting for her to show up, no notice is sent and the patients are left without any attendance. Next day the girl comes back and Miss Rappaport reprimands her. The girl feels her dignity is being imposed upon. Miss Rappaport also stated in all her discussion with the girls they had no objection to working an eight-hour shift or to the money; it was the parental objection and they didn't like the strict quality of check-up when they failed to show up at an appointed hour. It is Miss Rappaport's feeling a nurses' aide isn't much use if she isn't there when she is needed.

Mr. Rice remarked that you find it true in any hospital that nurses' aides have a strong feeling toward the chief nurse. You have to have discipline regardless of these feelings.

Mr. Weston asked Mr. Huberman if there were any comments in regard to transportation or night hours, and Mr. Huberman answered that Miss Rappaport did not mention transportation as a reason given to her but that the night shift was objected to by the parents.

Mr. Weston then explained that, while others on the project work from 8:00 to 5:00, nurses' aides work at the hospital from 8:00 to 4:00, are off for meals but eat them in the hospital. He stated that all the aides must work the night shift. Some concessions could be made on the objections to work. Perhaps they could get special aides to work in Ward 16. Also, they could consult the parents and work things out, and he would find out what could be done about them being unwilling to work because of Miss Rappaport.

Mr. Ogawa reported he obtained his information by personal interview with fifty evacuees chosen at random from some who had worked at the hospital and some who had no experience at all. The statements were taken at face value. He enumerated in order of importance in his opinion the reasons given why employees are not applying for nurses' aide positions.

1. Work is dirty--particular Nisei say this.
2. Work is strenuous--Issei say this.
3. Hours too long.
4. Work is out of their line--Nisei don't want that experience.
5. Miss Rappaport is bad--this is quite firm.
6. Continuous rotation from ward to ward and eventually to Ward 16 is undesirable.
7. Continual rotation from day shift to night shift to graveyard shift is undesirable.
8. Transportation to and from work inadequate--overcrowded, cold for those who work midnight shift.
9. Working schedules do not suit them--primarily the families who have small children.
10. More people complain about the thankless work--don't express appreciation.
11. Prefer to work in or near their homes.
12. Government responsibility to provide hospital staff.
13. Prefer not to work directly under appointed personnel supervision.
14. Afraid of contagious diseases.
15. Do not care to work at all.
16. Friends do not work there.
17. Prefer not to work where discipline is too strict.
18. Graveyard shift is too lonely.
19. Even with the feeling of responsibility to show up on job, if you feel ill, there is no way of communication to inform hospital authorities you are not coming. I

added this of my own accord.

Mr. Weston stated he had had no complaints on transportation, and, of course, Miss Rappaport had nothing to do with that. That is one of the things that can be remedied. I think the criticisms were made in good faith. Strictness is necessary to have any organization at all. Perhaps the people could have some special consideration. There is nothing Miss Rappaport can do except let them all work on the night shift. No one wants to work on it all the time. I suppose they could take Ward 16 off the rotation list. The Japanese are so afraid of Ward 16 when there were people who were more dangerous. They have no fear of the scarlet fever ward. The shorter hours have come up before. No way of the hospital working six hours and the rest of the project working eight. That would have to come from the Project Director. The parent's dislike is more or less an excuse. It is much easier to pass reason off onto somebody else. About the appreciation, there are more complaints than praises. People who are being taken care of and sick, it is much easier to lie in bed and complain of food, care, etc. There is nothing they can do about it except get into some other kind of work. No answer to other jobs being preferred.

Mr. Ogawa said he had talked with the nurses' aide who had been there a long time and his impression was that no one had a kind word to say about Miss Rappaport. The complaints against her were not only in the strict discipline but the neglect of understanding, lack of sympathy, lack of how to deal with an individual as a person. In one instance, one lady had her sister-in-law in Ward 12 or 14. She didn't especially want to work but wanted to take care of her sister-in-law. When it came time for her shift, she was put in a different ward. She asked for a personal interview with Miss Rappaport, but she was turned down coldly, flatly, so she quit working. Some of the younger girls dislike very much the graveyard shift and, when it comes time for them to go on that shift, they would like to have at least a talk with Miss Rappaport but apparently she goes by rules and regulations and will listen no further. Lack of personal interest, sympathy, and kindness is the issue now.

Mr. Weston said he saw no objection for a personal interview with Miss Rappaport even if she had to say no and Mr. Huberman took the viewpoint that, if there were a case when she wouldn't give a nurses' aide an interview, he would like it brought to his attention, and he would see she gets the interview. However, Miss Rappaport had talked this over many times and he could see no answer because he was not in favor of letting down any of their standards in the effort to solve the problem. The same complaints had been coming from

nurses' aides for a long time.

Mr. Folsom made the suggestion that they make the nurses' aide job more attractive by giving them special training courses, change the supervision, and adjust the transportation.

Mr. Williams suggested they list some of the very definite charges, such as transportation, and the following were itemized:

1. Issuance of shoes at the Hospital.

Mr. Ogawa suggested they issue certain amounts of work clothing, such as shoes, to the evacuee nurses' aides. Mr. Weston said they already had been issued uniforms. Mr. Rice questioned as to whether the shoes were to be used while on duty and Mr. Ogawa wanted to make the stipulation that, after two months, the shoes belonged to the evacuees.

2. Enclosed bus for midnight shift.

Mr. Ogawa said the evacuees were afraid of the convoys; that it was cold waiting for them in the winter, having to stand up was dangerous. Perhaps they could use the school bus. Mr. McIntyre replied that they should have a convoy assigned twenty-four hours a day to the hospital to pick up the girls, but that the school bus had to pick up teachers at 4:00. He supposed they could have a schedule to pick up the nurses' aides. Mr. Plank suggested they establish a priority between school teachers and nurses' aides.

3. Recruitment for special shifts where possible.

Mr. Ogawa suggested people who could work certain times of the day be put in a special category. For instance, those with small children who need to be home between 7:00 and 9:00 a.m. and 5:00 and 9:00 p.m., who could work during the day. Mr. Weston said there was no particular work for people who came during the lax hours of the day but they could make some concessions and, if the people wanted to work, they would find work for them.

4. Problem of Ward 16 to be given special consideration.

Mr. Ogawa stated the girls did not like to work in Ward 16, Tubercular Ward; that some of the girls were now patients. Mr. Weston said he did not know that but he would get the facts on that statement. He said that Ward 16 was no more dangerous than the scarlet fever ward and they did not mind working there. The possibility of getting T. B. from working

in Ward 16 was not one in a million.

5. Convenience of rest room provided for nurses' aides at Hospital.

Mr. Weston suggested they might furnish the nurses' aides who work for eight hours a room for their off-periods where they could put their clothes, etc.; that they might make these nurses' aides a separate profession; give them some concessions with distinction. He said he would try and work it out with the superintendent over there. Everyone agreed with him.

Mr. Williams asked for any other suggestions and if anything else need be said in regard to Miss Rappaport. Mr. Weston remarked he was going to discuss this meeting with her; that it was only fair she should know about it.

Mr. Nichols said now they had the suggestions what were they going to do with them, and Mr. Plank suggested they vote on them as recommendations of the Manpower Commission to the Project Director. The Commission agreed to this.

Mr. Folsom made the motion they have the same committee, namely Mr. Ogawa, Mr. Yamada, and Mr. Huberman, together with Mr. Weston, work on Item 4 Ward 16, to present definite recommendations to the Manpower Commission at the next meeting. Mr. Nichols seconded the motion.

Mr. Ogawa desired to be let off the committee to do some personal work and Mr. Weston asked him, as a personal favor, to continue on the committee until the problem of nurses' aides was settled.

Mr. Folsom again made the motion and the vote was unanimous.

Mr. Folsom made the motion that Items 1, 2, 3, and 5, as presented at the meeting of the Manpower Commission on Wednesday, November 15, be submitted to the Project Director for his consideration and remarks and that his reaction be returned to the next meeting of the Manpower Commission. Mr. Rice questioned that they had enough information on Item 1 to present it to Mr. Stafford. Mr. Weston said he wondered about that too, so Mr. Folsom made the motion Items 1, 2, 3, and 5 be presented with the recommendations of the Manpower Commission to the Project Director at the next meeting. Mr. Rawlings objected and suggested they take each item separately. Five were in favor of this; two opposed; three not voting.

Mr. Williams asked for those favor of accepting Item 1.

Manpower Commission Meeting 11/15/44--7

7 in favor; 2 opposed; 1 not voting. Those in favor of Item 2 becoming part of recommendation to Project Director. 9 in favor; 0 opposed; 1 not voting. Those in favor of Item 3 for shifts other than the three regular ones. 9 in favor; 1 not voting. Those in favor of Item 5. 9 in favor; 1 not voting.

Mr. Williams stated the agenda for the next week's meeting would be Item No. 4.

Mr. Nichols suggested that, since next week's meeting would be on the 22nd and the 23rd was Thanksgiving, quite a few people would probably be on annual leave, and also since the reports requested by the Commission were to be in by December 1, the next regular meeting of the Manpower Commission be held December 6. Also, he suggested they appoint a permanent chairman since Mr. Williams was put in only temporarily.

Mr. Folsom made the motion the next regular meeting be held on December 6 and any special meetings be called at the discretion of the chairman. Mr. Weston seconded the motion. 9 in favor; 1 not voting.

Meeting adjourned at 12:10 p.m.

J 11/16/44 Thursday

1. Council Meeting on Gym Construction

Stafford's concession:

1. Plank replaced by Executive Board, including Stafford, Rawlings, Plank, Fujii, Mayeno, and Mihara.
2. Stove and night watchman.
3. Two convoy trucks.

Ishimitsu agreed on everything except that he requested the removal of Crowson.

This seems to be the only apparent bottleneck at the present time. It is not too clear just why Ishimitsu objects to Crowson, although Fujii says that Ishimitsu's claim is that Crowson is going to be a source of conflict later on.

At the Council meeting, decision was reached to ask Smith to contact Stafford on this matter. I called up Smith first, and he felt that since Stafford has already given in, and has need to maintain "face", he would not kick Crowson out of office. However, he thought that there was a possibility for a compromise whereby Crowson could be kept from disturbing the workers. He would, of course, be keeping time on the workers. I reported this to the Council.

Discussion then centered around the method of contacting Stafford. Fujii asked me to go, but I refused on the ground that I was already considered to be anti-administration by Stafford. Several of the councilmen were asked to go, but they did not seem to be too willing to meet Stafford. Fujii did not want to go because he had already asked for too much of the project director. Ogawa suggested that Stafford should be asked to come down to the meeting. This was agreed upon. Fujii asked me to call Stafford up, but I refused. Ogawa refused the task, too. Fujii finally called himself.

The issue at stake was the removal of Crowson to please Ishimitsu. The following was the general tone of the discussion:

1. This request would be attributed to the workers rather than Ishimitsu because otherwise Ishimitsu would have to be responsible for the failure of the negotiations.
2. If after sending a feeler out to Mr. Stafford, a negative reply was received, a more formal visit would be paid by the Council representatives to present the demand for the removal of Crowson. This was the impression that Fujii gave the Council.
3. There was a general feeling on the part of the councilmen that Ishimitsu was being unreasonable

in his request to have Crowson removed.
(However, it should be remembered that Ishimitsu, according to Fujii, gave in to the time-keeping.)

Fujii then could not reach Stafford and went to see Smith. The latter agreed to see Stafford and report the results in the morning. Fujii, Mihara and Mayeno (Fujii's choice for the Executive Committee) were to go ahead with any further negotiations necessary.

Fujii had mentioned previously that it was possible to keep Crowson on the job but out of the way by appealing to the Executive Committee. When I talked to Smith later, I learned that Fujii had asked him to sound Stafford out on the above and not on whether Crowson could be removed or not. This I took to be deliberate misrepresentation to the Council of Fujii's request to Smith. How much he has misrepresented the administration, the council, and the workers is not definitely known. Diplomacy is all right, but I cannot subscribe to or be a partner to, misrepresentation, either to the workers or the administration.

Betty was furious about Fujii's attitude towards the whole conflict. Fujii was in favor of publishing the reply from Myer on the unadvisability of soliciting funds for the war prisoners and of going no further with the matter. She thought that this was one thing that the Council ought to fight for in order to gain some popularity.

Met Kitayama, who was in favor of avoiding a showdown at this time on the matter of removing Crowson. He felt that the matter could be avoided by an appeal to the Executive Committee.

Some Council members mentioned that Stafford probably had no respect for the Council now.

Going back to yesterday, no one seemed to know exactly where matters stood, according to Smith. Fujii was running about the project. In the ad. area it became known that the residents had proposed to finish the gym even if they worked overtime and over the weekend. Ogawa felt that this statement was unfair to the workers since they did not offer to work more than six or seven hours at the most.

2. Adult Ed. Panel Discussion on Juvenile Problems

The panel discussion on juvenile problems was presented tonight at Block 5. Dick Kanaya, K. Takeda, and myself were the speakers, and we had gotten together several times before to discuss the nature of our problem. Kanaya presented Internal Security records of actual delinquency cases, bringing

out especially the part played by the family. I gave the reasons for juvenile problems, especially presenting the viewpoint favorable to the youngsters. Takeda gave the solution to these juvenile problems. There was an attendance of only about 35 or 40 in all, which was only half as great as Frank Yasuda's talk. Whether it was the nature of the talk, the publicity, or the reputation of the forums, or the connection with the C.A. reorganization that kept the people away is not known.

To make an outline of the material presented:

I. Existing condition of juvenile problems.

- A. Is on the increase at present.
- B. Nature of juvenile problems.
 - a. Dislikes going to school.
 - b. Indecent exposure.
 - c. Abusive language to teachers.
 - d. Drinking and gambling.
 - e. Damage to government cars
 - f. Check forging
 - g. Theft
- C. Factors in juvenile problems--poor family background.

II. Causes of juvenile problems.

- A. Shock of evacuation.
 - a. Resentment towards Caucasians, WRA, and the government.
 - 1. Antagonism toward teachers.
 - 2. Destruction of property.
 - 3. Breaking of regulations
 - b. Spread of resentment into other fields.
 - 1. Resentment toward parents.
- B. Family Attitudes.
 - a. Criticism of teachers, schools.
 - 1. Resulting attitude of students toward school, study.
 - b. "Volunteering" of lumber, government property. Stealing of more personal property.
 - c. Attitude toward work.
 - Effect on children's attitude toward study.
 - d. Attitude toward persons in important positions
 - Effect on children's attitude toward authority. Also respect.
- C. Decline in family life.
 - a. Apartment life.
 - b. Lack of play space.
 - c. Difficulty of studying.
 - d. Messhall eating.
- D. Lack of block organization.

- a. Lack of organized recreation.
- b. Lack of play space and equipment.

- E. Parent-children relationship.
 - a. Lack of parental interest in children.
 - b. Lack of understanding of the children.
 - c. Misuse of parental authority.

III. Suggestive remedies.

- A. Organized recreation.
 - a. Organization within the block.
 - b. Organization according to age groups.
 - c. Supervision of recreational activities.
 - d. Securing of recreation halls for children.
- B. Institution of family tables at mess halls.
- C. Taking more interest in children.
 - a. Organization of baseball leagues for children.
 - b. Active support of children's activities.
- D. Homework for children.
 - a. Have them come home on time.
 - b. To study more.

After the presentation of this material, questions were allowed to be asked. One cantankerous man (who appeared at the public meeting of the Council), Takeuchi by name, made himself obnoxious by harping on one point. He came late and did not know what had been discussed by the speakers. He heard Takeda mention block organization of recreation, and he seemed to have jumped to the conclusion that we were advocating the block's taking over the responsibility for recreational activity which formerly belonged to the C.A. This interpretation, of course, was to be expected. His claim was that the block was too weak to cope with juvenile delinquency and that unless the WRA cooperated in the matter, there was no use in the block alone discussing the matter. He stated also that the block should not use funds of its own for recreational purposes. He wanted to know whether the WRA was going to furnish janitors for these recreation halls.

We speakers found it difficult to handle Mr. Takeuchi. Two men from the audience, however, helped to keep him quiet. One man, a cook, came out and declared that education should begin with the adult and that they should first realize the existence of a juvenile problem. It did not seem that the implication of the statement was understood by Takeuchi. Another man stated that request for the WRA help should be made through the proper channel. Chikata then got up and stated that the Adult Ed. Committee was willing to sponsor a discussion on any number of topics if requested by the residents. It was up to the residents to arouse enough enthusiasm and to request speakers.

11/16/44 #2-5

Question was asked with regard to the possibility of applying for block rec halls and the part it played in the C.A. organization. In answering the question, I stated that I would not touch upon the C.A. problem because we had agreed upon that before the discussion. Concerning the block rec hall, I gave Huberman credit for desiring to return the rec halls to the block, provided adequate supervision was forthcoming.

After the meeting, Ogawa remarked that the anti-ad. talk by Takeuchi had back-fired, and it was the first time he had seen it happen. This also happened at the public meetings of the Council, of course. The tying up of the reorganization of the C.A. with the organization of recreation on a block basis, I suppose, was to be expected.

COPY

Minidoka Relocation Center
Hunt, Idaho

5 11/17/44 #1

Office Memorandum

November 17, 1944

To: Mr. Y. Fujii, Chairman
Community Council

From: H. L. Stafford, Project Director

Subject: Facilities to Expedite Gymnasium Construction--as per our discussion November 14, 1944

The following points are herewith confirmed subject to consent of persons involved and availability of critical material, such as a telephone:

1. A sufficient number of coal-burning heating stoves will be installed under the direction of the Senior Project Engineer to insure comfortable working conditions.
2. The Operations Division will recruit through the Placement Office, subject to acceptance of individuals, the following: One early morning janitor for starting and tending fires; one afternoon janitor for tending and quenching fire; one night guard or watchman; one gymnasium services overseer or head janitor, subject to selection and satisfaction of Head of Community Management.
3. One telephone installation for construction emergency and permanent use has been ordered from the Telephone Company at Jerome.
4. A gymnasium committee will be appointed on consent of individuals including the following Council Members: Mr. Fujii, Mr. Mayeno, and Mr. Mihara; also, Mr. Rawlings and Mr. Plank of the Administration. The Project Director will serve. The activities of this committee shall at all times be consistent with regulations of W.R.A. pertaining to construction and employment. The functions of the committee shall include regular visits to the construction premises, appraisal of progress and detail of work; shall conduct all preliminary hearings and direct necessary referrals of questions on public relations, transportation, construction, and employment. The scope of this committee shall be advisory; its premise is good will.

November 17, 1944

5. Such necessary vehicles for special convoy service as will assure prompt conveyance of the workers will be organized, pursuant to Administrative Statement dated November 13, 1944, under the direct supervision of George B. McIntyre, Motor Transport and Maintenance Superintendent.

The Administration is making every effort to enlist the full resources of the Project during the construction of the gymnasium. The gymnasium is now in the top priority position. The time to get organized, pursuant to stipulations of November 13, is very nearly exhausted. I recommend that the Council move directly to facilitate full reopening of work Monday Morning, November 20, 1944.

/s/ H. L. Stafford
H. L. Stafford
Project Director

C O P Y

J 11/17/44 #2

November 17, 1944

Mr. Y. Fujii
Chairman
Community Council
Hunt, Idaho

Dear Sir:

We, the elected representatives of the Hunt High School student body, feel the time has come for us to request respectfully that the Council and all those concerned in the construction of the gymnasium give their full aid and cooperation in its completion. We do this in full sincerity of purpose. The students are in need of the gym for the following reasons:

1. It will aid in developing a wholesome and instructive athletic program.
2. Will permit large group activities.
3. Will assist in taking up much of the leisure time of students after school, thus keeping them more completely occupied in constructive activities.

We appeal, therefore, to all those concerned in the construction of the gymnasium to put aside personal differences for the present and work together for the benefit of the young people of our community.

HUNT HIGH SCHOOL STUDENT COUNCIL

| | | |
|---------|-------------------------------|-------------------------|
| Signed: | Teruko Murakami | Dorothy Iwasaki |
| | Ted Takaya | Mits Kawachi |
| | Fudge Sakanashi | Reyko Miura (Rec. Sec.) |
| | Lois Kaseguma | Seigi Kuge |
| | Shiz Tsuji | Masako Kitayama |
| | Keiko Kitayama | Ted Okita (Vice-Pres.) |
| | Setsuko Furumoto | Fumio Shibata |
| | Roy Watanabe | Lilly Kobayashi |
| | Shuso Kumata (Pub. Mgr.) | Mary S. Nakata |
| | Jack Tsuchiya | Lillian Hayashi |
| | Lucile Nakamura | Tom Hayashi |
| | Mary Kinoshita (Corres. Sec.) | Marth Usuda |
| | Charlotte Nakamoto (Hist.) | |

J 11/18/44 Saturday

1. Gym Construction

Yesterday I went to the Council office in the afternoon. Evidently Smith had gotten a negative answer from Stafford on the matter of removing Crowson. Smith and Kitayama, in the hopes of reaching some sort of settlement, had C.T. Takahashi take them down to Block 38 to see Ishimitsu. From reports, all of them pleaded with Ishimitsu to go on with the work even if Crowson were not removed. Ishimitsu would not budge. He declared that unless Crowson and Reeder were removed, the work would be disrupted.

Ishimitsu is also credited with the statement that he heard that Harry Kitayama was called in by the Engineering Section, and that he made the statement that he was here to finish the gym. The implication was that Harry was going to take over the supervision if Ishimitsu did not.

Fujii's latest attitude seems to be to have the workers go back to work without Ishimitsu. According to Betty, he is quite optimistic about this approach.

Talked to Graham. He feels that he and the others have avoided an impasse and that it was better than a blow-up. I told him that the leaders were becoming demoralized because of the issue, and because of personal negotiations they were being suspected by both sides. He asked me if I preferred a blow-up, and I did not answer him directly.

2. Gym

Last night, I talked to an Issei from Hood River. He lives in Ishimitsu's block and I gathered the following:

Ishimitsu did not associate much with the people in his block, although he is not especially disliked. The mother is heartily disliked because she thinks too highly of her own children and scolds other children. There is no heated discussion of the gym situation. It is generally known that a lot of Hakujin have been put in the gym and were forcing the workers to work hard and this is the reason given for the workers' walking out. Most Isseis don't care particularly whether the gym is completed or not. A few who think about the welfare of their children feel that the gym is necessary but very few--not more than 30%--can be placed in this category. At any rate, Isseis do not believe that the gym should be completed if they have to work harder than they are at the present time.

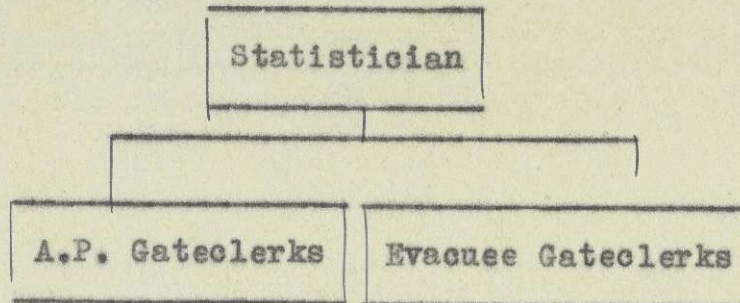
3. Meeting with Gate-workers

10:30 A.M.

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Present: Nichols, Williams, Covington, Nomura, Okada, Sakoda.

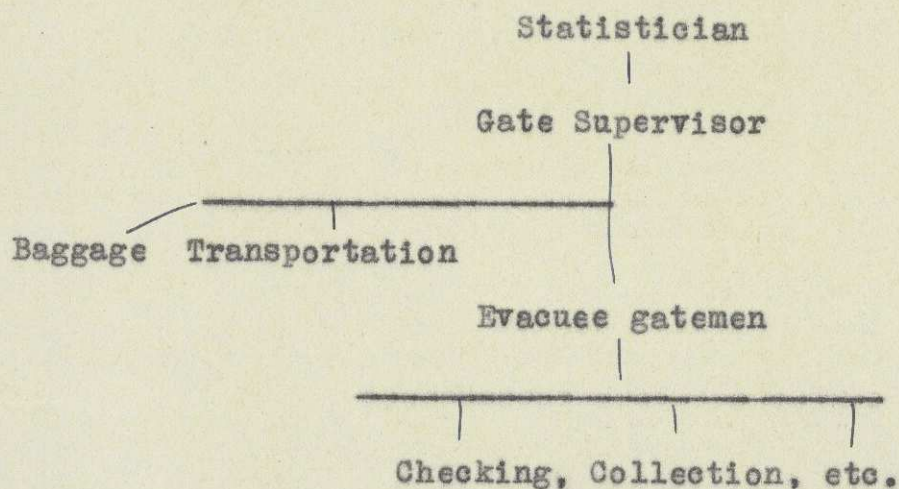
Williams: Old setup:



New setup suggested by Miss Rose and as we have outlined. One supervisor responsible for all supervision at the gate. Six evacuees to be retained to take care of various duties. Schedule drawn up so that all evacuees work 44 hours.

Mr. Staker suggested that evacuees select a foreman to work with Mr. Staker.

New setup:



Supervisor on duty from 8 to 4. To check on other shifts if necessary.

Balton is to work on odd shifts.

Nomura: How about the baggageman? He quit.

(Clarified that he was hired by Motor Transport.)

His job was to start the fire, clean up, and take care of the baggages.

(Baggage erased.)

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Williams: How is convoy service?

Okada: Firly satisfactory.

Nichols: Last June, when the new gate procedure was issued, we had a lot of trouble and Mr. Newell had to spend a great deal of time right at the gate.

Discussion on schedule

Okada: Beader said to go ahead with six men. Then Newell came and caused trouble by talking about the hours.

Okada and Nomura: Mr. Balton is of no help. It's better not to have him around.

(Nichols explains schedule. I tell Nomura that the evacuees can fix up the schedule later to suit themselves.)

Nomura: Are we allowed to work out a schedule for ourselves?

Nichols: This shows that one supervisor and six evacuees can work the schedule out. The supervisor and the workers can work out adjustments.

Nomura: The Internal Security won't have to come. In other words, you're saving Mr. Hart and Internal Security time.

Okada: On this schedule, we'll be working more than 8 hours. The convoy service takes 15 minutes. Best to have one evacuee.

(Argument)

Nichols: I'd suggest that Mr. Staker and six evacuees work out the hours among themselves. For relief, Staker asks Miss Covington to make available out of the Stat. Office and to serve as relief workers when necessary.

(This is satisfactory to Okada.)

Sakoda: They want to work out their own schedule.

Nichols: That's all right.

Okada: What about convoy time?

Nichols: Work out your own hours so that the convoy can be taken care of.

4. Special Joint Meeting on the Gym

2:40 P.M. at the Council Chamber with the Council and the Block Commissioners present.

Fujii: The meeting is for the purpose of discussion of the gym construction. The negotiations thus far has been both good and bad. We'd like to discuss the matter with you. Gym construction was proceeding smoothly, but became worse since then. After last Thursday (9th) the crew quit work.

To explain the Council waited for word from the administration because we expected that it would contact us if it was sincere about finishing the gym. We waited for the administration to move. As expected Stafford phoned up and expressed its point of view. Three points requiring clarification to the workers were stated. Sakoda answered the phone. It was decided that it was best to meet and talk the matter over with him. On Saturday, the Council met with Stafford. Stafford was requested to present his views in writing so that the Council could present it to the workers. This memo was the basis of further negotiation.

The actual point of controversy does not necessarily seem to be important, but the carpenters feel that it is an absolute obstacle. We'd like to have you give your opinion on this. If there's a method to move the workers, we should attempt it. We'll have Mr. Mayeno read Stafford's message in Japanese.

Mayeno: We asked for Stafford's stand in writing, preferably in Japanese and in English. I shall read the Japanese version. (Reads memo.)

Mayeno: Crowson, who is over the painters and carpenters, is the problem.

X: There's no mention of compensation. A carpenter who doesn't even know the grain of wood is receiving about \$200, I hear. It can't be compared with the outside because the wages are different.

Mayeno: There's no mention of wages.

X: If the administration is using force, won't that wage problem cause difficulty?

Mayeno: The matter of pay as you know, everyone is paid the same and there is no overtime. The memo is a strong one, but it doesn't mean that the administration is putting on pressure. The report shows only 3 or 4 hours of work. They claim that they want the workers to show more cooperation. If the residents recognize the need for a gym, then Stafford

believes that we ought to ask the workers to work harder.

X: We'd like to know the exact reason for the conflict.

Fujii: There are two main reasons. In a report to Washington, it states how many hours and minutes the workers strictly worked. This seems to be an important matter. To give an example, electricians put in 3 hours and 33 minutes, plumbers 2 hours each, painters 4 hours, carpenters 4 hours and 10 minutes--all on November 6. They were very strict and people probably understood this as pressure. Stafford, however, explained that it takes 70 workers 42 days to finish the gym working 7 hours a day. It is necessary to know how many workers worked how many hours to know the progress on the gym. This is his only purpose. He did not mention that he would reduce the pay. Workers interpreted it as a means of applying pressure or to reduce the amount of pay.

The second problem is that of supervisors. First they planned seven foremen, and made Ishimitsu as a foreman, and hurt his feelings. Ishimitsu was, of course, dissatisfied. Sakoda and I met with Stafford and Plank and protested. Plank said that Ishimitsu was satisfied and did not listen to us. Trouble occurred as we expected. Ishimitsu was raised to the position of Chief Consultant. But to put a hakujin between Ishimitsu and the workers was considered an obstacle. Otherwise the workers are willing to go back to work. Stafford refused to budge, too. This is the final obstacle. Workers are willing to put in even overtime to finish the gym. Stafford says that if the workers show cooperation, he would report full hours of work to Washington.

Mayeno: How about mentioning Crowson?

Fujii: To explain the progress of the conflict, the carpenters stated they were in favor of completing the gym. They would go back to work if it is made possible for them to work. They wanted a counterproposal to be presented to Stafford:

- a. Plank should not interfere.
- b. Ishimitsu and Beattie to be supervisors.
- c. Foremen to be evacuees.
- d. To have two convoy trucks.
- e. Heat the gymnasium.

f. To show that the workers are interested in finishing the stage, the hall and the lavatories. As a result of negotiations, we're supposed to meet with the workers. We wanted to discuss the matter with you before having a final meeting with the workers tonight. As a result the following was agreed upon by the administration:

- a. To install stoves
- b. To recruit janitors
- c. To put in a telephone
- d. To provide special convoy service.

e. An executive committee in which to bury Plank.

Crowson is now the obstacle. If he is put out of the way, everyone will go back to work. Stafford is placed in a difficult position. We negotiated through Smith, Graham, and Rawlings, but Stafford cannot be moved. Crowson cannot be removed. Smith says that Stafford's right. Everyone agrees on this point. All the supervisors and foremen were told of the new setup. To kick out Crowson would put Stafford in a difficult position with Civil Service regulations and other A.P.'s. Ishimitsu and his crew want to have Crowson and Reeder out of the way. Since the foremen are Japanese, they could discuss the matter with Ishimitsu. But Ishimitsu says that trouble is likely and it's better not to start at all. Smith was sent to see Ishimitsu, but failed. I don't know what other points Ishimitsu has in mind, but he didn't reveal it. We can't do anything more.

The majority of the crew probably supports Ishimitsu. The Council, too, backed ~~up~~^{came} Ishimitsu until now. Among the crew there are some who ~~wanted~~ and asked that the work be continued. But I am not putting much importance on that. At present, there is no hope for a settlement.

X3: You said that Ishimitsu's crew was 20 and others were 20, too. Do you know how many more men you'll get?

Fujii: There will be 60 carpenters if the onion cellar crew transfers.

X3: ~~How~~ Does Ishimitsu want to put in his own foremen?

Fujii: The onion cellar crew has its own foreman.

X3: How can they calculate the completion of the stage and hall if they don't know how many workers they can get?

Fujii: They expect about 50.

X3: Is Stafford going to let the workers work as before?

Fujii: He expects them to work until the convoy comes. But workers may work overtime to finish the gym.

Mihara: The main problem is the change in Ishimitsu's position. I think Ishimitsu doesn't like the responsibility of the supervisor in comparison to his own position. He wants to be in a position to give direction like a sergeant rather than set in an office. It becomes a matter of whether we ask the workers to go back to work without Ishimitsu or to have Stafford get rid of Crowson. These are the only alternatives.

Fujii: Mr. Mayeno asked Mr. Rawlings to talk to Stafford. They talked for about two hours.

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Mayeno: Mr. Stafford's explanation is something like that. You ask us to remove an individual. The carpenters are dissatisfied with Crowson because he kept time. Stafford said that he ordered Crowson to keep time and I would be responsible. Under Civil Service, you can't change positions easily. I haven't given in to a point where I am being laughed at by other A.P.'s. Crowson is innocent. He says that he has been good to the residents. He blamed Davidson for workers' being sent from the gym to the work on the ad. apartments.

Hashiguchi: Did someone talk to Crowson about this?

Fujii: Stafford asked Crowson whether he had any conflict with the evacuees. He was made to understand that all complaints were to be taken to the executive committee.

Hayasaka: How about having a bi-lingual assistant assigned to Ishimitsu to act as a liaison officer between Crowson and Ishimitsu.

Fujii: I think Stafford is willing to undertake that. Stafford said that Sakoda might be asked to smooth out relationship out in the gym.

Kikoshima: I have 3 Caucasian above me. I only have experience. It's disgusting to have people who don't know the easiest thing when he is your supervisor. They don't dare say a thing to us. I worked as carpenter before when Dan Sheehan was here. They come and break down the same place about three times. I think there's a feeling that Mr. Ishimitsu cannot explain. His superior might have reported things only to cover up his incompetence. You wonder how they even passed civil service. It's good to put in a translator, but he can express things about the work by himself. I don't think Sakoda can be of much use. If Mr. Ishimitsu is allowed to go ahead, he'll finish it. But you can't say that, of course.

2 years ago, Stafford said that he was proud to have 30 men. Look how many he has now.

X: Isn't this matter solved now? You have a committee to work matters out.

Fujii: I told him that he hasn't shown his enthusiasm. He hasn't even gone to the gym. He said that he didn't go because he didn't want to be misunderstood (laughter.). He says that he's willing to go everyday. He says that Crowson can be removed if he causes trouble. He says that he told Caucasians, and he was confident that further trouble would not be caused.

Mayeno:.....

Doi: Ishimitsu is not satisfied with the poor work done by Caucasian volunteers.

Hashiguchi: Do you mean to say that you want the gym closed up?

(Quarrel between Hashiguchi and Mihara.)

Mihara: You have to get down to the bottom of the thing.

Hashiguchi: You're trying to put aside Hayasaka's good idea.

Fujii: Stafford said that it was useless to try to get Crowson out of the way.

Yoshida: How about putting Crowson in the committee and putting him out of the way.

Fujii: There's a possibility of putting Ishimitsu and Crowson in the committee. Stafford says that the committee is apposed to instructions. It's wrong to put actual workers in the committee. Stafford explained today.

Ota: There's no use talking about this. If they're willing to let Ishimitsu take over, ok. But if they're not willing, then I don't think that it would work.

Yoshida: Stafford received pressure from Washington on the gym not being completed. He tried to shift the responsibility on the workers. I think it's wrong. (applause) I'd like to ask Stafford whether his purpose is to finish the gym. If it is, then there's no reason why the construction cannot be trusted over to Ishimitsu.

X: The administration is not sincere.

Hashiguchi: Why not give up if it can't be accomplished?

Mayeno: We are arriving at a conclusion. Stafford cannot shift his responsibility; This is a matter of dislike on Ishimitsu's part. We want the gym, but we don't have to shame the residents to get it. We could ask Crowson not ~~to~~ interfere, and then send someone to talk to Ishimitsu.

Mihara: How about having Crowson and Ishimitsu get together.

Kikoshima: Has Stafford's memo been shown to Ishimitsu?

Fujii: Yes, although it's not an official of the Council.

"You are block representatives and in a responsible position." The high school kids, for instance, want the gymnasium.

As parents, you might consider this problem. It is easy to board up the gymnasium. There's no use having a meeting any longer if you think that the gym should be boarded up. It would be better if the gym weren't started here because if it is boarded up children will feel bad toward their parents.

Masumoto: Did you explain that to the workers?

Fujii: We asked them to work regardless of the pay.

Masumoto: Do the workers know that if Crowson interferes, he is likely to be fired?

Fujii: They probably know indirectly.

Masumoto: If it is understood that Crowson will not interfere, I don't see any difficulty. You can't argue about a thing that hasn't happened. I'd like to have the gymnasium finished.

Doi: Some workers said that Crowson was such a bad personality. If that is so, have Ishimitsu and Crowson get together and avoid trouble beforehand.

Hayasaka: Get a gallon of sake, and you can patch matters up easily.

Masumoto: Take a note of the block commissioners as to whether they want the construction continued or not. If so, select a committee from among the block commissioners to meet with the workers.

Fujii: How about this?

X: I object. Have someone who knows Ishimitsu well before going ahead.

Fujii: We've got to make it clear that Ishimitsu-san is not controlling the crew. If every body and the crew support this, Ishimitsu-san will not object to coming back.

Kikoshima: You said that the carpenter crew refused to return unless Crowson were ousted.

Fujii: That's not definite.

Ota: Why should we decide whether the workers are to continue or not?

X: It's to decide whether we want to continue negotiations.

Hatate:

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Fujii: How about having a resolution to have the construction continued if possible.

Hatate: Use Fujii's last argument and present it to the workers.

Hashiguchi: Second the resolution.

(Passed unanimously.)

Fujii: I'd like to have a committee for tonight to a meeting with the workers.

(Masumoto moves, Hashiguchi seconds for a committee of five. Unanimously passed.)

X: Let the chairman appoint.

Hatate: Get someone close to Ishimitsu and other leaders.

Fujii: If the representatives and the workers support this matter, we shall be asking Ishimitsu to come to the meeting. How about the block commissioner from Block 38?

B.C.: I'm new to the block.

Hayasaka: I have some business tonight.

Hatate: I don't know Ishimitsu at all.

Hara: I know him slightly.

Kikoshima: I can't go because there's been hard feelings over his boy.

Ota: I don't know him.

Araki: I have a party.

(Fujii reads Myers' memo on advising against fund raising for war prisoners.)

Hatate: We're aliens. How about Americans in Japan? for instance? Red Cross should be a neutral agency.

Fujii: (Reads message from the Red Cross stating that the WRA should make arrangements.)

Mihara: The YMCA War Prisoners' Aid treated us well while we were interned. Send it there, and they will transfer it. But Minidoka center names may not appear.

Ota: Didn't other centers do it?

Fujii: Stafford says that the same ruling was sent to other centers. Even aliens should be careful about having this used as propaganda against them. But they can't prevent individual contribution, but advise against soliciting by a group.

Ota: Our block started it and got an o.k. From the Portland Section they asked that it be done on a wider scale.

Fujii: We could send you a copy.

XX: I think the ladies went to see S. Hara and he got an approval from someone.

Fujii: We should have it announced in the messhall.

5. Meeting with Workers on the Gym.

(Meeting in progress.)

Taniguchi: Why were we credited with 4 hours when electricians were credited with 5?

Mayeno: I asked Omura tonight about the bad feeling. Ishimitsu had heard of a Tulean who said that he was the only one around here who could finish the gym. He was determined to complete the gym, and worked nights to study the blue prints, getting the help of Ankey. Then Caucasians came in and did such poor work as to require fixing.

Also Crowson was thought to be good because he sympathized with the workers. But he kept time in secret.

Taniguchi: If they had come and asked us, it would be a different matter. We would have worked gladly. But he took time secretly. He ought to know the results. I don't know about the others, but I can't return to work unless the source is fixed. We can't return to work as long as Crowson is around.

X (quiet): If we settle this matter, Ishimitsu can be asked to come back to work.

Taniguchi: Not as long as Crowson is around.

X: It was cowardly of Crowson to take time secretly.

Fujii: Stafford says he'll discontinue the poor time-keeping and put down seven hours.

X: There's a man that was saying that Crowson is an

F.B.I. He was right.

Taniguchi: Didn't the project director know what was going to happen? Nasakenai, the carpenters' time was purposely made short.

Na

X: Maybe Crowson wanted to take Ishimitsu's job away.

Mayeno: At the meeting today, we discussed a possible compromise solution. We want the gym. The opinion of the majority was to have the gym built.

Fujii: We want the gym for the children. It's better if the gym is burned down. If we leave it dangling incomplete, we have to consider how they would feel. Without play space they have to play in the laundry rooms and latrines.

(Reads resolution of the Hunt Hight School Student Council to the Community Council.) This I feel is the feeling of the students and young people. If you feel that it is necessary, then I think this is the end. But I wanted to read this. I wanted to work out something if it were possible. We have a resolution from the block commissioners stating a desire to have you finish the gym if possible. This is the voice of the residents, it seems to me. I'd like to have your study on this matter.

Taniguchi: Assuming then that there are 70 men there. Crowson is more important than we are.

Fujii: Stafford says that he can't fire anyone right away.

Taniguchi: Why not send him away?

X (quiet): Keep a Caucasian timekeeper. It's all right as long as we worked the full time. Why not get Crowson changed?

X: Suppose Mr. Ishimitsu does not return, what road can we take?

Fujii: Assuming that we don't want the feeling of one person to stand in the way of completion. We'd like to have him return and complete the gym. That is the wish of the block commissioners. So that everyone will be happy when the gym is completed. Provisions have been made for evacuee foremen. Stafford says that Crowson will not be allowed to interfere. If the evacuee foremen and Ishimitsu make up their mind to ignore the Caucasians, there's another way of thinking.

Taniguchi: Ishimitsu won't come back as long as Crowson and Plank are around. He didn't want people to lose their

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job and therefore he resigned. Those who want to go back without Ishimitsu can do so.

X (gentleman): But we should talk the matter over quietly.

Hayasaka: I went to Ishimitsu's place for about an hour. Ishimitsu-san really feels bad about quitting when it is 90% completed. I told him to come out to the meeting. He said that he suffered a great deal until now and gaman ni gaman o tsuzuketa. He won't go back as long as Crowson is there on the setup. He's not going to give in until he gets his own way. He doesn't think Crowson is bad. I told him that he would have power over Crowson. He said he didn't want power. He told me about the history when Mr. Katsuyama came. He's been through a lot. I told him for the sake of the 6000 people to forget his personal feelings and go back to work. I pledged the support of all block commissioners. But he refused to return. But there is an opportunity to have him come back. I told him whether he didn't care about turning over the gym, and he said he didn't care. When Katsuyama said last year that there wasn't anyone here who could finish the gymnasium, I worked hard to build it. Since I finished that much, I don't care now. There is still a possibility of having ~~tax~~ him come here and asking him to finish the gym. I think that the workers and Mr. Ishimitsu should discuss the matter together.

X: I'm in favor.

Fujii: Are you all in favor of the plan?

(Few in favor.)

Taniguchi: I don't think Ishimitsu will give in.

Murakami (gentleman) I know how much Ishimitsu was picked on by Plank. Plank said that he could finish in a day, when the scaffolds took two days to build.

Fujii: If the residents get together, we can back Ishimitsu up. If we want a blow-up, we can have a blow-up. Gym is not the only problem. There's the C.A. It's foolish to make the gym an issue. The residents at that time must hand together. But to have a showdown on this matter is a loss to the residents.

Taniguchi: Let them board it up. They upset the gym construction. It's their responsibility.

Matate: Mr. Fujii's point is that this is not the proper issue for a showdown.

Mayeno: Crowson's position has already been lowered.

He's been told not to interfere with the workers. There are many problems which we have to protest. But we have to gaman and finish the gym. We've got to show our manly spirit at this point.

Murakami: I can't go back because I know how Mr. Ishimitsu feels about the matter.

X: Can anything be done about Crowson?

Several: Then it's a blowup.

Murakami: Crowson is going to be used by someone in the Engineer Section. Do you know that Omura-san was sent to the police? How do you expect the workers to feel good about it? Do you people know how we workers feel? Crowson is going to come. We don't want to see his face.

Mayeno: Omura-san cussed out Crowson as a "dog." But we'd like to think in terms of finishing the gym. Crowson is not going to interfere.

Murakami: I may not go back to work. I can't stand having a dog around.

Taniguchi: They sent three M.P.'s, too.

Hayasaka: The 35 representatives of 6000 people decided unanimously to ask you to finish the gymnasium. I don't like to see that gym finished by someone else. If you finish it, the residents won't forget what you did ~~for them~~ for them. If the workers are willing to work with the head, it's going to be easier to handle.

XX: Sure, we're willing to work with him.

(Workers refused to go after Ishimitsu.)

(Hayasaka makes another speech.)

Fujii: If you gaman now and then this things bogs down, the residents will be behind you. We don't mind even if we are interned again.

(Solid support of workers for Ishimitsu.)

(Fujii explains about time-keeping.)

X: If this were a matter between Japan, it's easy to laugh off. But it won't work because it involves keto.

(Ishimitsu comes after half an hour.)

Hara: Mr. Ishimitsu says his idea is just the same and

didn't want to come, but came just for our sake.

Fujii: We can't ask too much of you now. You've suffered a lot until now for the sake of the residents. The feeling of Mr. Ishimitsu and the workers was clear. Crowson was the obstacle. We tried to get him out of the way. But Stafford, too, has to save his face and for many reasons he cannot give in. This matter has to blow up here. At the joint meeting today, the block commissioners declared that they would support Mr. Ishimitsu and at the same time ask him to return. The high school students, too, have asked that personal differences be set aside to finish the gym that they need. This is a matter which we have to hold back our tears and consider. I know Mr. Ishimitsu's feeling, but wanted to ask him once more to finish the gym. We have failed but we wanted you carpenters to decide this matter. We had only a slight hope that this matter could be settled.

Ishimitsu: If I refused and the gym is boarded up, I feel sorry for the workers. I won't stand any more. I won't go back until the two demands are met--Plank and Crowson. There are many personal factors involved, too.

Hara: Isn't it possible to use the hakujin in some corner?

Ishimitsu: This is a matter of iji. Plank has done it for a long time, and now it's my turn. We're always at outs ever since he came. I've never been treated as a foreman yet.

Mayeno: Crowson is going to be below you. It's hard to ask you to return to work, but for the sake of the 1200 students and the church people, we need the gym. We'd like to have you stand a little more.

Ishimitsu: Boys(workers) are saying that they are willing to work overtime, and if the administration is sincere there's no reason why the two can't be thrown out. When Beattie was about to be fired by Sheehan, Davidson transferred him to the hog farm. Some keto were trying to take Beattie's job away, I told Sheehan. Beattie's position became better, I helped Beattie along. At the time of volunteering (Build the Gym Week) I told Beattie why he didn't say something to me. I told him that I was going to quit. He said, "I'm sorry." They make fools of you. I finished up to that point and they shouldn't go in without consulting me. This time if I don't get my way, I'm not going back.

I had Mr. Taniguchi make tools out there for me. The day after we quit they took away all those tools. If you listen to them, they'll make fools of the Japanese.

When the building was started, I started it. There was a lot of trouble. I finished it up until now. I don't care now. Katsuyama came from Tule Lake and said that no one

here could finish the gym. He talked to Sheehan, Beattie, and Green came and asked me whether I was working on the job. Katsuyama said that he was called here to work on the gym. There was a lot of things that I couldn't stand. But no one can say that Minidoka hasn't a carpenter who can finish the gym. I'm not going to give in at all.

Mayeno: We'd like to finish it with your help.

Ishimitsu: So get the two conditions first.

Fujii: One thing that can be done is to show Crowson's incompetence.

Ishimitsu: Howell and Ballentyne are alright. Don't have Crowson and Reeder there.

Mihara: How about a final memo. If necessary we could resign.

Mayeno: We could resign anytime, but we should have good reasons.

Fujii: We have justification to get Crowson out of the way. How about reasons for Reeder?

Sakoda: There's still a chance of taking this to Washington. That would save Stafford's face.

Hayasaka: Why not ask the Japanese to be allowed to take it over. And then if they want to board it up, let them do it. And then if they don't want to do it, quit. I came out soft at first, but we ought to push this now.

Fujii: We'll decide upon this.

Hayasaka: I move this. The workers and Ishimitsu push the point that they'll finish the gym. If they insist on hakujin, then to hell with it.

X: We should have at least 50 men.

Hayasaka: Don't plead any more. If they want it finished, then they should let us handle it.

Fujii: Then we'll take this to Washington.

All attempt to sway Ishimitsu and the carpenters failed even with the decision of the block commissioners and the resolution of the high school students. Fujii had swung the block commissioners to his way of thinking. Smith and Graham approached the high school students for their resolution.

It is clear that part of the workers were willing to go back to work and some were definitely in favor of holding out until the bitter end. One workers is said to have approached Fujii and suggested that the workers go back to work without Ishimitsu. This individual, I would suspect, is the crafty individual like Kano of the Pickling Plant, who could stab a person in the back for his own advancement.

Fujii, according to Graham, withheld Ishimitsu's resignation until the very end, in the hopes that he could be urged to return to work. At the meeting with the workers when question arose as to whether Ishimitsu's resignation was accepted, Fujii acted as if he did not know anything about the matter.

It was Ishimitsu who took a firm stand and the workers supported him. When it became evident that the workers could not be moved, I suggested a way out by sending a teletype to Washington. Hayasaka changed his stand and gave a speech in favor of this new move. The workers were evidently in favor. Ishimitsu seemed pleased. Fujii assented to this move, and the meeting was adjourned.

One thing that might be mentioned is that Fujii's plea fell on deaf ears for one thing because he was not entirely trusted by the workers. One worker made the comment that Fujii should go to the administration rather than to the workers to ask for a retreat. It was the administration which had made a mistake in the first place. I would say that through his reputation for double-dealing he is fast becoming an obsolete figure on the project.

J 11/19/44 Sunday

1. Council Meeting on Gym Construction

Last night the Council decided to meet the following afternoon. I began to make an outline of material to be presented at the meeting, since Ogawa was not at ~~xx~~ the meeting. I based the main plea on the poor approach on the matter made by the administration. I began to type the memo up at the office as the councilmen sat around and talked. They discussed the matter, and what I wrote up. Some comments that they made, I included in the writing. Mayeno, for instance, made the suggestion that the message should be strong and should include the possibility of the Council's resigning. So that went in as one of the main arguments for a settlement in favor of the workers. Fujii, Mihara, and Mayeno, I later learned, had talked to Smith about the possibility of sending the teletype.

Except for minor corrections the Council agreed upon the content of the memo as I wrote it. I myself was elated over the turn of events. Osawa talked a great deal once more. Fujii talked about the necessity of the whole camp blowing up once before things proceeded smoothly. Once more there was unity among the council members and a feeling that they knew in which direction they were now headed. Only Fujii seemed somewhat disturbed over the fact that Stafford might be hurt. He asked me softly if there weren't any way in which Stafford could be protected. I said that he wouldn't be fired on a thing like this and we couldn't change the charge against his poor approach on the matter. Everyone seemed satisfied when the memo was completed.

The matter of Ogawa's status as Executive Secretary came up. It was not certain whether he was doing his own work or work of the Council at home. Most of the councilmen stated that they wanted him to stay on the job. Mihara declared that it was probably useless to get him back. I asked Tom later where he stood. He said he was doing his own work at home, but would try to catch up with the council minutes when he found the time. He was leaving with Father Joe on Monday for a three-day trip to Salt Lake City.

Fujii asked me to go to see Stafford in the morning about sending the teletype, but I refused on the ground that I was busy.

Kitayama dropped in at the office and went right out again. Mihara mentioned that Kitayama was a rather suspicious character.

2. Bullsession on Gym Construction

Father Joe called a bullsession. Elmer, Tom, Graham,

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Joe Shoji, Michi Matsushima, Bob Ikeda, his friend Hori, Shuzo Kato, Renso Enkoji, Kaz Suyama were present. I explained what had occurred on the gym construction, and Tom, Elmer, and Graham made comments. Graham was still confident that the gym would be completed, whereas Elmer was willing to bet two dollars that it wouldn't be completed. I said that there was a fifty-fifty chance of the work going on. Graham wanted to know what the solution would be. I said for the administration to give in. Both Elmer and Graham shook their heads.

Graham maintained that a solution was possible if only the workers gave in and went back to work in spite of Crowson. He stated that the grievance committee could take care of any complaints that came up. He said that Stafford would not be able to remove Crowson, but that if the workers went back to work and then the grievance committee decided that it was best to remove Crowson, Stafford could do so without losing face. I said that the workers did not trust the administration nor Fujii and that they had made it clear that they would not return to work as long as Crowson were there. Graham, just like Fujii, was in favor of compromise until the very end.

I said that I decided to pull out of the whole matter because I didn't like the mysterious negotiations that were going on. Fujii's misrepresentation to both sides was especially sickening. Smith said that he didn't like the whole deal, either. Fujii had asked him to see Stafford about getting Crowson out of the way. Smith accepted in good faith. Three minutes later he was surprised to learn that Fujii had already made arrangements to see Stafford himself. For a while he and Graham were both irritated over the fact that they understood that in accepting Ishimitsu's resignation, Stafford would state that Ishimitsu's services were appreciated and that he would be allowed to work elsewhere. This seemed to be a misunderstanding, however, because according to Graham, Ishimitsu's resignation was not accepted. One point I made was that I couldn't be a partner to a situation which created disunity among the councilmen and cast general suspicion over those who participated in the negotiations.

Graham conceded that if Fujii had misrepresented the administration to the workers, he was at fault. Graham didn't know that Fujii had told the workers that all the caucasians would be kicked out and the Japanese would take over everything. He said that Fujii shouldn't have promised that because it was an impossibility, and Fujii knew it. Otherwise, he said, sincere efforts had been made to reconcile both sides and great gains were made in reducing the obstacle to one factor.

Graham was still inclined to blame the carpenters for not being willing to accept what seemed to him to be an

acceptable compromise, since the grievance committee had been set up to settle grievances. They could go back to work, he thought, and then quit again if they didn't like the new setup. He stated that it was unfortunate for the Council to have to resign because a small group of workers were obstinate. This, probably, is the way Stafford is inclined to view it. Why can't the workers give in to the inevitable?

Father Joe, Tom, and I stuck together in defense of the workers. It was not a small group of workers. All groups felt the same way about the matter. The workers believed that the administration could remove Crowson if it wanted to. Anyway, the administration should change its ways because it was to blame for the trouble. With the approach employed by the administration, 70% of the residents would just as soon see the gym boarded up as to work under conditions stipulated by the administration.

Graham thought of the possibility of returning to work without Ishimitsu. The three of us stated that if that were done, Ishimitsu's crew would quit and it would not be possible to recruit anyone else. Graham seemed somewhat puzzled by the stand we took.

I repeated the point that if the Council were not able to settle an easy matter like the gym construction, the future prospect of adjusting to a dying center looked pretty hopeless. It was necessary for Washington to come out and advise Stafford to go easy on the residents. A declining population and a manpower shortage was no longer in sight for at least six months, but a minor panic had been created in anticipation of a major adjustment. It was pointed out that a bigger conflict was developing in the warehouse-motor pool area. From the long-range point of view the gymnasium was a minor issue. It was silly to risk the status of the Council by mysterious negotiations. It was more important to attempt to organize the residents on a block basis so that they would be able to carry out essential tasks by themselves if necessary, since the block (and the family) would be the last unit to break down. On this discussion Graham agreed with us more readily.

J 11/26/44 Monday

1. Gym Construction

Today was the final deadline for the recruitment of workers set by Stafford. Went to the Council office in the afternoon to find out what happened to the teletype message. Fujii was in his office with Betty and Mari. Fujii said that he tried to make an appointment with Stafford, but couldn't get hold of him because he was sick in bed. Fujii took the message to Rawlings. Rawlings showed it to Stafford. Late in the afternoon it was learned that only part of the message was sent by airmail. Which part of the teletype message was sent was not known.

According to Betty, Fujii came to the office all blue, declaring that he wanted to quit his job. Fujii still seemed anxious to have Stafford give in to avoid trouble. Betty said that she had hinted to Fujii that now that she had had an opportunity to study Isseis, she wanted to go over to the high school to study adolescents.

Went over to see Smith. He called up Graham to find out about the fate of the teletype message. Nothing was learned. Graham, however, complained that the charge that Crowson reported Omura to the I.S. was not made to the administration by Fujii. I told Smith that this was a point that came out at the last meeting with the workers.

Smith thought that Kimball would be prodded into action by the message stating that the Council was willing to quit if it could not solve this matter. He stated that he would not be surprised if Kimball visited Minidoka soon.

Gym Need Now Up To Residents

(Continued from page 1)

The teletype sent to Dillon S. Myer, national director of the WRA from the Community Council, dated November 20, in regards to the gymnasium situation is as follows: Mr. Dillon S. Myer:

Attempt from November 10 to 19 by the Community Council to reconcile differences between administration and carpenters on resumption of gymnasium work has finally ended in an impasse in spite of use of all available channels of arbitration. Deadlock revolves around the Caucasian carpenter foreman. Joint meeting of Councilmen and Block Commissioners went on record November 18 to ask carpenters for resumption of work. High School student council presented a similar resolution. Meeting of Council, Supervisor Ishimitsu and carpenter crew, however, resulted in unanimous decision to make a final appeal to Washington office for definite settlement, since presentation of the stand of the workers to Administration can only end in the boarding up of the gymnasium.

Under the old setup carpenter crew completed over 70 per cent of gymnasium with a skeleton crew of from 7 to 18 with Ishimitsu as Supervisor and Beattie as Superintendent. Main difficulties in present controversy center around approach of the Administration. Stafford's ultimatum to the Council to guarantee the finishing of the gymnasium or else he would board it up jeopardized position of Council and made enthusiasm to complete gymnasium impossible. The increase in A.P. supervisors upset Ishimitsu and workers, and made further recruitment of workers difficult. The issuance of the daily progress report indicating that workers were on the job only part time made it practically impossible to expect workers to stay on the job. All of these innovations are highly insulting to evacuees and are not in keeping with proper supervision.

Two difficulties in particular should be explained to make the stand of the workers understandable. First is the relationship between Chief Engineer Plank and Supervisor Ishimitsu, which was never smooth. Ishimitsu took pride in his work, and made extraordinary effort to complete the gymnasium. During Build-The-Gym Week he considered himself to be insulted because he was not consulted as to work to be done by voluntary crew of A.P. By the plan presented by Plank to Rawlings on October 26 Ishimitsu's status was reduced to that of one of the seven foremen. Since the most difficult phase of the construction had been completed under his supervision, he resented this change in his position, attributing it partially to Plank's contempt of evacuees.

The second difficulty revolves around the secret timekeeping for the daily progress report. Carpenters were impressed with Carpenter Foreman Crowson's apparent friendliness and approval of progress made by evacuee carpenters until they learned that he had been keeping very strict time on them to the exact minute. One evacuee carpenter who employed abusive language toward Crowson for being a "dog", was reported to the Internal Security (presumably by Crowson) and picked up for questioning, which increased carpenters' resentment toward Caucasian supervisors. When Ishimitsu declared that he could not work under such a setup, Plank's reply was merely that he was sorry to see him leave, which Ishimitsu and all of the evacuee carpenters again resented.

The position of the carpenters is that they desire the Administration to show sincerity in desiring the completion of the gymnasium by removing the obstacles that it placed and by returning the organizational setup of the carpenters to its status as of October 25. They request the withdrawal of A. P. carpenter foremen and the placement of carpenter crews and evacuee foremen under the joint supervision of Ishimitsu and Beattie. Essentially this means the removal of Crowson alone and not allowing Reeder to take up the position of carpenter foreman.

In return the workers are willing to put in full time according to center regulations and to have the daily progress report continue as scheduled. They are also willing to undertake by the end of the year the completion of the gymnasium for use, including at least the stage, the main hall, and lavatories. Toward this end they have declared their willingness to work outside of regular hours if necessary, to accomplish this objective. The Council is prepared to put its full resources behind the workers.

The Community Council has been placed in a highly difficult position because of the approach of the Administration on this matter. The acceptance of the original ultimatum by the Council alone has greatly jeopardized the confidence of the residents in this body. The Council was required to accept responsibility for the construction of the gymnasium, but it was never consulted, thereafter before changes were made, and its advice calculated to avoid trouble was not accepted. The prolonged attempt to reconcile the stands of the Administration and the workers has resulted in a general demoralization of those who took part in the arbitration, and a further reduction of confidence in the Council on the part of both the Administration and the residents. If

this final attempt at settlement of a relatively minor issue fails, it is clear that the usefulness of the Council in aiding smoother relationship between the Administration and the residents has approached its end. With a number of difficult problems already in sight, there seems to be little use for the present members to stay in office if this matter cannot be solved.

The fact that the Administration has conceded to the workers on a number of minor points is appreciated by the Council. But the gross mishandling of this matter, based on a fundamental lack of understanding of the feeling of the evacuees and of the desirability of employing common-sense and diplomatic supervisory techniques in approaching residents, has resulted in a situation which requires further concessions to the workers. However, the controversy has served to build up willingness on the part of the workers to accept real responsibility for completing the gymnasium, and to a recognition of the Administrative stand on working hours. A recognition of the fact that the Administration has been at fault in its general approach on this matter would result hereafter in a more harmonious relationship between Administration and residents.

22
J 11/21/44 Tuesday

1. Joint Meeting

Roll call. JS acts as secretary.

Fujii: No minutes. (Gives office reports.)

Memo to Stafford on justification of suspension of C.A.
(Fujii reads memo and explains in Japanese. Reads answer
from Stafford.)

War Prisoners' Gift

(~~M~~ Fujii passes out copy of message from Myer.)

Fujii: We asked the Red Cross for the number of prisoners
at Camp McCoy. The number could not be announced for security
reasons. If you desire to provide them with night clothes,
I suggest that you communicate with the YMCA War Prisoners'
Aid. If individual wish to send gifts write to:

War Prisoners' Aid
347 Madison Ave.
New York City, New York

Is it true that if you send it there the name of the sender
is not revealed.

Mihara: The material will be sent, but I don't know if
the name of the sender is revealed. Dr. Fisher is handling it.

Gym Construction

Fujii: Last Saturday we met with the carpenters. We
could not settle the matter. As a result it was decided that
we should ask Washington to settle the matter. On Sunday the
Council met and wrote up a message. Yesterday the message
was taken up. Stafford was sick and so this was presented to
Rawlings. He shoed it to Stafford. Because the message was
too long, they sent it by airmail. Rawlings said that they
sent it by airmail because it was too long to send by tele-
type.

Here is a resolution by the Hunt High School Student
Council. (Reads.)

Osawa and Mihara: This should have been sent to Staf-
ford. We don't have any responsibilities.

(Fujii asks JS to read the teletype to Washington.)

Hamamoto: On both the C.A. suspension and gym construc-
tion, action was taken without consulting the Council. Can't
you make a greater protest?

JS: That's what stated in the teletype.

Mihara: (Tells about experience in Rosenberg.) I was put in jail because I made a strong protest. We should stand together and stand for what is right. Fujii worked nights and day to try to remove Crowson. I don't think that the administration was right. We should stand together and back up Mr. Fujii. If we can't get anything done, we can resign.

XX: Stafford thinks nothing of the Council.

Language School in Topaz

According to Fujii, there is no Japanese Language Class in Topaz.

Food Budget

Clarification that 45 cents is available.

Joint Responsibility

Clarification from Washington--full cooperation and joint responsibility.

X: Is the Language School abolished for the term only?

Fujii: It does not say.

Committee Report

Education Committee

Chikata: The Adult Ed. Committee is giving forums. Mr. Yasuda spoke at various messhalls. A forum on juvenile delinquency was held in Block 5. If you want such a forum in your block, we can arrange it. There is no charge.

Food Committee

Doi: Many people die. Convoy asked until now. Convoy cannot be used without requisition. From now requisition in the day before. Arrangements before were made by use of other trip tickets. Someone asked pickup for bagges, but it was not allowed. Hirai-san used to come to me. It may not be possible to use convoys for funerals. Two persons who were on duty quit. (Who are they?)

Hatate: What channels are available to get requisitions?

Osawa: There aren't any because it wasn't allowed.

Mihara: For soldiers of the request is sent to the USO

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convoys may be available.

Ikoma: Ask Miss Fite.

Hashiguchi: Get the Council to find out.

Mihara: If Mr. Hara can get convoy service and ham, Mr. Fujii ought to be able to get it.

Hashiguchi: The quality of milk is poor. How about getting better milk?

Hamamoto: The milk being sold at the Ad Area is much better. The doctor says that our milk should be boiled before being fed to children. There's rumor that they're making powder milk for us.

Health Committee

Hikida: We received promise from the WRA for reimbursement for equipment for which we paid. Ward 16 matter is going to be discussed with family of the patients.

New Business

Christmas Program

The Federated Christian Church proposed a Christmas party to be taken over by the Council. Last year it was taken care by the C.A. (Mr. Shoji introduced.)

Rev. Shoji: We've had a party for two years now. The presents usually come to the Federated Church. Church opened them and sent out letters of thanks. Then with the help of C.A. it was distributed to the blocks. With out C.A. this year, we don't know what to do. Huberman told us to do what we could do, since the C.A. was not organized yet. Therefore we came to the Council for help. Fujii-san thought it was a good idea, and asked me to come to the joint meeting. Volunteer help is necessary for this.

Tambara: Nothing for Huberman.

Fujii: No.

Tambara: How many persons are necessary?

Shoji: We need five persons to take care of it and typists besides. We might ask the typing class to do the typing. Some ~~friends~~ funds will be necessary, too.

Ikoma: Do you want material help?

X: We'd like to have representatives to the Christmas

Committee from the block commissioners and the Welfare group so you can understand the whole problem. We'd like to work together. We get money, too. Therefore, we won't have to raise much money. They came to Huberman to sell Christmas trees, and Huberman said that he was not concerned and sent the man to Hatate.

Ikoma: How about the 35 cent that was gathered in the block?

X: That was used by the C.A.

(Osawa explains)

Mihara: How about leaving this up to the Welfare Committee?

Osawa: Leave it up to the Public Relations Committee. The WRA is not satisfied with the C.A. Why should we do it?

Ikoma: Don't touch it.

Osawa: How about getting WRA to put in a little more?

Ikoma: How about getting a part of the \$1000--about \$1000 of it.

Ota: Huberman put it in his pocket.

Ikoma: C.A. people shouldn't become involved.

Hashiguchi: Huberman said that he wouldn't provide anything for ~~the~~ Christmas. They'll provide the truck.

Ota: He says that we don't have to have any Christmas like Indians.

Osawa: Ask the Steward Division for condy.

Mihara: Why not handle the distribution by ourselves? Leave it up to the Welfare Committee.

Ikoma: I move.

Kanaya: Second.

(Passed unanimously and left to the Welfare Committee.)

C.A.

Hashiguchi: They promised us C.A. by Nov. 15. Are you going to leave it like that?

Ikoma: I think residents are too mukanshin to the C.A. Children are playing in the rec. halls without authorization. Side door used instead of going through the channel. It is not a matter of our getting our jobs back or not. For the sake of the residents, you should think seriously about re-organization. If the C.A. was wrong, it could be corrected. We didn't know we were going to be fired until Stafford came. Why don't they say we're wrong, if we are. We had over a year's experience. We could change our way.

Osawa: Last year C.A. organization was changed. (Reads memo.) Self financing. We selected a trust organization. It was to be left up to evacuees. It was Washington orders.

X: Last Saturday Huberman said that a new supervisor was coming and C.A. would be reopened.

Ikoma: Fukiyose disbanded for the present.

Fujii: What step should the Council take? We suggested a C.A. Advisory Board. Stafford stated that he was in favor of the Advisory Board.

Sakoda: Reason.

Huberman: No need for evacuee to spend \$4000 for play.

Ikoma: We have to work on weekends sometimes. We have to work nights. Because there's no swamper we used to go and build stages. On the surface it seems that we aren't working. We did our duty. It may look as though we were playing. Huberman told us to open the rec halls in each section. Tom Takeuchi suggested that we vote on the matter. He said that it was useless to vote because he had the final authority. His idea was good. I'm in favor of a rec hall in each block. He wanted us to supervise and take care of it. Each block can't have a rec hall and be fair.

Osawa: When the staff was cut down we were told to take care of the key only and not to take care of it.

Hashiguchi: Ask them to hurry up and open the C.A.

Mihara: The answer is not sincere. (agreement.)

Yoshida: How about other centers? How about our Council fund? We're too quiet, We should demand what other centers have.

Osawa: Staley reported that we had 50% less on the staff and did satisfactory work.

Hashiguchi: What request did they accept?

Fujii: If the gym fails, we can come out strong.

Koenkai Members

Fujii: 6 month term is up in December. we have to re-appoint or reelect the members.

Hashiguchi: How about leaving it up to the blocks?

Hatate: How about hurrying up with the Christmas activities?

Fujii: What sort of party shall we have? Shall we assess the blocks?

Ota: Won't the WRA furnish some fund?

Tambara: What happened to the 35 cents collected?

Osawa: Tree, candies, nuts.

Hatate: 1500 trees, they wanted us to buy. Reserved 50. We can answer by the 15 th.

Fujii: How about having a committee and collecting funds? Order trees, lights, etc.

Hatate: Make it uniform.

Fujii: Shall we assess about \$10?

X: \$5 is enough.

Tambara: What does it cover?

Fujii: Trees, lights, perhaps crepe paper.

Hashiguchi: (Favors \$10. Loses out in vote.)

Fujii: How about leaving this to the Welfare Committee?
(Approved.)

X: Block 19 corner is dangerous.

2. C.A. Suspension

Shig Osawa has been fairly friendly to me. He showed me a memo from the Washington Office in which it refutes some charges made against the C.A. by Huberman. Shig wanted to know whether the Council was going to take up the matter of the C.A. and send a reply to Stafford's recent reply. He seemed to be anxious to gether data to present against Huberman, and asked me for figures showing the A.P. employment.

Today at the joint meeting it became evident that the C.A. members were desirous of the reorganization of the C.A. and seemed to want to get back into it if possible.

What seems to be necessary now is an investigation of the specific charges lodged against the old C.A. program and against the C.A. staff. One plank that should be inserted in any negotiation for a settlement is the rehiring of all C.A. members against whom no charges can be brought and who wants to return to the C.A. section.

3. Warehouse Walkout

According to "Pop," men in Warehouse 15 have walked out and men in another warehouse have gone on a sympathy walkout. No other details are available at the moment, except that during the joint meeting several men, including Floyd Tokuda, came to talk with Doi. Doi was telling two tough men something in a serious manner.

There is without doubt a tightening of restrictions throughout the project. McIntyre, especially, has made himself conspicuous in this regard.

"Pop" reports that he has not worked for more than short periods at a time in the Property Control Warehouse. Most of the time there is nothing to do and the workers merely sit around the stove. He used to come home about 11 and 4. Today, however, the Japanese foreman, related to the men that there was a request from above not to go home too early because there were complaints from other workers that men from that warehouse were going home early. The understanding was that they were to do no more work even if they stayed longer. They stayed today until about 11:25 and 4:20.

4. Gym Construction

"Pop" says that he heard Issei workers express the following:

Why should the carpenters finish the gym? If the administration wants to finish it, they ought to bring in workers from the outside. We got along without it until now,

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and we won't miss it."

One extremist stated:

"Why build the gym? They say that it's for the use of the residents, but they really want it. You watch and see. We'll be allowed to use it only about three times, and then it'll be locked up for good."

"Pop" agrees that behind these statements is the feeling that it is up to the government to provide them with the basic needs.

J 11/22/44 Wednesday

1/ Motor Pool Trouble

Talked to Doi today and asked him about the strike yesterday. Floyd Tokuda was with him. Doi seems to have taken the hot-tempered Kibei (?) into his fold. Doi said that there weren't any strikes. When the two evacuee dispatchers declared that they could not operate under the condition imposed, and wanted to transfer to Doi's crew, McIntyre agreed to do this. The two boys went to the Placement Office and were told that there were no openings in Doi's crew. Consequently they went home and slept. Yesterday the motor pool service just about broke down. The Caucasians asked the dispatchers to come back to work. Everything is going back to the original status. I asked whether this meant that convoy service will be available for funerals. Doi and Floyd nodded their heads.

By way of explanation, according to Doi's account, yesterday the new condition imposed by McIntyre was that requisitions for trucks should be in a day before it is needed. One person who wanted baggages to be picked up was refused service because of this stipulation, according to Doi.

2. Property Control Workers

Had Mr. Yamamoto, foreman in the Property Control, take a box of cards up to the Statistics Section. He said that he was busy because two girls in his section went to town and he had to take care of the whole warehouse.

I mentioned that they were getting strict on the time-keeping. He said that it was the fault of the men because they left their place around 11 and 4. He said that they should at least stay until 11:30 and 4:30 even though they didn't work. We saw a group of workers walking down the road at 4:10, and he said that they were warehouse 2 workers. He complained that he once went to get some work done in Warehouse #2 a little after 4 and found no workers there. He didn't think this was quite right.

3. Smith on Property Control

Discussed the warehouse situation with Smith. He thought that a blowup was on its way in the motor-pool and warehouse area. The situation in Property Control was especially touchy. He said that Newbry and Gooding were on the outs, and were involving evacuees in their own personal struggle. There may be something to the claim made by an evacuee that Newbry was tightening down on the hours because Gooding was out to cause trouble for him.

4. Switch board Operators

For some time requisition for 2 evacuee switchboard operators was placed with the Placement Office, but recently it was cancelled. Presumably it was decided that it was useless to attempt to obtain evacuee help there. The comment of a Placement Office worker was:

"You can't expect anyone to fill the job when the rest of the girls walked out on their jobs."

5. Father Joe

Father Joe burst in through the door. Said he,

"I got back at 7 and then had to hold a memorial service in Block 16 for the Yasui kid. I haven't eaten yet, even... Gee, I'm certainly glad to see you. Tom and I were worried about you... I think it did Tom good to stay away for three days."

We made arrangements to meet at Elmer's office in the morning.

6. Relocation Planning Commission

Just before Tom Ogawa left for Salt Lake City on Monday, he was stopped by C.T. Takahashi. C.T. wanted to establish a Relocation Planning Commission under the Council and had intended to talk to Tom about it. He felt sorry that Tom was going out, even for several days.

J 11/23/44 Thursday

1. Johnston

Johnston, the new C.A. supervisor, was in Smith's office, listening to Smith give him the residents' attitude towards the C.A. suspension. I was introduced to him, and mentioned the latest stories told about Huberman. Johnston didn't have much time with Smith. At a meeting of the Community Management supervisors, Huberman introduced Johnston and is said to have made the statement that Johnston had better proceed slowly and not do as he had done. Johnston is said by Smith to be in the frame of mind to proceed cautiously. The statement that he can already see that in spite of 14 years experience in the field of recreation, he could see that what worked outside is not necessarily applicable here.

Huberman, according to Smith, is somewhat hopeful. For instance, he has given up the idea of an explorer's club.

2. Stafford on Gym

According to Smith, it is known that Stafford has been reprimanded by the Washington Office on two separate occasions for not completing the gymnasium. Smith said that there was a likelihood of a man being sent from Washington to supervise the construction of the gym.

3. Kitayama on Gym Construction

Went in to talk with Kitayama. He was concerned that Ogawa had left his job with the Council and was concerned because I was now on leave of absence. He was afraid that I might leave the project, and said that I should be around to help keep things straight.

He said that he met Crowson when he came to see about making changes in the room. Crowson struck him as being a very amiable individual, and he was inclined to believe that it was cruel toward him not to have arrived at some sort of settlement. He thought that there had been still leaway for some sort of settlement.

He was quite pessimistic about the word from Washington. I told him that I gave it at least a 50-50 chance for a favorable settlement.

I also stated that it was better to lose the gym issue and win the next one, and that it was often better to make a clearcut issue of matters for the best result in the long run. He said, "That's your idea," and showed that he was not in sympathy with me. I'm not sure how far he can be trusted now.

4. C.A.

Talked to Kitayama bout the C.A. He said that his strong statement on the C.A. issue was written up in another center's papers. He seemed to be quite proud of this achievement.

I told him that it would be necessary for the new supervisor to rehire the old workers if proper charges were not brought against them. Kitayama pointed to the poor showing made by the C.A. people in the past, and did not seem to ~~my~~ agree with my protecting them. He stated that the Hunt Interlude account was sent in only recently and that the account of the C.A. Trust is not in yet.

Our conversation sounded too much like an argument between a Tulean and a Minidokan.

5. Doi

Tom, Elmer and I this afternoon got together for coffee. I brought up the subject of Doi and the difficulty of understanding him. Tom said that he thought he understood Doi. Doi was not the sort that could be expected to make intelligent decisions all the time. Back home Doi was running a cleaning and dyework establishment, but never made a success of it.

Doi's relationship with C.T. Takahashi is interesting. Doi will do almost anything that Takahashi will tell him to do. One reason for this is that Doi has been promised the proprietorship of the first business that Takahashi sets up. One project contemplated is a cleaning establishment in Sidney, Nebraska. On the other hadn, Doi does not really agree with C.T. in his protection of Stafford or going all out for the Amercian war effort in the manner C.T. has done.

It is clear that Doi is enjoying his status in Central Service.

According to Tom, Doi disclaims having instigated the Central Service boys to commit rash acts at the time of the boilermen incident. Tom believes that Doi should be given the benefit of the doubt on that matter. The assumption can be made that those acts were spontaneous among the boys.

According to Smith, however, Doi is blamed for the acts of rowdysm at the time of the boilermen incident. It is because evacuees show power in the Central Service setup that the administration is opposed to the enactment of that type of a setup. Smith believes that an attempt is going to be made to return to the setup proposed in April. Ogawa said that the workers in Central Service won't work if all the desirable job of going to the spurs and to town is going to be/d one by Property Control workers.

J 11/24/44 Friday

1. Motor Pool Trouble

Ran into Joe Shoji today. He said that some of the truck drivers were complaining in the barber shop that the time had come for trouble. Joe mentioned that Olson had quit, and implied that the boys were angry about this.

In the showerroom "Roman Beauty" asked me whether there had been a meeting on the gymnasium construction, and I told him that all that I knew was that Fujii had gone to see Stafford. Roman Beauty said that there was going to be trouble in the motor pool area because of the proposed closing of the Central Service at the end of the month. He said that some of the boys were saying that if Central Service were closed, they were not going to work anymore. He said, "What they've got to do is to stand firm. The trouble is that some of them are going to go work for Property Control. We're going to run out of coal, you watch."

(At this point I am reminded that Doi's Central Service crew is known as the "CIO" probably for its strong organization. Stafford himself, according to Elmer, ~~was~~ uses this terminology, not knowing that it would only lead them to live up to their reputation. "Pop" casually spoke of the "CIO" crew the other evening, indicating that it is used among Isseis, too.)

Mr. H, a quiet man from Tule Lake was in the bath with us and gave his views on the subject of strikes. When it was mentioned that we might be volunteering for coal soon, he said:

"The trouble with this place is that the people volunteer without being paid at all. In Tule Lake only those who were working were required to go out and work hauling in coal because they were on the payroll. If they're going to have a strike, we don't want one like the boilermen strike last year. They had no right to go back to work when their demand was not met. In Tule Lake they demand and used to stick together and let everyone know how things were coming along through block meetings."

2. C.A. Reorganization

Last night, at Father Joe's, I wrote a memo in reply to Stafford. I took it to the office this morning. Fujii was not in because he was out seeing Stafford. Shig Osawa was there, and I showed him the letter. He said he didn't like the letter. The thing that he didn't like was that I hadn't written in the reply that Stafford was wrong when he stated ~~that~~ the Council was aware that the C.A. program had been inadequate. I changed the letter just a little to suit him, but I did not make the wording too strong.

J 11/24/44 #2-2

Last night it occurred to me that if Stafford's statement that there was no reflection on the competence of each C.A. member when the C.A. program was suspended were printed in the Irrigator, he and Huberman and Johnston would not be in a position to deny it. This morning I went to see Kimi and Kitayama and told them about the significance about this statement. I hope they put it in.

J 11/25/44 Saturday

1. Hikida Arrest

This morning I went to the Council office and picked up the following story from Shig Osawa. Elmer Smith later confirmed the story. "Pop" came home and told me the same thing.

Facts: On November 24, 8 A.M., the Hikida brothers were picked up at the place of work. Without even an opportunity to return home to change their clothes, they were sent off to Tule Lake. In Jerome they were seen by a friend who could hardly believe that they were going to Tule Lake.

The Hikida brothers lived at 24-5-C&D in a family of ten or eleven. According to Elmer, they were "cocky and hard-boiled," but this was also understandable in the light of their past experiences. Both of them had applied for expatriation, but had reported for their physical examination and had been given 4-F classification. Probably one of them did tell McIntyre that if he came outside of the gate he would beat the motor transport head up.

The incident leading to the arrest was as follows. One of the Hikida brothers was working in the garage. He was told several days ago that he could not take a car home at nights. Osawa claimed that Hikida did not use his car very much outside of work, and that it was always parked in the same place. The reason that he took the car home was that he was responsible for bringing in the garage workers in the morning. On hearing that he was to lose the use of a car, he argued with McIntyre, and then began to say that he did not want to work anymore. The other workers began to say that they didn't want to work, either. Hikida, however, stayed on and worked, and was on the job when he was picked up.

The reason for the arrest was that he had agitated the workers. According to Fujii, Stafford made the statement yesterday morning that he could not change his policy, Any agitator would be treated in a similar manner.

Osawa was indignant. He said: "Don't you think that it's not fair for a person to be arrested without a fair trial. What right has the project director to do a thing like that? It's the sort of thing done by Hitler."

According to "Pop", he had heard that "they were picked up without even having an opportunity to change their work clothes."

My comment was: "You do a thing like that and you'll tie this place up so fast, it won't be funny."

2. Coal Crew Driver Protest

Yesterday the coal crew was ordered to leave their

trucks in the compound when they went to eat. This was inconvenient because all of them did not return at noon together. They were promised transportation to go home if it were desired. This order, however, did not affect the highway crew. The coal crew came to Doi and complained. Because of this complaint yesterday the coal truck drivers stopped work. They were back at work this morning. Several blocks had complained that they were badly in need of coal. Other blocks only had enough to last several days. Doi said that he ordered his men to work until the end of the month because the Central Service organization was to be disbanded at the end of the month, anyway. Doi was accused of raising trouble among the drivers, according to what Fujii heard at a meeting with Stafford. Doi declared that it was the drivers who had complained first.

With the cold weather in full swing, and the coal supply low, a blowup even in the coal crew can arouse the residents.

3. Disbanding of the Central Service Organization

Yesterday at a meeting between Fujii and Stafford the abandoning of the Central Service and the emergency setup was discussed. Doi was evidently present at this meeting. From what I could gather from Fujii and Doi, the terms of the transfer is as follows:

1. The Motor Pool to retain control over all cars and drivers.
2. The work of handling incoming and outgoing material (including coal) to be placed under Property Control. The coal crew was to be abolished, since under the new system only drivers would be necessary to bring coal in on dump trucks.
3. The garbage crew will be placed under Construction and Maintenance, just like the sewage disposal plant.
4. Gooding claimed that the new load of the Property Control Section could be undertaken with a crew of 30 men. (According to "Pop" there are about 25 there already, not doing much work.)
5. All workers on the emergency payroll of the project director and hence responsible to Doi are to be terminated.
6. They will go to the Placement Office if they want to work, but will not be allowed to say in which section they desire to work. Assignment will be made by the Placement Office. Doi proposed a plan whereby those now working in a crew would be transferred as a group, but this plan was refused by Stafford. The emergency setup involves besides Doi's men, men working in the Steward warehouses, #7 and #10, and those working in Property Control.

4. Olson Quits

Olson, head of the Motor Pool has left the project.

Smith gives the reasons for quitting as:

1. Better job.
2. Forced out by pressure from McIntyre.
3. Believed that the new setup would not work.

5. Newbry Out

It is said that Newbry has quit, too, but no detail is available.

6. Fujii's Comments on Approaching Blow-up

Fujii: "Stafford doesn't seem to understand. If you tell him that a thing won't work, he comes back and implies that you're an agitator and that you're the one that's preventing a thing from working."

I said that I was going away. He said: "It's unfair for you to go away now." I said that if the gym construction did not come through, the Council could resign, too. He said, "That'll be a good chance to quit."

However, he didn't seem to have any intentions of quitting and rushed off to see Stafford.

7. Doi's Comments on Blow-up

I asked Doi what was going to happen. He shrugged his shoulders. He made a downward motion with his hands to show that he thought things were going to bog down.

Doi said that he was trying to prevent a breakdown by avoiding the breaking up of crews. If that were not done he did not see how things could be expected not to break down.

He had asked for a coal crew, even if it were composed only of drivers. This, too, was turned down. Evidently Doi was going to cut off a job when it was all over.

Doi said that some of the boys had caught Hardman (the man who replaced Olson) filling his car with 3 gallons of gasoline.

He related: "I asked Hardman if he knew who's car this was, and showed him this piece of paper which has his number on it. Hardman said it was his. I showed him the rest of the paper which showed that 3 gallons of gas had been signed by McIntyre. Hardman told me. "Mr. Doi, I want to talk to you." I put away the piece of paper in my pocket and said to him, "Some day I'll square things up with you."

Doi said that Charlie Ito, foreman of the Steward Warehouse, had said that he didn't know about the emergency setup. Doi was angry at him and suspected that Ito might have already gotten an assignment from the Placement Office for his crew.

8. C.T. Takahashi on the Blow-up

C.T. came swaggering into the office, bundled up in a big coat and chewing at a cigar. He said:

"I ran into Stafford for the first time in three weeks. He seemed anxious to talk to me, and so I told him: 'I'm busy now, Harry. I'm late already. I'll be seeing you.'"

"If you're going to bust things wide open, for gosh sakes, make sure you hurt fellows up there. Don't send any convoys up there. And watch out for stooges."

Doi mentioned Ito as a person who had to be watched. Takahashi disappeared as suddenly as he had appeared.

9. History of the Central Service

I asked Doi for clarification on the Central Service setup. According to Doi, Central Service was set up under Anderson. C.T. Takahashi started it, but Doi took it over after a month or so. This department was entirely separate from the Motor Transport and Motor Pool. It controlled the garbage crew, the coal crew, all drivers, milk crew, all baggages, all delivery and swamping. When Anderson left, the Central Service organization was placed under Olson, and proceeded much as before.

In April when the disbanding of the Central Service was attempted, all the drivers, the garbage crew, and the coal crew were assigned to the Motor Pool. Doi was made truck drivers' foreman. All other workers were sent to Property Control, and distributed to different sections. From this distribution of laborers the Motor Pool acquired its Utility Crew. (The milk crew was evidently turned over to the Mess Operations Section along with other swamper.)

Because the new setup resulted in a breakdown of operations all warehouse workers were placed under direct control of Doi, Fujii, and Stafford, and were put on Stafford's payroll. The whole operation continued in the Central Service fashion. Now they have decided to abandon this emergency setup. The Council requested the return of the Central Service organization and Stafford was willing to try it. However, Washington turned it down for administrative reasons, primarily, it is said, to maintain a uniform organizational structure in all the centers.

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The alternative, however, is even worse than the April plan. Definite efforts are being made to make the breakup of the former Central Service (C.I.O.) organization complete. McIntyre and Gooding seem to be largely responsible.

One mixup that occurred on jurisdiction was the responsibility for the coal crew. McIntyre claimed that it was his responsibility. Rawlings intervened and stated that Doi was in charge.

J 11/26/44 Sunday

1. Morita's on Relocation

Went to the Morita's last night to see if they wanted me to take a message to Frank when I went to Salt Lake City. Mrs. Morita said that Frank was coming to Minidoka on his return trip.

She said that she stayed up late to write a letter to her daughter in Chicago to tell her that she didn't think that it was opportune to join her just now. Her daughter had written, urging her to relocate. She said:

"My daughter keeps urging us to relocate, but she says that she can't insist on our coming out because living conditions in Chicago are not so good. I didn't know what to tell her. If I told her that I wasn't coming, I'd have to give reasons. If I said I was coming, I'd have to go. Papa doesn't want to go at all, and I don't feel that I can leave him. She's afraid of our staying in the center because she's heard that the atmosphere here in Minidoka has become very bad. What do you think that we should do?"

I told her that I didn't see too much advantage in living in Chicago, except that she could be close to her daughter. If she lived with her children, I said, she would not feel as free as she did living in the center. She seized upon this reason and elaborated herself.

"I know, If she saw papa and myself dressed the way we are, she's certain to complain. If a guest comes, she's likely to ask us to go into another room, when we'd like to see who's coming. Whenever we went out, we'd be expected to dress up."

I said that since they did not have to go out and start making a living all over again, it wouldn't hurt to stay in the center until they were forced to leave. Then they would not feel too bad if they did not like it on the outside.

I discussed the possibility of returning to the Coast. Their eyes lighted up. Mr. Morita talked on and on about the huge home they had left behind. Mr. Morita recalled that he had worked for 14 years for the University Club. Even if he could not work again, he was confident that he could obtain a job elsewhere. They thought that it would be nice to return to their home just to live.

They conceded that there was a chance of being hurt if they went back right away. They were not willing to say that they would return even if it were not dangerous.

2. Kibei on Relocation

Married Kibei in his thirties, with a little child,

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came back from seasonal. I asked: "Is the work over now?"

He replied: "No, but I came back just the same. It's too cold in the mornings now. What's the sense in working so hard when you have a camp to come back to?. The camp's the best place for the Japanese. It's not fun or anything, but at least you can take it easy. Of course, you can save some money if you work, but if you earn too much, they take it away from you in taxes. It's foolish to go out now on indefinite, when war is still going on. It's not safe."

J 11/27/44 Monday

1. Huberman

Tom Ogawa was walking past the Ad Bldg., and Huberman caught him and dragged him into his office. Tom talked to him for about an hour, and came out all discouraged. He disagreed with Huberman on everything they talked about except the pickling up of Hikida. Huberman said that he would not have done what had been done in just that fashion. Tom was discouraged with Huberman because we had begun to think that he was learning from his past experiences.

C.A. Surprisingly enough, or perhaps not so surprisingly, Huberman declared that in spite of the disbanding of the C.A. activities were proceeding as usual. Nothing had been lost, he is said to have declared, except the 2 area offices in which the C.A. staff used to loaf around. When asked about the little girls in the block who longer practiced piano because C.A. folded up, Huberman declared that many pianos were being used by the residents. On the matter of judo practice, he said that the rec halls were available to the residents. Arrangements were being made, he declared, for the Christmas celebration through the Federated Church and the Community Council. About opening of the rec halls for block use, he was highly optimistic, saying that three blocks had already opened their rec halls and three more had applied. Tom pointed out that this program was meeting with some antagonism as a scab movement. Huberman countered by saying that Jim Sakoda had said that in his block the residents were 100% in favor of the block rec hall idea.

Smith was present and said that the boys in Block 28 (reputed to be tough) were promised the key to their rec hall some time last week and were antagonistic toward Huberman now because they weren't given the key.

Huberman thought that the Social Welfare Dept. was coming along fine, judging from the number of cases that it was handling. Tom said that the Social Welfare Dept. had made itself unpopular by having to refuse T.A. grants, clothing allowances, etc.

Tom said that he was hoping to bother Huberman about equipment for the high school football team. Huberman said that football had nothing to do with the morale of the students, it was being deemphasized throughout the country, it's too late to start ordering equipment, and that they should concentrate on finishing the gym for basketball.

Everything evidently looked rosy to Huberman.

This afternoon as we were waiting outside of the Housing Office for the convoy, the following conversation took place.

Mrs. Watanabe (Smith assistant): "Tom says that we ought to have a Huberman Club."

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Sakoda: A Huberman Club? (Surprised.) You mean an anti-Huberman Club."

Kimi Tambara: (Irrigator Editor--hot tempered) Good, I'll be the secretary.

Just then Huberman walked out of the Housing Office with Wohnston and walked in the other direction. We thought it was funny, but hoped that Huberman hadn't heard us.

A better story was told by Father Joe yesterday. Mr. Matsushita (Adult Ed teacher and friend of Father Joe's) met Huberman at some class. Mr. Matsushita said to Huberman: "I don't see you nowadays at Father Kitagawa's place." Huberman replied: "You know, Father Kitagawa and his bunch don't invite me anymore."

2. Developments on the Warehouse Area

Went to the Council Office, where Fujii and Mayeno were talking. Fujii said that there were no changes in the manner in which the emergency setup was going to be abolished. Fujii was worried because the steward warehouse workers were involved, and felt that if they were given priority on their present jobs, the change could be made without trouble. This, he said, was the "only" source of trouble. The trouble with Fujii is that he always minimizes the difficulty.

Doi is not going to have a job and is saying that he's going to become a cook, Fujii said.

I pointed out that the main difficulty was the fact that attempt was being made to:

1. eliminate some workers
2. break up the C.I.O crew

Fujii agreed, and said that an attempt was being made to weed out some "bad eggs." Also, Doi was going to receive no recognition for maintaining the emergency setup for so long and instead was going to be kicked out. Fujii also recognized that crews were being broken up. I also pointed out that the work of the coal crew, the garbage crew and the outdoor swamping could not be done without the help of Doi's organized boys. Mayyero said that Doi's work was not being recognized.

Fujii said that he wanted the Council to go on record as having advised the administration not to make the changes in the manner in which they were doing it. He said that he was going to go to see Stafford once more and try to change some of his plans.

3. Stafford on the Hikida Case

According to Fujii, Stafford's stand on the Hikida is as follows: The Hikida fellow carried around a hammer in his pocket, and threatened his fellow workers not to work too hard. He was disliked by the workers in the garage. When he argued with McIntyre, he employed some threats, and there was nothing to do but to pick him up. Since then report has come from an evacuee working in the garage that the workers were glad to be rid of Hikida.

4. Takeda on Community Council

Ran into Takeda. He said that he was ordering fish and was going to sell it cheap to give some of the private enterprise competition. He hoped that the people would support such a move.

We spoke of the difficulty of attempting to accomplish things around here. Takeda said:

"The trouble with some of the people around here is that they aren't willing to make a firm stand for the people. They keep dragging matters on and on, afraid to do anything about it. Captain Walter Tsukamoto told me in Caldwell that parolees shouldn't be used in camp government. When they are released they have to sign a paper stating that they will never cause trouble to a Caucasian. Of course, they could resign, and make way for someone else who can do something, but they don't want to."

5. Kibei F.B.I. agent

According to Fujii there is an F.B.I. agent in here who is a kibei.

6. Property Control Crew

According to Pop, the crew was told today that because this was the only project which had a Central Service Organization, it was going to be abolished in name only. The Property Control Warehouse is going to be expected to do the job of cleaning up the coal cars after the crane empties most of it. This work should not require more than 6 men about 1 hour and a half per day (three cars daily.) Also, they are going to do the work of handling baggage pickups.

7. Fujii on Shafer

"Shafer used to be a pretty smart individual. He was

sincere in his desire to help the evacuees. He managed things in such a way as to work out the way the residents desired it, and we had no trouble at all. I was in Housing when the center was congested. We used to have 70 or 80 complaints daily. Shafer would come over and first ask us what we thought was the matter and had us write a report. After looking that over he asked us what we thought should be done. Then at a joint meeting of evacuees and A.P.'s he would explain the solution, which was the way that the evacuees wanted it, anyway. In two months were able to settle 95% of the complaints about housing. I remember that Shafer asked my opinion on another occasion and worked matters out to the satisfaction of the residents.

8. Stafford on Property

Fujii said: "One of the reasons that Stafford is acting so differently these days is that he is worried about the property accounting, which isn't in order. He tells me this almost everytime that I meet him. He says that he's under a \$15,000 bond. He doesn't know when the Washington Office is going to order the closing of the center, and he doesn't want to be caught short. That seems to account for his strange behavior lately."

9. K's on Son's Receiving 1-A

Mr. and Mrs. K's reaction to their son's receiving 1-A seemed typical of Isseis. Mr. K's first reaction was "Well, when's he coming home from school then?"

Mrs. K looked more worried, but said: "I guess it can't be helped."

Later on Mr. and Mrs. K were discussing the advisability of telling their son to go to Snelling. Mrs. K said:

"I was thinking that it didn't matter who won the war as long as it was over quickly, but since he's been caught, there's no use in thinking that now."

She ended up with: "Well, I guess we should tell him to go to Snelling. There'll be less chance of his dying."

Mr. K was more hesitant. "He didn't want to go the last time we talked to him. It's hard to tell him what to do. We should leave it up to him...I'm going to write him tonight."

Later on, after thinking for some time, he said: "maybe I'd better advise him to go to Snelling."

Last night at the bull-session, Bob. I and Joe Shoji gave an account of the Hikida case as given by Bob's brother who works in the garage. The truck, #6(?) was assigned to the garage to be used for their own use, including the conveying of workers to and from work. Hikida used to drive the truck. He put in many improvements in the truck, including lights and a special horn. He brought his own blanket to make the truck more comfortable. The material for the improvements was probably taken from other cars and transferred to the truck. There was another tow truck assigned to the garage used by a fellow named Sato.

The incident began when Hikida's truck was taken away from the garage workers and assigned to another crew. They were then told to take the convoy home. They were accustomed to leave at 11:30. They waited for the convoy, which did not come by 11:45. The boys then took their truck and went home in it anyway. They were supposed to come back by one, but didn't show up until 1:30 because of the time they lost in going home. There was an argument with McIntyre. Hikida then went and broke all the lights in the truck and tore out the horn that had been put in specially. The truck was in a partially mutilated condition when turned over to McIntyre.

Hikida then complained that Sato was using the tow truck. Sato was then told that it was to be used when on duty, alone--for 8 hours. Sato was seen using the tow truck even after hours, and Hikida complained. Personality differences between Hikida and Sato was given as one of the causes of the conflict.

The morning when the Hikida brothers were picked up 4 I.S. men came to the garage to look for Harry Hikida, the younger brother. George Hikida talked to the I.S. men and looked for Harry. After looking around, he put on his coat and said that he would go out to look for Harry. The I.S. men said that they would come along. That was the last time that George was seen by the men in the garage.

One complaint given by the garage workers concerning their riding the convoy was that other passengers didn't like their dirty clothes. Also coveralls were available until McIntyre came, but now the workers can't get any at all.

11. Motor Pool Transfer Postponed

According to Graham, Reports Officer, who was at the bull-session, the transfer in the Motor Pool and warehouse area has been postponed. The reason he gave--strictly off the record--was that the WRA was requesting the Army to lift restrictions on the Coast, and it wouldn't do to have any trouble on the project now.

J 11/28/44 Tuesday

1. Sioux Depot Deferment

News come from one of the Beppu clan who has already gone to Sioux that deferment at Sioux is not certain and that the C.D. and others have the attitude that if they got deferments, good--if they don't, it's just too bad. "White-collar" and "Washington" (brothers to above party) have been postponing their leaving from day to day for over a week now. Their freight is on its way, but they can't quite make up their minds. The work was reported to be strenuous.

Ogawa is worried because he accompanied C.T. and Ed Osawa on their recruiting trip both to Spokane and to Pocatello. He feels that the Army men have gone back on their word. Those recruited were given to understand that deferment, while it could not be guaranteed, could generally be assured.

J 11/28/44 #2

U.S. DEPARTMENT OF THE INTERIOR
Minidoka Relocation Center
Hunt, Idaho

November 28, 1944

Messrs. George and Harry Hikida
c/o Mr. Ray R. Best
Project Director
Tule Lake Center
Newell, California

Sirs:

I am taking time out to write you boys first hand. I write so that you may know directly the cause of your present whereabouts. Without knowing why I want to explain that your personal conduct has become unbearable to the Administration and I believe to many of your associates here at Minidoka.

I am interested in you boys for several reasons. If your conduct over here was the result of some mistaken ideas, I should be the first one to know that.

I have two boys of my own who are about your age. They won't be home for Christmas. I would like to have them here and I know they would like to be here. One of these boys had quite an experience. He thought he was tough. He had had some army experience at the hands of his superior Officers. This developed in him a complex. When he paid the price of rashness, he discovered it had all been a mistake.

I wonder if you fellows have become victims of a complex?

I raise the following questions fairly I hope. We at Minidoka are now and always have been in favor of a free press and free speech. We have favored the freest possible movement. You will recall that most of the wire fence got in the way of construction and we took it out.

We have encouraged the growing of trees, flowers, and gardens. We have as much family privacy at Minidoka as the circumstance will permit. To the extent that our neighboring towns have capacity. Groups of folks have visited and shopped in town.

You may recall that the guard towers were erected as a part of a contract. They have never been used by guards.

I believe everyone at Minidoka is proud of our Memorial Park just inside the front gate.

I doubt that any camp is a desirable place to live, yet

there has been many functions, fanfares and smiling faces at Minidoka.

I don't know if you boys ever noticed, but we never had a jail at Minidoka.

I want you fellows to look around at Tule Lake--write me a letter about what you think and how you feel. If you're REALLY tough the simply homely things about Minidoka won't amount to much.

If you are a pair of normal kids who got slipped up on by a nasty complex, everything is different or can conceivably be made different.

If you can fit into the scheme of things at Tule Lake and do so with complaisance, we don't want you at Minidoka.

If you are a part of our crowd and our environment and worthy of Minidoka, we don't want you at Tule Lake.

Have a talk with Mr. Best, he is interested. He used to be at Minidoka and would, I be be here now, as a matter of choice.

Sincerely yours,

H. L. Stafford
Project Director

J 11/30/44 #2

COPY

To Kimi Tambara

Dept. Irrigator

From J. Graham

Dept. Reports Office

In the story headed "Council, Churches, etc." in last week's "Irrigator" there is a paragraph wich reads:

"Due to the temporary suspension of the Community Activities, dining hall decoration contest which has been sponsored for the last two years will not be held." It so happens, as you will note from the attached story, that the statement was a error. That, of course, is something no newspaper can always avoid, but a newspaper should avoid taking the responsibility for an erroneous statement by pinning it on the statement's author. In this case the statement was attributed to no one. Presumably, from the story that carried it, it came from the Council, though the Council obviously can't speak for C.A. anymore than C.A. can speak for the Council.

To be perfectly honest, I missed this particular story at Jerome, and it is possible that you may not have seen it either. But I wish you would instruct your writers to quote their authorities when they write their stories so that henceforth they will avoid personal responsibility for erroneous statements.

Signed John F. Graham