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CONFERENCE  
OF  
RELOCATION OFFICERS

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(Monday afternoon, July 12, Game Room, Albany Hotel)

INTRODUCTORY STATEMENT

Choate: I will ask Bob Frase to talk about general policies and probable lines of development of the Relocation Program with particular reference to decisions made at the Relocation Supervisor's conference in Washington.

Frase: I am not much of a talker by nature, so I won't be very long. I will run over some of the major points that were covered in the meeting of Relocation Supervisors last week in Washington, which was a meeting to look over what we have done and see where we go from here. It was rather an opportune time to do that because we have just about reached the half way mark on relocation as determined by our original objective. We started on this thing last year and we didn't know whether we could do it or not, but our objective was to get out the Nisei who were employable, from 17 or 18 up to about 35 years of age.

We really didn't give enough thought to the Issei and to the young kids. We had grave doubts as to what we could do with the employable Nisei. There are about 35,000 of those people. There are roughly 35,000 in each of the three major groups, that is 35,000 Issei, whose average age is 37-58; 35,000 Nisei who range from 17 to 35, and about 35,000 kids, 17 years old and under. The large proportion of those 35,000 kids are attached to the 35,000 Issei. We have to think about them in large measure together, and they will be a very difficult group to relocate. Of the 35,000 Nisei, there are probably 4,000 to 5,000 who are stuck in the Relocation Centers at the present time, and who aren't eligible for leave, which leaves about 30,000. We have at the present time some 16,000 people out on leave - about 10,500 on indefinite and 5,500 on seasonal leave. So that is roughly half or a little more of the Nisei group, which we were thinking about when the relocation program was started.

The half we have got out have been the more adventurous -- the least tied down with families, the least under the influence of their parents, probably kids whose parents were dead, etc. The other half are going to be much slower in leaving. The rate on indefinite leave has been running about five or six hundred a week; some weeks it got as high as 900. The last two or three weeks it has averaged about 350. My guess is that it will probably continue at about that rate or maybe go down somewhat. Nevertheless the program has been rolling along and I personally don't doubt that the remaining half of that employable Nisei group, will leave.

The major question we had brought up at the meeting in Washington last week was whether that is the end of the relocation program or are we going to try to develop some way of getting more of the Issei out with their small children. I don't think there was any hard and fast decision reached except that we would try it. We'll see what we can do with the Issei through developing new techniques and run along for a while and see what happens.

The Relocation Supervisors got together and had a session of it and came back with several ideas one of which was that the Issei and their children would probably want to be relocated in rural areas and smaller towns. Each relocation supervisor would check around the smaller towns and try to get employment offers for three to five families in the town or outside in the immediate vicinity and then go to

the projects and see what could be done on the deal. The question is whether we can get the families at the centers to take a chance and go out. I think we can. One indication of that is something that happened at Central Utah a month or so ago--the University of Michigan went out to Minidoka to recruit for a bunch of jobs of all kinds around the University; window washers, janitors, cooks, waitresses, stenographers, etc. The offers were sent out before the recruiters arrived. There was very great interest at Central Utah with several times as many people as there were openings -- much greater interest than they had ever had, and the wages weren't particularly high either. The reason for the interest was that families figured, "Here is something the whole family can get into." The man could be a gardner, the daughter a stenographer, and they could stick together. When the recruiters arrived, they announced that the recruitment was to be limited to American citizens from 18 to 35. That broke the whole bubble and they only got about 15 people out of 50 or 60 jobs offered. That typifies a certain group among the Issei who are willing to take a chance on the thing if the family can stick together.

CHANGE OF ADDRESS OF EVACUEES

To take up the matter of evacuees on indefinite leave reporting change of address. That was stuck in without much thought in the early days of the relocation program, and I don't believe anybody had any idea what to do with the damn thing. This spring when things were going pretty well we were giving serious consideration to the possibility of cutting out the change of address requirement, thus cutting some of the strings we had on the evacuees and getting them back into the American way of life on the same basis as anybody else. The wind has blown from the other direction more recently and probably will for a while at least. So long as it was there, we decided we had better tighten up and make sure we had the change of address information. B. R. Stauber of the Relocation Planning Division checked up on the master address list in Washington and reports that he has addresses and reports of arrival for 95% of people on indefinite leave. We would like to get the other 5%. I would like the Relocation Officers to check on it when they meet and talk with people to make sure they have sent in their change of address cards, so we will live up the missing five per cent. We will also send out a list to Relocation Supervisors from time to time. The first list coming to Denver will give the name, project and present address for everybody for whom we have a report of arrival or change of address card on indefinite leave; that is, the 95 per cent. That will enable field men to catch up some of the missing 5% because they will know about people who are not on the list and get them to send in their change of address card. We are having a supply of these change of address cards sent to all relocation officers. If people come in and say they have lost theirs, you will give them a new card.

We are also inaugurating a system of return post cards for people on indefinite leave. That is, when report of arrival or change of address cards are received in Washington from a person on indefinite leave, we will immediately address one of these post cards with our address on the back and say, "Attached is another Change of Address card that you can use the next time."

There is no change contemplated in the seasonal leave change of address system except that Stauber may want to ask Relocation Supervisors to send the change of address card to him to mark on his records. When you get a change of address from a person on seasonal leave after you have marked it on your records, send it to Washington.

Choate: We will have anywhere from two to six change of address forms, as a man quits one place of employment and goes down the road to work for the neighbor-- changing from one farm to another.

Frase: I will talk that over with him.

Choate: That will be an awful lot of paper work for no great value, on this matter of change of address from people on indefinite leave. You often have had someone say, "You ask them to send W. R. A. a change of address card; what if they don't?" I hadn't known the answer to that until recently. If W. R. A. doesn't get a return from an individual and they are not able to track him down, his name will be turned over to the FBI with the information that we have lost track of him. "We have a definite follow through; we will dig them up. So, if somebody says "You are just turning them loose", that is the answer, and it will help in a good many cases as it has seemed to some awfully weak to simply say "We ask them to send a change of address card." Now you can say if we don't know an evacuees whereabouts we will follow through or turn the inquiry over to the FBI.

O'Braun: Up in my area regardless of whether evacuees are on seasonal or indefinite leave, citizens or aliens, I have told them "There may be times when I might have to get hold of you in a hurry such as sickness in the family. You should let me know each time you change your address even though it's only for a week."

Choate: I would suggest the rest of you make note of that as a means of getting their cooperation. Sometimes they have not been given change of address cards when they left the project. You should always have a supply of change of address cards with you to deal out.

Fennell: In Pueblo, we are getting change of address cards from certain evacuees. We have no way of knowing whether they might also be sending one to the Project.

Frase: Are these people on indefinite leave? They are not required to send them to the project.

Fennell: Yes, but I feel that some might not be sending the cards to Washington.

Frase: If they are on indefinite leave I would ask that hereafter you take those cards and forward to us in Washington.

O'Braun: I had five boys come from Heart Mountain and they didn't have any idea what they were supposed to do. They were told, "You are as free as the wind. Get going fellows." They had no address cards. I sent them our form 148 and also gave them a card with my address and later sent an address card to the Director.

Choate: The best proposition, I think, will be first to get the change of address card and correct your own records, then put the card in an envelope and send it to Washington.

Fennell: How about these cases where evacuees are going out without notification to us from the project and we just find them out in the field? We can't get evacuees onto the record if they are in the district but we don't know about it.

Frase: You can't do any more than ask them to send in a change of address when you find them.

Fennell: Wouldn't it be well for Washington to have some system to forward those addresses to us as they come out?

Choate: We are now supposed to get that from the project but we have been telling Bob and others in Washington about the failures in the hopes that they would get after the projects.

Frase: Haven't you been getting admission and departure advices either?

Choate: Not always. Some projects are getting them out pretty rapidly. Some are not. As a general rule the projects do need to be jacked up on getting out the full information on the advices of departure immediately, the day before departure if possible.

Frase: I didn't know they were very slow because they had been pretty good recently in sending them to Washington.

Choate: Both Rex and I have asked for duplicates and we raised the point while we were in Washington to get one departure advice to the field and one to the Relocation Supervisor, so it could all be done at the project without the extra work necessary in making carbon copies in the Relocation Supervisor's office.

Frase: I thought you were trying to keep a record here.

Choate: We are. We want one copy here and one to the Relocation Officer, Bob. If we can get that we can take care of all the difficulty and the man in the field will know what he has got coming to his district. Actually, we have asked and recommended in Washington that departure advices be sent simultaneously to the Relocation Officer and to the Relocation Supervisor for both seasonal and indefinite leave. Whether or not they will do that, I don't know.

Fennell: We are getting telegraphic advice sometimes two and three days after evacuees have left the project, which is as useless as the devil. We are also sometimes getting confirmations ahead of wires in the case of Granada. Mail service is better than the telegraph service. They are using about three different systems of sending advices, we are getting letters, wires, departure notices. I think we ought to get to one thing and hold to it so that we will be sure we will always have it. Then when we find a case in the field not reported, we would have something to talk about.

Choate: The recommendation that we left in Washington was that on seasonal leave telegraphic advice be sent prior to departure on the day of departure and be followed up with form WRA 178; the telegraphic advice to go to the Relocation Officer and the departure advice 178 be sent both to the relocation supervisor and to the relocation officer, and we asked -- I don't know whether we will get it -- that where a man was within six hours of a project that telephone be used rather than telegraph, so you could make arrangements to meet evacuees and help them into the employment situation and find out what it is.

Fennell: Should the project telegraph when an employer getting seasonal workers is picking them up in his private automobile? We would rarely make arrangements to meet evacuees coming by private automobile, because we would feel assured they would get there all right.

Choate: Well, that would only apply in three places -- Anderson, Wolfley, and yourself. Practically everywhere else the other place of employment is too far away for the farmer to transport evacuees personally. If you set up a separate method, you would have a confused situation as to departure advices. Let's have a uniform procedure.

Anderson: I should think it would be possible for the Center to know two or three days ahead when people are going out so that they can give us adequate notice.

Choate: I talked about that. It is not practical because evacuees change their minds at the last minute, just before or at the time of actual departure.

Anderson: That is one thing that shouldn't be done so often -- the changing of minds.

Frase: You can't do much about it.

Choate: Go ahead, Bob.

Frase: Administrative Instruction No. 22, now has some 10 or 11 supplements and is pretty difficult to find your way through. That is being boiled down and there will be some changes. Most of them will be of minor significance, but two or three are worth mentioning.

The Principle change has to do with return to the project. That is growing to be more and more of a problem. There has been an instruction out in the form of a letter from the Director to Project Directors for some months now saying that evacuees on indefinite leave should see the relocation officer before going back to the project. There have been a few cases where that has happened. In most cases a person just arrives at the project and wants to get in. The provision will now be in this instruction that the evacuee will consult with the relocation officer before he goes back. The relocation officer will try to find some other deal for him. If that is not possible, or if the evacuee wants to go back anyway, the relocation officer will write to the project and explain the situation and give his recommendation and tell what the evacuee did or failed to do to work things out satisfactorily. If the evacuee gets back to the project without having consulted the relocation officer, the project director will write to the relocation officer and ask him what he would have recommended if the evacuee had come to him before leaving the district. The evacuee may, at the discretion of the project directory be admitted to the project, whether returning from seasonal or indefinite leave, even though he has not consulted the relocation officer, and the relocation officer has not notified the project. If the relocation officer advises against return to the project when the evacuee has seen him in the field or subsequently when the project director writes him, that particular evacuee won't be eligible for another leave until the case has been referred to Washington for approval and what that means is that there will be a long delay. There are a lot of possibilities of discouraging people from returning to the projects if the relocation officer has talked to them first.

However, most of the sanctions which could be applied would be a retarding influence on older people and family people who hesitate to go out and take a chance on deals that might fall through if they thought they couldn't get back in again. We think that referring subsequently, requests for leave to Washington, which would involve considerable delay, will take care of the larger part of the problem, the young fellows who are in and out all of the time. There is nothing much to be done about the more stable people except to get them to consult with the relocation officers. It would delay them subsequently and prevent a lot of running in and out by the small minority of people.

Choate: In addition, no travel aid or subsistence allowance would be given for a second indefinite leave. Of course, if they got it the first time they would not be eligible anyway. If not, they presumably would be.

Choate: Formerly an evacuee could return to his project to evade the stabilization orders and bounce right back out. There will be so much time involved under the new procedure that they are much less likely to try it. Then of course we can make the difficulties clear if we have the opportunity to talk to them. We will send a general letter to all evacuees now on seasonal leave in our territory explaining the changes.

Frase: We are going to send out a letter from Washington to everybody on indefinite leave for whom we have addresses. It will include this business of returning to the projects, and will remind them to send in change of address cards; remind aliens they have got to get permission to travel and will give a list of relocation officers and list of evacuee property officers on the west coast to whom they should write if they have property problems back there.

Choate: We would be glad to get a copy of that letter. We will send our letter to those on seasonal leave when we get the changes on seasonal leave and will cover change of address, alien travel, etc.

Morgan: It might be well to give them a list of relocation officers and include a map or so they will know what area each one handles.

Choate: That will be done.

#### THE MATTER OF RETURNS TO THE CENTERS

Frase: Hal, why don't you talk about this transfer of seasonal leave workers.

Choate: We have been trying to work out a method of keeping people now on seasonal leave employed and from returning to the Centers. We are looking at it from two angles. First, to quickly get indefinite leave for them by a short cut that will eliminate present delays and keep them from returning to the Center. That will mean getting indefinite leave in the field for people whom you can persuade to go into the middle west or east. It would also mean issuance of indefinite leave, for example, someone up in Wolfley's territory to take a job that Fennell has in Pueblo. The first thing we will do will be to multigraph an application for year-around employment. Each of you should take this around with you and have it filled out by each evacuee whom you can persuade to go on indefinite leave in the middle west or east or in this territory (except not in Northern Colorado).

This questionnaire will give us the name, background information, qualifications and education and the type of work the man is interested in. As you complete these forms, make three copies, keeping one for yourself so that if you can place the man in your district you will have the data. Send two copies to us here in Denver, one of which will go in our Denver file, which will be used as a central office for placement, the other copy for sending to a relocation supervisor or officer in the middle west or elsewhere in our territory.

We ought to first place people who are already out here, and who know something about the territory and have the taste of life outside the projects. They should get the pick of the jobs we have to offer instead of our sending the offers to the projects, where the men have been doing nothing but sitting around. In other words, we'll have something of a reward for the man who has done his job right. The same with the jobs which we'll be able to offer through the aid of the relocation supervisors in the middle west and east.

We are setting up certain sanctions on the one hand to hold people in line who are out here on seasonal leave. On the other hand, we will have a positive

incentives for them to do a good job where they are. These evacuees (except for the trouble makers), are the most deserving of consideration; they are the ones who had initiative and showed the right spirit by coming out to the field. We should do everything to help them.

You men will not send job offers to the projects -- you will send them to Denver. We will try to fill them from men on seasonal leave. If we can't do so, we will notify you that we are forwarding the offer to a project. The project will be told to correspond directly with you.

If you have men becoming unemployed in the next month or two, we will be able to get them indefinite leave for jobs in the mid-west or east, you should persuade them to go east, not return to the project. I got a letter this morning from Chicago telling about the types of jobs they have now to which we can send men as soon as we get them indefinite leave. We will not send them on seasonal leave.

Later I will get statements from Kansas City, Cleveland and New York City, as to the type of jobs open there which we can offer to our seasonal leave men.

If evacuees on seasonal leave want indefinite leave for Eastern cities, this new application for employment form and a letter saying something about the man's work record will be sent to the relocation officer (copy to the supervisor), also his desire and your request for aid in relocating him. We will have to be careful not to rob an employer of his employee in order to get a man employment in the Middle West. This placement work should be fitted in where the man is unemployed or soon will be. If there isn't time to make arrangements in advance, send the application form and a letter of explanation and recommendation to the Relocation Officer in the city where the evacuee is going with a copy to the Relocation Supervisor of that territory. We will mail you a statement listing jobs usually available in various eastern cities the evacuee has applied for but not received indefinite leave, no man on seasonal leave should be sent out of our territory unless there are advance arrangements made. We want to try to get as many people as possible out of our territory and into more easternly territories. If the man is recommended by us, the Eastern supervisor will aid in his relocation even if he is already on indefinite leave. You should send a letter of recommendation, and an application form to the Relocation Officer and then he will aid in the evacuee's placement and in other problems. If we don't recommend them the Supervisors don't want to be bothered with men already on indefinite leave.

Fraser: The important thing in most of those cities is housing. It is important to give some advance notice so they can line up some temporary place to stay.

Choate: In other words, you have two possibilities: employment on year round jobs in this territory and, secondly, in the Middle West and East. I telegraphed yesterday to the Projects, asking each for a list of all their people in this territory who are eligible for indefinite leave. When we get that list we will advise you who are the people in your territory who are eligible for indefinite leave.

We will soon receive 500 indefinite leave cards from Washington. About 400 for citizens and 100 for aliens. We will send a quota of those cards to each of you men. When you have a man who is interested in indefinite leave, you will have him get a photograph, then go to the post office with the man, have him fingerprinted and attach his photograph to the card. Then send the card with Form 180 and your recommendation for indefinite leave to the evacuee's project requesting immediate approval and return to you of the indefinite leave permit.

Washington will advise the projects that they should expedite such requests so that it will only be a few days until you will have that indefinite leave card mailed back to you from the project.

People now on seasonal leave must return to the project, either when the work is finished or when their leave permit is up, unless they get indefinite leave.

O'Braun: I think we have quite a problem on indefinite leave. They have released a number of aliens without the assurance of year round jobs.

Choate: The policy on that is this: and this also answers a question of Routh's. Some of the projects have released people on indefinite leave for seasonal work. That is provided for in the leave instructions. Year around work does not have to be necessarily assured. The whole philosophy that we are working on is to try by every manner and means to keep them out on indefinite leave, and it is a problem, but that is what you men are paid for. If it is impossible for them to make a go of it, they have the right to return to their Center, but we don't want any more of them to return than we can help.

Lane: I am telling my people to apply for indefinite leave and they will be given preference for those jobs.

Frase: On those cards you can have the fingerprint put on at the post office. But the affixing of the photograph requires some special material, and it will probably not be easy for you to do it. You might just attach the photograph to the card; you don't actually have to affix it to the cards. You will also want to check by one means or another to be sure that the guy you are dealing with is the fellow you think he is. Look at his identification to make sure the name that is going to go on the card belongs to the man. His fingerprint will tie it down but you want the right name, too. Also be sure whether he is citizen or alien.

Choate: Aliens should have their alien identification card. Most citizens will have a birth certificate or passport or something of that sort that will help identify them. That is a very ticklish point. Don't under-estimate it. We can get, and specifically you can get into a lot of hot water on a case of mistaken identity. If you got a citizen's leave permit for a guy who is an alien who happened to be a bad actor, you would be the man held responsible. Therefore be sure to take adequate measures to identify the evacuee.

I would like to make one more suggestion on the same subject. Between now and the time I can make up the list of evacuees eligible for indefinite leave, you may have some people who will be O. K. and interested in getting indefinite leave for some other place. In that event you should wire the project and ask if he is eligible for indefinite leave. Don't sit and wait or discourage the man providing it is alright for him to go and he won't upset the apple cart with his present employer.

Frase: The vast majority of the people on seasonal leave are eligible for indefinite leave.

Curtis: Is it alright to go ahead and submit Form 130 and letter from employer to the project as we have been doing?

Choate: We are going to do away with the necessity of having the 130 in advance. At the time you send the request, fill in the 130 but if you do not have a specific employer, simply put down your recommendation that he is going to be sent to Chicago or he has a job somewhere else. We have the authority to recommend

indefinite leave without any job. They are now being sent out to hostels without any particular job.

Frase: Where it says job; say, "I recommend indefinite leave."

Choate: When you send their card to the project, send it with Form 130 and if you feel it advisable send a short letter of recommendation or a statement of the facts and ask issuance of leave be expedited.

O'Braun: If Form 126 has not been filled out would we have to send that too?

Frase: No.

Curtis: What if they were not in the center at the time of the registration last spring?

Frase: You would not have to fill out any new form.

Choate: If the man has been on work group leave during the fall and was not in the Center at the time of registration, wire Washington asking for the indefinite leave to be approved at once.

Frase: At the same time you would send a copy to the project. Leave will be issued directly by the project but Washington has to give approval to the project.

Choate: You will be charged with those leave permit cards, so handle them like jewels. You will be held accountable for every one of those cards issued to you just the same as the project is. You will need to make up a list indicating the date and the person to whom you issue each one of these indefinite leave cards.

Curtis: Just this morning I received a letter from a project. We had sent a 130 to them recommending indefinite leave be granted. They sent a letter saying since this person was not at the Center at the time of the Army registration, please have him fill out WRA 126 (revised).

Choate:- Is that necessary, Bob?

Frase: No. In a case like that you would wire us and say -- I will make up a standard telegram to send to Washington.

AFTER RECESS:

Choate: Another regulation that is being worked on in Washington in connection with seasonal leave is for Relocation Officers to have a book of travel requests so that you can write a travel request to send an evacuee from your district to Chicago or wherever he is going if he is entitled to aid. The project will issue any assistance grant or subsistence grant as now provided for in Administrative Instruction No. 45 Supplement 3 where you find that he is entitled to it because he has not got funds. It will be up to you to investigate the circumstances and make a recommendation on the basis of his present funds.

If the evacuee has been working for three or four months, there is a reasonable supposition that he doesn't need a public assistance grant. You will want to watch that, so you will not recommend him for the \$50 grant. If he returns to the project to take indefinite leave, he will not get it there either. If he returns to the project from seasonal leave prior to the time of completion of his work you can forward a recommendation to the project concerning the issuance of indefinite leave, or you could make a recommendation to the effect that if he goes out on indefinite leave he should not get an assistance grant if he has ample funds.

If an assistance grant is given it will be sent to the relocation officer in the territory to which he is proceeding. You will write out his travel request and put him on the train. He doesn't get any money before departure, but he will get anything to which he is entitled upon arrival at his destination. This and other amendments to seasonal leave procedure should take care of a good deal of this running back to the project.

O'Braun: Does this change nullify the regulation we have now whereby a person will not be entitled to the money if the distance to which he is traveling is not as far as the distance from the Center to the place where he is going?

Choate: You mean if the Center is closer to the destination than from where he is in the field?

O'Braun: Yes.

Lane: Two people apply for indefinite leave to come down here. They are still on seasonal. Would they be entitled to travel down here?

Choate: From where?

Lane: Scottsbluff.

Choate: Where was their project, Poston?

Lane: They were working on seasonal leave at Scottsbluff and they wanted an indefinite leave to come here and seek year round employment. Would they be entitled to transportation down here, even though they didn't need money for subsistence?

Frase: No. They are not entitled to transportation money unless they did not have any minimum cash resources set forth in Administrative Instruction No. 45.

Lewis: The regulation O'Braun is talking about is the one that states that no assistance will be granted provided the distance from point where he is to the point of his work if by going by the project is substantially a greater distance than by going direct.

Choate: I am a little bit vague because we don't know what is finally going to come out of Washington. The general theory is you can issue the travel request instead of having it go through the project. Any subsistence he is entitled to would be sent from the project to the relocation officer at his destination.

There will be some individual problems, in this question. It is a rather complicated question of whether the distance via Rohwer is closer than to Chicago directly. It would be pretty hard to try to line out in advance, in which case you may want to wire us to find out whether or not we would be right in issuing the transportation request. We hope that it will come from Washington in such form that there will not be any great difficulty in interpretation.

Wolfley: They are only entitled to the travel once?

Choate: That is correct, they are not entitled to travel or subsistence more than one time.

Fennell: The thing that you mention on the Relocation officers' recommendation for re-induction into the Center -- we had a case at Granada, where despite

my recommendation to people in the field, they went back to the camp and were eventually put back right out of the Center which was one of the best object lessons we had had to that point. They were sent out on indefinite leave. Jobs were found for them elsewhere.

Frase: It will take a long time for them to get back out of center again, once they are in. They will get stuck there.

Anderson: Isn't that contrary to the objective that we have had?

Frase: It is contrary but it is apparently the best thing we can do because if you throw them out and don't let them back into the Center, it will keep a lot of timid people in there, because if the deal blows up you will not be able to get them back in again. That's a problem of getting some sanctions that will keep them from running back and forth, if not justified. But not to discourage the group we are getting down to who are timid about going out in the first place.

Morgan: Does that same thing apply to seasonal leave when one takes fright at something and flies back to the Center?

Frase: Yes, it will be exactly the same procedure.

Mundell: It won't be handled on an individual basis?

Frase: Yes, on an individual basis. If a fellow comes in to you and says he wants to go back and you can't find another job for him and the case looks reasonable. You say O. K. Write to the project and say: "He is justified in going back." Under the circumstances, he won't be delayed in getting out again if he gets the opportunity. If he goes back despite your recommendation that he do not do so and he shows up at the project, and the project writes you about it, he will then be delayed in getting out again if you made a recommendation to that effect.

Fennell: Don't you think our main problem in the field is trying to sell the evacuees on the point that sometime they will have to return to a normal existence in society. If they don't, we will be fighting a losing battle.

Frase: That's right. The whole thing is a matter of showing that their interest is to get out from under this thing.

Choate: There is no question about the fact there are tendencies directed against those who stay in the Center, and the longer they stay in the more restrictions there will be against them. A good many of these things both in the indefinite and seasonal leave amendments are points; we hope not to use very much. We hope to use them more as giving a little power to the bluffs and threats so that we have something that will tend to back up our persuasive arguments. Arguments to keep them out. As it is now, they can go in and get out tomorrow, and what difference does it make? The same thing with the recommendations we have made and will be in the amendments to the seasonal leave. Since you are now getting more of that in the field on questions of this sort, they are questions where you are going to have a power that you have not previously had; it is highly important that you use the greatest judicial discretion in how to do it. If you unjustly make an adverse recommendation against a man because you are cross at him or the sugar company has been jumping on you, you have not been doing the job right. You are not going to be worthy of the responsibility that you have over the man. You are denying him his freedom. That is a very important

thing. By putting him back in the camp, you are denying him freedom that as an American citizen he should have. So whether it be seasonal leave or indefinite leave, by all means watch that carefully and handle it with judiciousness. If it is a borderline case, hold off doing it against any penalties. Where you have a clear cut out and out case, of a ne'er-do-well or a difficult problem child, shoot him on back and make your recommendation as strong as you need to make it.

Anderson: It seems to me that it is correlation to this thing we are talking about and this question of whether public opinion is on the side of getting them out and using them or on the side of keeping them confined to camps.

Choate: How do you mean?

Anderson: What is the attitude of people all over the United States as a general thing? You hear one story one day and another story the next day. One says we are keeping them all confined to camp. One says they are all running loose. Another one says that is taking the tax payers money. Let's get them out and use them. If we allow these people to run back and forth to camp and there is always a chance for them to get back in again and that is sustained as a place for these people always to go. What is the eventual slant on this. Is there still an idea that we are going to try and eliminate as many centers as possible or is it just -- are we going to maintain all of these ten and keep them coming out for a while and going back?

Frase: I think there is no doubt that the policy is to get as many as possible of the eligible ones out and have them stay out. The only reason why stronger sanctions aren't imposed is the fact that you may kill that objective by making it too tough.

Choate: Many of these people are afraid to go out because they don't know what they are going to find. If you have closed off their avenue of return, they are going to say, "No, we are not going to take a chance. What if they run into a riot or can't make a living?" They need a place to return to. As far as the other part of your question is concerned, I would say one of the most important jobs that each of you can be doing is by doing your part toward developing public opinion toward improving the attitude of people toward return to normal life. I think that is a job each one of you has in your district. It is an important part of your work and you can't do too much along those lines. We will have considerable discussion about this question of public relations and public relations work later on, but you are not just an employment man. We have approximately 100 Relocation Officers scattered throughout the country, and 100 people working in key communities can contribute a great deal toward improving public opinion about the evacuees and toward bettering the outside attitudes depending on how effectively you are able to do that job.

Fennell: Don't you think we have to have two or three tools strengthened in our hands before we can do a really effective job, and one of them is camp administration. This is a follow up on the thing Andy was mentioning there. If we let the general impression get around the country that these camps are havens for Japanese and that they can evade the common responsibilities that most of us have to assume, they are going to resent the fact that Japanese are not eligible for the draft. If we place them in jobs where other men have been drafted we are causing resentment. There is a general feeling outside that all people who are employable should be working but they are not doing so at the present time -- so it looks to me like the final tool that is going to have to be given to us is that the camps be not so desirable a place, so that if they are sent back to the

camps it is something of a penalty and not a gift. They are not resentful of being put back into the camps. They get everything at the camps and if they don't work they get spending money, clothing allowance and food. That is the problem that we are fighting outside every day.

Choate: Bob, aside from the cutting down of the employment, and, hence, remuneration, (you all know of course that the project employment has been considerably reduced and many people who are on jobs are being removed.) What other things have been done or are contemplated to make project life a little less desirable?

Frase: That is the principle thing.

Choate: Isn't there something about reducing their clothing allowance?

Frase: Just tell them - if they don't work they won't get clothing. Also, they no longer get unemployment insurance unless they are sick or otherwise unable to work.

Choate: There is a definite educational program under way at all Centers. I don't know that it has much more than got started -- along educational lines. Do you want to say something, Bob?

O'Braun: I think it would be a -- I am not a social worker but people that are interested -- probably Japanese, or people who are interested in the welfare of the Japanese, and who can talk Japanese and can get them all thinking along the lines that they are going to have to relocate -- get them to forget about going back to California and Washington and Oregon because some of them may get back and some may not. They all are sitting around and saying, "Well, I will take this job because it will last until this war is over, and then I am going back to California." They are not considering relocating at all. We are trying to relocate somebody who doesn't want to be relocated. We have to educate these people to the point that they must relocate. It is to their advantage to become a part of the community in which they are living. Just this afternoon at lunch I was with some people and we were discussing that very thing, and it is quite the rumor that there is going to be a lot of criticism of WRA because people are congregating together. They say these people are congregating around Denver. These people are in a position to hear quite a bit. They are congregating around Denver and Salt Lake City. There is going to be a lot of criticism on that.

Frase: We have been busily engaged in keeping people out of Denver and Salt Lake City ever since we started.

O'Braun: What are you going to do with indefinite leaves? They are going to come and that is all there is to it.

Choate: That is part of your job out in the field -- to direct their interest and attention elsewhere than Denver and to make clear to them that Denver is not the place for them to go. There is a housing difficulty; there are too many people here already; there is likely to be an explosion, an upheaval or upset in Denver if they come here. There are too many here now. We cannot and will not recommend indefinite leave for northern Colorado. That is the first part. The second is to try to steer them away by interest and knowledge of the types of jobs in the Middle West and the East. New York is probably the best place of all. They can move there but can't get indefinite leave to go directly there unless they are on the cleared list for the Eastern Defense Command except if they have an intermediate destination.

Frase: If they are out now and on indefinite leave it doesn't matter. They can go anywhere they want.

Wolfley: An evacuee in my territory on indefinite leave may travel to New York without any other action? or permission?

Choate: That's right. You can't place them directly unless they have been cleared by the Eastern Defense Command. If you approve an indefinite leave for a man on the spot you have no way of knowing unless you have tied him down that he is not going to come immediately to Denver or Salt Lake City, and the chances are he will, rather than to go to some strange far away place like New York. Find out his real intentions right at the beginning. It may save your time.

Bennison: I would like to continue this phase of the thing a little farther, Hal, since O'Braun has brought it up, and that is the point of when have we reached the point of saturation in Northern Colorado; we have so many people that we are not going to be able to allow more to come in. You have your local population who has been in there for years; then there are your voluntary evacuees. I am finding this: there was quite a migration from northern Colorado to California between 1925 and 1930. I presume that they went there for the same reason Iowa people and Illinois people went out to the coast. They jumped back here. In addition to that, of course, we have indefinite leave and the seasonal leave that have gone through our regular channels totaling better than 1200 now. What are we going to do? Are we going to try and keep down the local sentiment? The question that has been thrown to me is this: how many have you here and what are you going to do? What is the outcome of this? Are we going to sit and watch these fellows come in? The places have been receptive so far; now, we are about to the border line cases. They are beginning to think about this thing. For instance, here is probably the thing that brings it out the most. I haven't pinned them down exactly but I believe I am safe in making the statement that some of our mail routes out of Brighton and Lupton have more Japanese subscribers than Caucasians at the present time. Now, this thing has developed. The bulk of our offers are from Japanese people -- hiring more Japanese people. That type of offer I thought was desirable at first, but I have come to the conclusion now that they are often not bona fide.

Choate: Are these seasonal offers?

Bennison: No. They are year round, and they are invariably from voluntary evacuees. For instance, the last two requests I have not approved. Tada from Brighton -- I told him I would come down and discuss this thing with him. He wants people, has housing, and I told him I would not approve it, at least not temporarily, that we had too many adjustments to make.

Choate: We are going to -

Bennison: You can just take a stretch down through there - and that is the thing I hope we can thrash out pretty thoroughly here, and see if there is anything we can do to control this indefinite leave business, of people we have not heard of before.

Choate: The only thing we can do about it is this. We cannot and we should not try to do anything we can't back up. We can't stop people from coming in on indefinite leave or from bringing in their families. We can and should by every means possible, discourage any more evacuees coming in by letting it be known far and wide that northern Colorado is a hell of a place to come to.

We can and are going to advise all projects to make sure that there aren't any more people sent out (and Frase will back us up in Washington) from the projects to scout around and find work in northern Colorado, nor will we approve any further indefinite leave from any project to northern Colorado. We are advising the projects that they must apply to us before giving anyone indefinite leave to come into northern Colorado. We don't have it quite so bad in southern Colorado.

Fennell: Otero County.

Choate: We can include Otero County in that. I don't think there is any other spot in the territory that is quite as saturated as Otero County, Rocky Ford, Denver, Adams, Arapahoe and Weld Counties.

Routh: Orchard Mesa, south of Grand Junction. We get the same reaction there, among the people in that section.

Choate: The only thing we can do is to discourage completely any new evacuee placements from the projects for the whole area. We can't say a particular spot like Orchard Mesa. We must say Mesa County. I hadn't thought that that was so necessary at this time to stop placements in Mesa County, if we make any public statements or even merely that Colorado is closed.

Curtis: Would it be possible to issue indefinite leaves -- making restrictions to them?

Frase: It is not possible.

Choate: The only restriction we can have on indefinite leave is entrance to the Pacific Coast Military evacuated area. Otherwise they have the same freedom as you and I to go anywhere they want. All we can do is to get the evacuee to realize the true facts and as you go around you should do that. Don't get any more of your friends in here -- you will have an explosion. We can work that out through various sources without making it a public issue.

King: It would be safe to say that 75% of those that are applying for indefinite leave for permanent employment are within fifty miles of Greeley.

Frase: After all there are some 2500 people in Chicago and around three or four hundred in Minneapolis and six or seven hundred in Cleveland. I think they are getting a rather exaggerated idea of Denver and northern Colorado.

Bennison: We do have the problem here, Mr. Frase, of voluntary evacuees that come in there. You go out on one farm and find 150 that we didn't know anything about. I am referring to Brighton, and Brighton doesn't know the difference between a voluntary and anybody else. They all look alike.

When they come in and set up a vegetable produce market that is pretty good, they all agree that these boys gave them a good business, and now it is a different story.

Choate: We have no worse situation here than applies in Utah, and they are having difficulties of one sort that we haven't had over here, and it has been my intention this spring to try to keep it from getting to that spot. You do have in Colorado a total population that isn't as big as the total population of Chicago. You can't lose them as easily. You have far more Japs in the State of Colorado than you have in the State of Illinois.

Frase: It is possible to get them to go somewhere else.

Choate: That is the emphasis that we have got to work on. Try and get the Japanese people themselves to divert their interest and attention elsewhere and not to invite them in. If they are on a seasonal basis we can of course, return them to the projects if we can't get them jobs anywhere else. I don't know that it is desirable to stop off seasonal labor in northern Colorado, do you?

Bennison: No. It is that indefinite leave business.

Choate: The direction we have to take is to work on people who come to the office and try to move them to other sections of our territory or move them to the east and not to approve indefinite leave in this area. Returning seasonal workers to the project is better, and safer in the long run.

Bennison: Evacuees are still coming in although we are at the saturation point and Japanese commercial people follow, and that is the thing that brings it to a head right now.

Choate: I think the question is this. You people in northern Colorado as well as here in Denver, I want you to work out with those of Japanese descent who are leaders of their communities to get them to realize what is coming, unless they also actively discourage the establishing of new businesses as well as new people coming in. Almost everywhere natives as well as earlier evacuee settlers are conscious of the danger and the threat to their own well being of too great a concentration or influx. You can play on that very fear in working in northern Colorado to get these leaders to take action to discourage newcomers.

DISCUSSION ON SEASONAL LEAVE

Tuesday morning, July 13, 1943

Choate: I think you are all very interested in hearing about seasonal leave and what changes may be made. I don't want you to take what is said now as gospel because it still has to be put in final shape in Washington.

We spent quite a bit of time while we were there pointing out all the various difficulties we were having in connection with the seasonal leave as it now works, and asked for various sanctions that we needed to change our present mode of working, from a question of persuasion and of bluff, to something we could use to force the uncooperative evacuees into line when necessary. Last fall evacuees didn't know what was going to happen to them. They were all very much on their good behavior. They felt they were behind the 8-ball, so they behaved very admirably. This spring we have had a great deal more difficulty keeping them in their area, acting with a reasonable degree of responsibility, and we felt we had to have something that would add weight to the bluff that we have been using. Now, we assured them in Washington that some of these sanctions we are talking about here would not be used except in extreme cases. We mean that and we want you to mean it. Just because you have the ability to recommend that a man be sent to Leupp instead of back to his project, do not take that as permission to recommend sending every fourth man to Leupp. If we start recommending wildly, or taking drastic action, or handling them tough in cases that substantially don't merit it, where a little bit more persuasion, a little bit more ingenuity, a little bit more use of the head will solve these cases, we will be on the outs with Washington.

The principle changes proposed on seasonal leave are as follows: 1. Eligibility of evacuees for seasonal leave should be exactly the same as for indefinite leave. There are a few people now on seasonal who would not be eligible for indefinite leave. Do you remember the type of cases, Bob?

Frase: The principal one is people who gave qualified answers to question 28 on the general leave registration last spring -- that is, who said, "Yes, but I want my citizenship rights back," or something of that sort.

Choate: In some instances the projects have released some who should not be out. But we are not going to jerk them out of the field and send them back to their centers.

Frase: We may - but it depends on the circumstances.

Choate: Unless there is some particular thing about the man that justifies it, in most cases he will not be returned to the project until he finishes his work agreement. We are talking about men who are not eligible for indefinite leave. Men who are repatriates or who indicated disloyalty to the country or who gave qualified answers. Persons whose conduct is not satisfactory do not come in that category at all.

King: Suppose those bad cases wanted to apply for indefinite leave ?

Choate: Supposing they applied for indefinite leave, you would have the ability to recommend against that indefinite leave, stating fully your reasons therefor.

King: Have I the authority to send those men back to the camps now?

Choate: Not without advising Denver of the full circumstances and securing my approval. As provided in Administrative Instruction 22, Supplement 8, if a man jeopardizes the relocation program, I can recommend to the Director that his seasonal leave be revoked. That is as it is at present. The new Leave Procedure will be easier and quicker.

Seasonal leave may be granted by the project director without the approval of the relocation officer only when the offer of employment meets all these three conditions. (1) approval by the county agent or U. S. employment service (2) employment is in agriculture (3) employment is in a county which has been approved by the relocation supervisor.

In other words, the projects may release only to a cleared county for agricultural work. All other seasonal offers of employment must be approved by the relocation officer prior to the release of the evacuee. We expect you to consult with Denver in any marginal cases -- any cases where you are not absolutely sure that it meets the policy and program we have been working on in seasonal leave. For example, some of the timbering and mining operations. They might have seasonal work, but they are not to be approved by the project without prior approval of the relocation officer in the territory. This will also take care of such situations as where there are already as many evacuees as are advisable in the place of employment or where there are labor difficulties. The project director has no way of knowing of such factors but you are supposed to know and you will not recommend that seasonal leave be granted for that particular spot.

An evacuee wishing to return to his project before his seasonal leave expires must obtain a travel permit from the nearest relocation officer who will notify the project director in advance of the evacuee's return, at the same time submitting a full report on the circumstances surrounding his return to the project before completing his job, or becoming unemployed, or prior to the completion of his agreement, when he has no good reason to return or to leave his work. Should the evacuee arrive at a project without prior permission from the relocation officer, the project director shall write to the relocation officer, stating the facts of the return and requesting a report and recommendation. Now, if that goes through, we will have advance knowledge of returns instead of these people running back to the project without your knowledge often breaking their employment contract and acting in an irresponsible manner.

This is so the evacuee will be much more likely to come to you or write to you and let you know his plans. When unapproved or unauthorized returns to the project are made, the relocation supervisor or the relocation officer may recommend to the project director that the evacuee will not be eligible for any type of leave without approval from Washington. That will stop off a lot of the running in and out. If a man knows he has got to go back and will have to stay back, he will think twice before returning. We feel it will stop a lot of it. Those recommendations which are made by the relocation supervisor will automatically become part of the evacuee's project record. In other words, you will have something that will look bad on his record, and most of them do not want that. Tell him this: "It is going to be a part of your record from now on out and how you will be treated by WRA is going to be dependent on that." Only about 10 or 15% will need this sort of thing. But, if we can hold that 10 or 15% in line and especially without having to exercise these sanctions, we will have made a very large step forward.

These sanctions are not intended to prevent your approving of such a return. The situation is in your hands. If the man is physically incapacitated or has done a good job and has completed it, or if he is temperamentally incapable of the type of work, then he may return to the center without a recommendation that he be kept

there. Wherever the evacuee has a bona fide reason that is in your opinion justified, the report to the Project should be favorable to the project director. There is no reason why the privileges of relocation should not be restored to him.

Frase: I think that is true unless we give them an extension.

Curtis: In that case they wouldn't require a permit.

Anderson: When they come out for beet work thinning and hoeing and each of them say, the rest of them can take care of the job -- we will go back to the camp. If you can't shift them on to something else, they will go back to camp. They are not going to stay out with no work.

Choate: That's right.

Anderson: They maintain they don't have to ask the relocation officer if they can go back, they are going anyway.

Choate: Under the new procedure you will have a control if evacuees return in advance of the completion of their job and there is work for them but they are not willing to work or to accept other similar work for the employer. However, if the employer has no work for them and they do not wish to take other work, we must not try to force them to stay out when they want to return unless the fault lies definitely with them. We may not like it but the evacuee is within his rights. So actually the seasonal worker, if he has worked in the field 60 days, is entitled to his return transportation.

Lane: Is that 60 days work or 60 days of elapsed time.

Choate: It doesn't say, but if the work was there and the man didn't work, obviously he wouldn't be entitled to be returned at the employer's expense. But, if he had worked at all times when it was reasonably possible, then he would be entitled to return at the end of 60 days.

Lane: It comes up quite often on the Noel Cover case.

Choate: I don't know whether it comes in here, but Rex and I were talking about that particular thing and we felt that 60 days should mean 60 days of work -- 6 days a week -- whenever work was available.

Lane: And then a 60 day elapsed ---

Choate: If they work 6 days a week and work is available during the 60 days period, they are then entitled to be returned. If they lay off voluntarily, then they are not. And I think you should uphold the employer in cases of the latter sort. They can return at their own expense but are not entitled to return transportation if they have not put in this reasonable amount of time, barring accidents or genuine illness.

Lane: On a beet contract that won't hold. From the time they start thinning, then the first, second, third, hoeing, which will be along the latter part of July and August, and all of that time they will not have put in 60 days of beet work, although they will have been there from April until August. They will not have had 60 days of work on beets.

Choate: Most of the contracts provide for other work as well.

Lane: They are usually asked to do other work and then the sugar company is the one that is stuck if they have to pay return transportation.

Choate: Whose fault is it that they didn't work?

Lane: It is the employees' fault. They don't like to work. We have work in the hay fields or railroads or hoeing beans that they can work on, but they don't want to work on that. All they want to do is to get transportation back to the camp, and then come back out for the beet topping.

Choate: In cases of that sort, I don't think they are entitled to their return after 60 days if they have not accepted other employment which is included in their agreement. Do you think so, Bob?

Frase: It depends on the contract. Whether they were recruited for beet work or for other crops as well.

Bennison: I am not worried so much about this problem, but the other thing is this idea of you have got a certain type of people that have left the bulk of their families in the Center. As soon as they get \$15 or \$20 ahead they want to go back to the centers to see their families. Whenever the employer has a breathing spell, they want to go back to the center to visit. We would like to get them onto another job, but that has been the biggest puzzler that has come up is this eternal visiting. It is usually the wife. Anything for an excuse to go back to the Center. I am wondering how far we should go in controlling that. The average fellow between 25 and 30 who has \$15 or \$20 in their pocket would rather spend it to go back to the center than anyplace else. The kids between 18 and 25 would rather go into Denver and spend it. That is a real problem that we haven't covered here.

Lane: We can't find work for all these men within a radius of a few miles of where they are living, but we do have good jobs -- \$5 or \$6 a day jobs for them if they will go a little distance.

Choate: How many would you say in your section are interested in returning for visits? And how many do you think would stay there? And give up their fall contracts.

Lane: There are five boys who want to go and visit and have told the others they have no intention of coming back, so it is hard to get a figure on that.

Choate: Would you be inclined to say that most of them would not come back if you let them go?

Lane: Yes, I would say that if we let them go. I have been wiring the project on those who have sick relatives or were badly needed, and getting a check on them before allowing them to go back. So far, we haven't had one project say that they were needed back there. I have been presenting that wire to them and I have been keeping them there.

Bennison: I would say about 15% of the people on seasonal leave have come in with some kind of a request, half w stay at the centers and half would come back.

Choate: How about somebody else? Andy?

Anderson: My experience is just like Mr. Lane's. I think that most of these fellows out on seasonal leave haven't the slightest idea of taking indefinite leaves. They want to take the first opportunity of getting back to camp. And, since the sugar company breaks contracts, they don't think anything of breaking them either. I don't know of one sugar company contract that has been kept.

Choate: Although you may find an individual manager who will take a greater responsibility, you will find that they don't particularly worry and that they don't think the evacuee should worry about the conditions in the particular contract that is presented to the evacuee in the Center when he was recruited.

Lane: I have been fortunate in finding that the sugar company has been more cooperative in trying to please the evacuees instead of trying to say "You work here -- you work there". I have taken evacuees to several different places -- they want the evacuees to be satisfied.

Anderson: That depends more on the scarcity or surplus of labor which they have. When evacuees first came out there was a scarcity of labor and they recruited those Japanese on the basis of the contracts they had. Then, all of a sudden, there came an influx of Mexican nationals, more than they ever anticipated, and the Mexicans in every case got the good contracts and the Japanese were put on contracts that were not so good. That has created a very definite feeling of dissatisfaction on the part of the Japanese.

Frase: Is that because the Mexican contracts have the 75% clause in them?

Anderson: Yes, that is one of the reasons. There is a group of Japanese who came out and sat for a solid month -- they had nothing to do in one location and had a hard time getting enough to eat -- only two or three of them had a chance to do any work.

Bennison: Many people have come in and requested return to the camp. In all cases except one they have left their family back in the camp. Only one single fellow made that request. It goes back to the thing of breaking up the family ties and any excuse to get back.

Fennell: That is one of the largest factors, but they trump up all kinds of excuses for the return to camp. They say the rest of the family is going to accept a job somewhere else, and that may be the last time they will get to see them. Others return because they hear of a good job offer in the center. However, I think that it is a project responsibility to maintain faith with the original employer and discourage such evacuees by telling them they are not eligible for consideration for the new job offer.

Anderson: They also hear about good job opportunities in Chicago or Milwaukee or some other city. They want to go back and see what there is.

Choate: That is one reason why we are trying to do what we were discussing yesterday. You will have these good offers available in Chicago and Cleveland for evacuees on seasonal leave. We hope to stop off the running back situation on one hand and on the other give them as good a break or a better one than men get sitting around the Center. How that will work will depend upon your ability to sell this to evacuees in the field.

Lane: Would I be justified in letting them go back there to accept those jobs before the beet contract is completed this fall? Unless they want to return the money to the sugar company?

Choate: We certainly should discourage it. For two reasons. One, that it

is a breach of faith to the employer who is dependent on their help, and is not helpful in keeping the good feeling of the people in the vicinity. They get pretty upset as you know, if a man doesn't keep his contract. Our efforts should all be toward trying to find employment and keeping them in the field, pending termination of their agreement. If the sugar company can't keep them employed during the summer months actually it is not our fault, and it is not the evacuee's fault, and they should then be aided in finding year round work elsewhere. The other part of this is the question of the stabilization order which says that if they are unemployed for seven days they are free. You can change your job regardless of the order if you want to quit and be unemployed 30 days and then you can take any job you want. But if an evacuee is unemployed for 7 days he is entitled to a certificate of availability.

O'Braun: For other farm work.

Choate: No, for any work. If he is leaving for an essential job and is unemployed that question is under the jurisdiction of the USES. There are instances where there isn't agricultural work available in the area, or where there is a question of undue hardship, because of bad housing or something of that sort, where a man is still entitled to his certificate of availability because of the type of work or because it is not available where he is. After seven days unemployment he is free to make a change. If the sugar company or the USES or yourself can't place that man in similar work reasonably nearby we are not justified in trying to hold him there. If the sugar company can't find work I don't know why we should sweat our hearts out trying to keep these people out in the field.

Anderson: I agree with you.

O'Braun: I think we are all going to be part of the War Manpower Commission in each area. They have talked to me about it.

Choate: What do you mean?

O'Braun: They are going to take representatives of different government agencies and put them on this Manpower Commission in the area, and it will be part of our job to help maintain this stabilization order.

Choate: Would it be the policy of WRA to approve that situation?

Frase: If it is merely an advisory committee, it is probably all right. It would probably be helpful. But we can't assume any delegated power. We can't enforce the thing.

Choate: By pulling you in on the deal from an enforcing aspect in any way, we would be on the spot. We are working with the evacuees to see that they are getting a fair deal and yet on the WRC you would have pressure on you that would be hard to resist.

Frase: That's right, but we can't take the job over from the USES because in the first place, it is their job and the second place, we have no likelihood in most areas of getting reciprocity on the thing. I doubt whether we would get a better break from them by serving on such a committee.

Choate: I don't really know the answer on when we should try to prevent a man taking a trip back to a project for a visit and when we should cooperate with him in doing so. Has anyone any suggestions as to what procedures or methods we should follow in trying to determine this particular issue? When should we approve and say, "God speed, and farewell, and come back in a hurry," and when we should try to see that they don't go at all?

Wolfley: The only thing to do is talk just as long as you can and as loud as you can and as hard as you can to get them to stay, and when you see they are going home anyway, go ahead and give them a release.

Fennell: Most employers are so frightened by the possibility of not having enough labor that they line up more men than they need. So it is all right for evacuees to go back to the center for a period of time, as long as the employer is not particularly penalized and the return doesn't cause a loss of crops. On sugar beet work, when the lull comes, I think evacuees should be allowed to go back to the center, if they are willing to assume their transportation expense and agree to come back to the job, as long as the employer doesn't feel any resentment about their going.

Routh: In most cases, I ask evacuees first, "Have you checked with the employer?" and then I go to the sugar company and say, "Is there any local work to which you can shift these fellows?" and after that was done I checked with the employer. By that method I have been able to hold all but four or five in the community by this exchange of employment. I haven't had this problem of going back to the center.

Lane: To what extent will the center back us up where a man goes back for a visit, and you issue a travel permit, and put on it that he is to return at the end of that time to keep his contract? Will the center send him back?

Choate: Not unless he is willing to go back. You are not dealing with slave labor. We can't legally hold them out in the field, even though we want them to do certain things.

Lane: But would the project personnel talk to them about the responsibility of fulfilling their contract?

Choate: I suppose that would depend upon the project. I don't know of any way we can lay down a rule or expect to get uniform handling.

Lane: The majority of evacuees say they have never been told anything when they leave the project. They are given no instructions. Is it possible for these evacuees to have a mimeographed statement of some of these penalties that are liable to be attached if they do not comply with the regulations?

Frase: I think the thing to do is when the new instructions are prepared to go with the revised regulations is to try to get the projects to give it to them and tell them, but I think you should have a supply in your office and ask them about it and give them another one and a talking to. I think that no matter how much instruction is given at the project, it just doesn't sink in at the project. That is kind of an unreal place and the outside world doesn't have much reality. The burden of instruction and advice is the thing that will fall on the field staff, because they are right out there and it is a practical matter. In the project they are just interested in leaving the next day.

Routh: Two boys went into a certain cafe in Grand Junction and they told them they didn't want to serve them. I said, "What did they tell you at the project about finding your way around in a new community", and they said, "Nothing". That gave me a good chance to tell them to go slow on that sort of thing. Probably that hit them right between the eyes because it was out there where it happened.

Choate: That, of course, is the reason why I have stressed as much as I have this last spring, the advisability and importance of meeting evacuees and talking to them as soon as possible after their arrival in the area to make up for the

deficiencies and lack of information they are getting on the project to give them guidance and assistance. It applies also to those coming in on indefinite leave, although we will have more difficulties with those on seasonal leave. When the new instructions on seasonal leave come out a copy will be sent to every evacuee on seasonal leave. You will also have extra copies.

Frase: Yes.

Choate: We have asked that an instruction sheet be made in Japanese to give to those who can't understand English to try to fill that gap. We will have a supply in your hands, so you can give one to each evacuee and call his attention to the fact that it is very important. Bob, what is your feeling on the question we have discussed at some length as to visits to the projects and how they should be handled, and under what circumstances we should discourage such trips due to the possibility of the evacuee's not completing his agreement and hence leaving the farmer holding the bag?

Frase: I try to look at it from a long run point of view to get some idea of where this seasonal leave thing is going. It is my impression that the 75% employment contract with Mexican national labor and with prisoners of war available to some degree, is a general lengthening of the manpower situation in agriculture. My guess is that the farmers have cut down their operations to meet the labor supply available. Seasonal leave in agriculture is probably going to be a declining thing in the long run. It has been less important this year than we expected it to be. Another factor is that although it has been very desirable both from the standpoint of utilizing manpower and also as a means of breaking open this whole leave program and giving opportunities for people to get out and get adjusted to the outside again and give a good many of them an opportunity to get year round jobs. Probably in all these ways it is going to be less important than it has been and maybe our job is to sort of nurse the thing along the rest of this year and to a lesser extent next year, but with the idea that we are gradually easing out of the picture, except for the fellows coming out who can get some kind of a year round proposition.

We have always had difficulty with the slack season in the summer with the general workers. We had it last spring in the early program we had. It is not a one-sided picture at all. The sugar companies and farmers are grinding their particular ax and the evacuee is doing the same and I think we never would go to the extreme of putting in a requirement of a certain minimum, a guarantee of work such as in the Mexican labor contract. We felt that we could not enforce it. Since there isn't any such guarantee and there are many occasions of a slack period in the middle of the summer, I feel we should just work along on it and do what is reasonable in certain circumstances. If the farmers figure there is no work to be had, and there is a six weeks period there, we are going to have people going back and I don't see there is much harm in it. It is not a tight situation where anybody has control or where there is a hard and fast controlled situation that you can tie to. It is a question of working it out in a reasonable manner for all parties concerned.

Choate: I think that probably Vern Wolfley's suggestion is about as good as any. That is, that we make every effort to place that man in that immediate vicinity on whatever work is available. If you can persuade them to do so, you should, but if you get to the point of where you see they are going anyway - let 'em go. If you do insist, they will not be good workers. Try to get them to agree to come back as a matter of the right thing to do after their visit, then go ahead and give them a travel permit and let them go. If you have done that and you are playing fair with them, the chances are that a good proportion will come back. If they don't, there is nothing much we can do about it. If a man goes back

on a visit, I think it would be a good idea to send a brief note to the project stating he had asked for and been given a travel permit to visit, and that he had agreed to come back out, and you would like their cooperation in getting in touch with him to see that at least he does stay wilfully and knowingly. Sometime in the future the War Manpower Commission may have the power to say, "You can't leave that job," but I doubt it. That would implicate the whole nation if people were forced to do a certain type of work as they were ordered to do. There are plenty of Caucasians who could be working at essential war work but are not forced to do so. Lots of people are engaged in non-essential activities who could be utilizing their skills in much more important work, but they are not compelled to change nor to work on farms. Now, the War Manpower Commission says we would like to have you over here. They don't say you have got to do this. They say, you are a mechanic, we need a mechanic and we would like to have you go over there, but it is based on your full consent. Until such time as this country moves away from that basis, these evacuees are not to be shoved around any more than other groups. We may not like it when they quit a job and go back to the center, and we should do everything in our power to keep them on their job. We must not treat them or allow them to be treated as if they were so much labor at so many dollars a head in a state of peonage. It is just a question of common sense and fair treatment. We want to discourage their whims and their jumping around from job to job but they are on the same basis as everyone else and just as free to dislike a job and quit.

Lane: Can agricultural workers quit anytime and go any place in the country without a statement of availability?

Choate: That is true as long as he stays in agriculture. The War Manpower Commission states that no statement of availability is required before a man in seasonal agricultural labor can change employers.

Anderson: That's if they stay in agriculture.

Choate: I can't quote the words, but in our region which applies to centers you have in Denver, it simply states that you can move in agriculture. There is no restriction so long as you are employed and just changing from one job to another, up or down. You go back or move to another county or so far perhaps to another state

Lane: That applies where?

Choate: I have written to Rarig asking for the stabilization order, but I haven't gotten it yet.

Anderson: They are bidding for labor in various sections of the country. Here are people who want to go to Washington:

Choate: It can be done.

King: I had a case where some evacuees were willing to go to Utah. Do they have to have a job offer from Utah saying that they are going to agriculture there? Or do they just come up and say they are going to go to that territory?

Choate: The migrants are still doing it.

Frase: If they are on seasonal leave they would have to get a travel permit from you before leaving the travel district on their seasonal leave permit.

Anderson: We also have a problem where they might move from my area to Rex Lee's territory.

Choate: There is where your travel permit is supposed to stop it off. If you don't give them a travel permit, they can't move.

Anderson: But it seems to be advisable to do that sometimes.

Choate: Well, then, do it, provided you secure the approval of the relocation supervisor in the district to which the evacuee is proceeding. It must be a regulated and controlled affair and the approval must come from the territory into which the evacuee is moving. As Frase said yesterday, seasonal leave should be confined to the Denver and Salt Lake territories except in a few instances and under those circumstances must be worked out between me and the other relocation supervisors.

Anderson: What about transportation at Government expense to labor shortage areas?

Choate: County agents have funds for transferring intra-state, but they can't transfer between states. That would either have to be at the employer's expense or be handled through the FSA. The FSA set-up for inter-state transportation is a time-taking procedure: first, the county extension agent or the USES approves on the basis of need; then the request goes to the state level for War Manpower Commission approval and from there to Washington, to the FSA there. If they decide it is all right they wire the authorization to provide travel for seasonal farm workers to the FSA agent in the territory where the labor awaits and he then provides the transportation for the workers. The FSA will not handle orders for less than 50 workers.

Morgan: Suppose we want to use some of Lane's Scottsbluff county beet workers down in my territory for the early spud harvest which would give work during the mid-summer unemployment period. Does the County Agent down there at Buffalo county have the funds to handle the transportation problem?

Choate: Yes, he is supposed to. In Wyoming, McElroy of State Extension Service, said he would approve transport of evacuees from Heart Mountain to any county in the state. He would make out a check to the project director covering the expense of transportation down to the place of employment. When they have earned return transportation they would be returned by the county agent from that point to the project.

Lane: I have five fruit pickers, experienced men, who have requested to go to Grand Junction, Colorado, to work in the fruit harvest.

Choate: They would have to do it on their own funds unless the employer wants to pay it. The county agent can not transport inter-state.

Lane: What if the employer has requested it of FSA?

Choate: The FSA will not transport any such small numbers. They are supposed to transport only a group of 100. Under certain circumstances they will change that to a little less -- but not less than 40 or 50. So if you have a small group, say 5 or 10 it would be a question of working it out with the farmers or the growers' association.

CHANGING SEASONAL LEAVE TO INDEFINITE LEAVE

Choate: When a man is in the field on seasonal leave and is issued indefinite leave, his new leave permit should be sent to the Relocation Officer in the district where he is working so the Relocation Officer will have another opportunity to talk to the man about his plans. When a man is on seasonal leave and is issued indefinite leave he might come to Denver if not warned and persuaded to do otherwise, or he might leave his job right in the middle of the harvest, which would be very bad. We hope to have as a definite part of the issuance of indefinite leave, that the leave permit must go to the Relocation Officer for handling. In these cases, the Relocation Officer again must use good sense and not try to restrict unfairly the movement of an evacuee when release should be given. I think our men will use good judgment.

Fennell: Granada, as a result of Thomas Holland's arrangement, is sending assistance grants to Relocation Officers in the field to give to the evacuee on arrival.

Choate: All relocation assistance grants in the future are to go to the Relocation Officers in the field. In other words, a man going to Chicago will have a ticket but won't have the cash fare. He will receive a Government Transportation Request to his destination, and his assistance grant will be sent to the Relocation Officer there.

Mundell: Suppose you have this. An evacuee comes from Poston to El Paso, a distance of 350 miles, but I am not going to El Paso for two or three weeks. In that case he would have to write to me and let me know where he is.

Choate: The instructions will say that the grant is being sent to the Relocation Officer, and the evacuee should see or write him. If he is at some distance from the Relocation Officer's place of business, then you will not keep the grant until he shows up but will send it to him with a letter when you have heard from him. If he has indefinite leave to go to El Paso from Granada and he writes from Garden City, Kansas you won't need to send it to him.

Frase: Write him and say he did not go where he was expected to go, and you are sending his assistance grant back to the project.

Choate: Now, back to the new Seasonal Leave regulations again. Evacuees on Season 1 Leave whose conduct is such as to endanger the relocation program may be immediately returned by the Relocation Supervisor to the project, at their own expense, with the same type of recommendation as mentioned above. A copy of the Relocation Officer's report to the project director shall be sent to Washington. In cases where the man absolutely does not have the money we will probably have a travel request book which will enable you to return him at WRA expense, under certain specific conditions and with approval from the Supervisor.

Frase: After the case receives approval of the Supervisor, it has to come to Washington, and if okay, we will pay the evacuee's fare.

Choate: That's right. If WRA is to pay the fare of an evacuee to be returned to the project, you will write the full details, and I will get the authority needed by getting in touch with Washington. Under certain circumstances where an evacuee's conduct has been extremely bad and the return to the relocation center might harm the relocation program at the center or special discipline is needed, the Relocation Supervisor may ask the Director to send the evacuee to Leupp instead of the project

from which he came. We don't feel that is going to be needed. The biggest reason we asked for it and the biggest reason it was granted is that it is a real threat. If somebody isn't behaving himself and is just not good, just say to him. "If you don't get in line, I am going to recommend that you go to Leupp and you won't get back to your own project, and you won't get out of Leupp until the Director says O.K." Just this threat very likely will be enough to bring almost any evacuee into line. Don't use it if a guy goes down and drinks too much beer on one occasion. We don't know the cases where we will use it yet. But, by no means use it as a common threat. This is the last resort for the tough guys, alien or citizen.

#### DURATION OF SEASONAL LEAVE AND EXTENSION THEREOF

The duration of the Seasonal leave will be left just as it is. Where there is a very short season or a sudden urgent need, like Routh has with peaches in Grand Junction or Fennell has for the pea picking season in the San Luis Valley, there is nothing to prevent the use of evacuees.

Upon the expiration of a seasonal leave permit the Relocation Officer may extend the permit for the duration of an employment. In other words, if the permit is going to end in the middle of the harvest season, we want to be able to extend it, but only after the Relocation Officer has determined that it is not practical for the evacuee to receive Indefinite Leave. The emphasis all through this is to get evacuees on Indefinite Leave, if there is a chance of making a go of it. Sometimes an evacuee comes out on Seasonal Leave and after a time, finds he can make a go of it even though moving from one seasonal job to another through the year, and if he is willing to take a crack at it, let him stay there but changing over to Indefinite Leave.

Wolfley: Heart Mountain is now issuing leave for seven months. We can't extend it beyond that.

Choate: Yes, we can. If a man came out in March, seven months would take him to October. We shouldn't say that a man has to go back in the middle of a harvest job. You can extend his Seasonal Leave, but you should not extend it if you can get him on Indefinite Leave. If it is just a case of a man who wants to stay out but wants to hold back accepting Indefinite Leave so he can keep one foot in the project, make no extension of leave but return him at once.

Seasonal leave permits cannot be extended by the Project Director. We feel it is very important that we in the field have the control over this question of extension of seasonal leave permits for reasons which are obvious to you.

The Relocation Officer may issue special travel permit for evacuees wishing to travel outside of the area to which they are restricted. Travel to another Relocation Officer's district must have prior approval of the Relocation Officer into whose district the evacuee wishes to travel.

In other words, we want to have this on a controlled basis so that everybody will know what is going on. You have already had a form which was sent to you sometime ago called, "Advice of Movement of Evacuees." That should be used when the proposed trip is for travel or a visit or change of employment into another Relocation Officer's territory. The only thing that I would hold you to is that you secure the other Relocation Officer's approval before you furnish a travel permit.

Now this question of travel permits into areas outside of this territory. We must secure the approval of the Relocation Supervisor into whose area they are to travel. Some evacuees can be persuaded to take indefinite leave but this does not mean West to Salt Lake or Denver or Northern Colorado or Otero County, but only indefinite leave to the East or Middle West or the safe parts of the Denver territory. In such cases, arrangements should if possible be made by prior letter to the Relocation Supervisor or to the Relocation Officer in the specific city to which he proposes to proceed. We should not approve indefinite leave without that prior approval. In other words, some man may say, "I have a job in Chicago -- will you approve my indefinite leave?" You should not do so without having a signed OK from a Relocation Officer or Supervisor in the other territory.

O'Braun: Do we go through you?

Choate: No, that isn't necessary.

O'Braun: Should we write the Relocation Supervisor?

Choate: Yes, you can write to the Relocation Supervisor. The reason for that is this. They are willing to go with us quite a ways. They have bad housing conditions and other problems so they need to make preparations in most cases. Wherever it is possible you should be in contact with them before you issue indefinite leave. We will have certain types of jobs available in other areas if evacuees are willing to take those types of jobs. You will later be informed of the type in what cities. Secure indefinite leave for them if evacuees are willing to take those particular jobs. If they are going to go just to look around and don't indicate ahead of time a willingness to take this type of job if it is offered to them, you had better check with the Relocation Supervisor or the Relocation Officer before releasing them.

Frase: No, only the Relocation Officer.

Anderson: You say you can issue indefinite leave in one sentence and in the next sentence you say you can secure leave.

Choate: I am glad you caught me on that. We recommended to Washington that Relocation Supervisors, through their field Relocation Officers, be permitted to issue indefinite leave without going to the projects. However, there are various problems connected with identification of individuals that would put quite a strong burden on the Relocation Officer. So Washington decided it was better to let the actual issuance remain at the projects. Shirrell and Pistere have agreed that for certain types of occupations in certain areas we can approve indefinite leave without their prior approval. You will be informed of those occupations and those areas. Beyond that or outside of that particular group, you should get the Relocation Officer's or the Relocation Supervisor's approval. It is a step forward and a step that we have gained through this last trip.

Frase: They should be advised, though, in advance, so they can arrange housing.

Choate: Housing is a difficult problem in those cities. In Cleveland and Chicago and St. Paul it is almost impossible. Some of the other cities vary on the scale from fairly good to very difficult. They would like very much to have the people go into the smaller cities. On the other hand, New York City is excellent. There are plenty of jobs, plenty of housing -- a wonderful opportunity to get in there. There is no difficulty in the town. The wages are not as high as some other spots but there is a good opportunity for real relocation under the most favorable possible circumstances, so stress New York City, and get people interested in it. We will secure more material for you about New York. Cullum will send me types of jobs, types of housing etc., and I in turn will send them to you. If you can get people to go into New York, that is possibly the best single city to which you could refer them.

O'Braun: Maybe my geography is wrong, but the last regulation I heard was that they couldn't go East of the Alleghany Mountains.

Choate: Oh, you are thinking of primary placement from the project. That is a very peculiar situation. There are certain people who are cleared by the Joint Board for entrance into the Eastern Defense Command. They have 6000 such names already cleared and they can go there from projects but others cannot. However, there is no prohibition against evacuees going there from the interior of the United States without prior clearance if they are already out on indefinite leave. If you get an evacuee onto indefinite leave while he is out here, he can go to Chicago or Cleveland or New York. We would recommend that he go to Chicago or Cleveland and if he doesn't find the right job he can go on to New York or Philadelphia.

Anderson: Then you would issue the indefinite leave without a relocation opportunity or relocation destination?

Frase: That's right. But you have to put some destination in just to fill out the form.

Choate: Just so we won't have them coming down to Denver, let's make out the leave for a mid-western city. I am scared of their getting indefinite leave in this territory and coming right into Denver. That is exactly what some will try to do. To prevent this tell them, "Your indefinite leave is for Chicago or Cincinnati, - that is where you have got to go, but once you get there you can go to New York." That is the best way to present the case.

Lane: I had a case like that when his indefinite leave came through -- I issued a travel permit for a fellow to go to Chicago and told him he would get his indefinite leave there.

Choate: That isn't a good practice. The evacuee has no real identification which will satisfy the FBI, or the U. S. Attorney or the Police. He has either a paper or a card saying he is on seasonal leave, plus that travel permit; that is all. It is not advisable to do that. There is no prohibition on it, but it is not advisable because it is likely to create difficulty. The best procedure is to write and get indefinite leave before he is ready to go.

Frase: I think you can carry the bluff further, get a job lined up for him and notify Shirrell so he can get temporary housing. Go to the railroad station with him and see that he buys his ticket to Chicago but don't give him the indefinite leave permit until after he has bought the ticket. That is about all you can do.

Fennell: There is one other case where a person might be out on seasonal leave in your territory, with an invitation from the hostel to be notified when the hostel can accept him. There will be no need of contacting the Relocation Officer or Supervisor in another territory?

Choate: Well, I think it would be a good idea to send a letter. They would like to know about it just the same as you would like to know if somebody is coming into your territory. Either notify the hostel or the Relocation Officer. Let's make it a universal rule that whenever anyone is leaving this territory for the middle west that we notify them that: "This man is coming to Chicago, leaving North Platte at such and such a time, should arrive at such and such a time, and he will contact you." That will be in addition to any arrangements that might be necessary in any specific case.

EVACUEES ON SEASONAL LEAVE WHO ARE INELIGIBLE FOR INDEFINITE LEAVE

Choate: The Relocation Supervisor is to get a list from each project of those evacuees who are not eligible for indefinite leave. At the discretion of the Relocation Supervisor they may be returned to the Project when they complete their work unless we receive instructions from Washington to return them immediately. If we receive no direct instructions that they must be returned now, if they are doing a good job, and there is no good reason for sending them back right away, we will let them finish their job and avoid the resentment of employers due to taking a needed man off the job.

Frase: I would like to mention briefly this matter of returning people to the project. There will be a few cases that got out by accident, and some we might return to the project right away. We have had to ask Rex Lee to return a couple of people. In those cases we will wire the project and say, "John Doe is out by mistake. We want him to return. According to our records, he is at such and such a place. You are authorized to make a grant to cover the return transportation. You are to get in touch with the relocation officer to make arrangements." We will also notify the Relocation Officer direct that we have told the project and that they may expect to hear from the project.

Choate: And the grant would be sent to the Relocation Officer?

Frase: Yes, by the Project Director.

Choate: Suppose the evacuee disappeared?

Frase: We will expect the Relocation Officer when he got the word from Washington to immediately determine that the fellow is there and keep an eye on him until arrangements are worked out.

Choate: If he should disappear after you've seen him and told him to "stay put" then the thing for us to do would be to immediately notify the nearest FBI agent of the facts as you have them and of his disappearance, if you can't trace him yourself. If he has only gone to a nearby town, don't call the FBI except when in your opinion it seems necessary and advisable.

O'Braun: Should they be escorted back?

Choate: If an escort is desirable I assume you would receive that information in your directions from Washington. Otherwise put him on the train with his ticket. If you deem it advisable, merely tell him that he is expected to return to the project on the first connecting trains or buses and that he is being held responsible to do that. If he doesn't do that, he is running a very grave risk of being picked up by the FBI. There are personally aware of the fact they are behind the 8 ball in a lot of these cases. I don't know of any case where we have given a man that kind of directions and he hasn't returned. Be sure to wire the project of the mode of transportation, the route, and expected time of arrival.

In sending the project an indefinite leave application you must be sure of the identity of the evacuee. Ask for Birth Certificate of alien registration card. Whether he has this or not, ask questions about him. Be sure that he is the same person that their records show so that there will be no mistake as to his pre-evacuation address. These questions should be of a type that the wrong man would not know. "What is your birthday?", "Your mother's maiden name?" "Your pre-evacuation address?" A few things like that will tie a man up pretty fast if he is the wrong fellow and the answers can be checked against project records very easily. Also add physical information: size, weight, etc.

UNAUTHORIZED RETURN TO PROJECT FROM SEASONAL LEAVE

Choate: Remember that if evacuees return from seasonal leave they may not be eligible for indefinite leave or travel assistance or assistance grants. If they have gone back from seasonal leave under improper circumstances and your recommendation is to that effect a second seasonal leave or indefinite leave will be held up and will require directoral approval. That means that their application will have to go to Washington and will probably lay round Washington for quite a time so that there will be a very considerable delay, even if they secure directoral approval. This is the argument to use in telling them about this new regulation: "If you go back to the project, I am going to recommend that you not be given an indefinite leave or further seasonal leave without approval of the director in Washington, and you know how long it takes to get things out of Washington."

Frase: I think this is the point also, that we might go to county agents and USFS and other people we work with and explain to them about evacuees evading the freeze order and going back to the projects. Tell them we want to cooperate with them to the extent we can and that is one of the reasons why we are putting these new regulations into effect, so that we will stick a guy in the project for a period of time and will prevent people from ducking back there to evade stabilization orders.

TRANSPORTATION OF EVACUEES TO SEASONAL JOBS

Choate: In the future we are not going to require that the employer pay transportation for a seasonal worker. We are going to leave it up entirely to the deal that the evacuee can make for himself. If he wants to pay his own transportation, fine and dandy. If the employer can get federal transportation either through the county agent or FSA, fine and dandy. If the evacuee wants to pay his own, that also is satisfactory with WRA. We certainly won't have any more cases where a man who was willing to pay his own transportation but the project would not release him because the employer hadn't sent in a guarantee of transportation.

In most cases the employer is aware of the fact that he is not going to get the boys out if he does not at least pay the transportation to the place of employment. We are not going to be worried nearly as much by this question of transportation on any new seasonal leaves. This change will not affect those at the present time who came out on transportation guarantees.

Now, about present transportation agreements, where the evacuee comes out for a ride and quits after just a few days. The employer is stuck for the fare from the project. Perhaps you could say that if the evacuee is entitled to return transportation after 60 days, it is expected that he would work 30 days before he is entitled to free transportation out to the job.

Fennell: We had that at the CF&I and didn't have any trouble.

Choate: Let's follow that as the rule but without putting it in writing. You just would have a heck of a time if these people came up to you and said "You get my money back from those evacuees." We have to say "That is your job, but we will talk to them, but if we're unsuccessful, it is up to you." We can't be responsible for collecting from evacuees. After all, the sugar companies have transported many thousands of workers and there have been many many times when those workers have never delivered the work that had been expected. However because they have a WRA man to put the heat on, they will take advantage of us if we let them. The question is how far we can work with evacuees on a persuasion basis, presenting this as the right thing for the evacuees to do, stressing the adverse effect it will have on public opinion if they don't do it. If anybody says "I don't want to" that is as far as you can go. Then tell the employer: "Go ahead and file a suit against him if you feel you must recover the money."

Morgan: Then, Hal, this in effect would be a transportation advance until the man had worked 30 days.

Choate: Yes, that is about it. It is only fair and reasonable. It is a reasonable obligation for the evacuee to deliver what he has agreed to deliver. It is a principle of law but not one for us to enforce. If a man enters into a contract and has received some consideration (which in this instance would be his transportation out) he is duty bound to perform. The enforcement of that obligation is not ours, it is the employer's. Through the courts or by any other means he may wish to use.

Morgan: This puts our labor on a par with anybody else's labor. Because the companies have been making transportation advances for a good many years and they have been losing a good amount. Why not just state in the agreement that the transportation out to the job shall be considered as a transportation advance until the employee shall have worked 30 days.

Choate: Any such clause will be permissible under the new seasonal leave procedures since it will be up to employer and evacuee to agree upon the transportation agreement and the employer can insist upon that. Our present transportation agreement says the employer agrees to pay the return transportation if the employment agreement is terminated by the worker after it has been in effect for 60 days. As a matter of actual fact, after it has been in effect for 60 days it is wide open. Legally, even if he hasn't worked he can demand return transportation after he has been out for 60 days. But, factually, it would be very bad business if he did not work when it was available.

O'Braun: Who will be the final judge of when it is possible to work?

Choate: That is a question of negotiations again.

King: What if the fellow took sick and was unable to work?

Choate: That is their hard luck. If the employer doesn't provide a medical examination at the project, then he is running into the question of having recruited men who are not physically capable of doing the work. If the man takes sick, he is covered by "If the return is required by the WRA". In other words, if a man is genuinely sick, and has to be returned, that is a hazard the employer takes.

O'Braun: That is included in "Upon request of an official of the War Relocation Authority?"

Choate: Yes, he agrees to pay the workers return transportation, first: if the return is required by the WRA. We don't want men in the field who are in a sick or perhaps a dying condition and we feel that in most cases the employer should return the man and pay the expense; second; if the employment expires or is terminated by the employer after 60 days, that second clause covers the man who is unemployed when on beet work. He is unwilling to stay on. If you can't keep them employed out there, the employer has agreed here to return them. The employment has terminated. Even if it is going to pick up again later, we are not going to be a party to making a man stay in the field at his own expense, anywhere from two to six weeks.

Lane: That question came up when you were up there. These boys took the stand that they came for agricultural work, railroad work was available, but inasmuch as it was not agricultural they said they should be sent back.

Choate: Legally, I think they are right.

Lane: Yes, technically at least. But they came out for work.

Choate: Yes, and in the end we worked it out. These are provisions which are more than anything else your weapons against the employer who is out of line. They are also provisions which, if called into effect by the evacuees, must govern the situation. But that is where your silver tongues must take care of the problems in a fair and impartial manner with justice to the evacuees as well as the employers. If all this stuff was just as easy as pie we would probably have a bunch of \$2000 a year fellows out there in the field but the WRA is paying you to use real skill and ability to take care of these things and to use your best judgment in handling these situations. Some time ago they were considering having maybe one man for two or three states at \$3200 or \$3800 and he would have two or three \$2000 men under him, but there are too many problems involved and it was decided that it was wiser to have more capable men in the field to handle these problems because of the variety of problems and the necessity for putting their brains to work on some of the situations. I think it is a good thing that they did not.

Bennison: Is that going to upset the present sugar company contract that evacuees are all working on now? The point that I am thinking about is the 60 day proposition. Are the companies going to jump on this and say we are relieved of any returning of these people?

Frase: This is only for new contracts. It doesn't affect any already in existence.

Choate: The Sugar Companies all agreed they would employ evacuees under the provision of Administrative Instruction #22. You can hold them to that. You all have copies of this transportation agreement, and it is in full harmony with Administration Instruction No. 22, Supplement 8, and any employer who refuses to abide by this is out of line.

Always keep in mind that evacuees should stay on until they have performed the work for which they came out. Then, and if possible, put them in other jobs and switch them onto indefinite leave wherever you can. Returning or agreeing to return evacuees to the project should be your last resort. Frankly and fundamentally it is a confession of failure if you have not been able to work out some kind of a deal. Utilize every means in your power to keep them out and to work up some kind of a deal with the mid-west and eastern offices to keep them out of the centers. We have a much better chance of doing this now that we have the full cooperation of the relocation supervisors in the east to offer us employment opportunities for indefinite leave for our seasonal workers.

July 13, 1943 - Afternoon Session

EMPLOYMENT FOR WHICH SEASONAL LEAVE MAY BE ISSUED

Choate: There are a couple of things I want to say about seasonal leave, things that have come up in the past. As you check over your people, if you haven't already done so, make a note of the date the leave expires and put it on your record cards because you want to be in a position to extend the leave if it is advisable under the circumstances and also to know, if they are still in the field, whether or not they should be there.

There are questions concerning the types of work besides agriculture for which seasonal leave could and should be used. Although the Otto Lumber Company says they can work through the winter, they have not done it successfully, according to the best information we have. Whether they can or will, will chiefly depend on the

weather factor. So that is one place where we can extend seasonal leave.

Railroad work is another occupation where seasonal leave may be used. It is very unlikely that such work will be carried on through the winter except for section hands.

There may be some mining and some other types of work which we can approve as seasonal but each should be handled very carefully and considered very carefully. You may have the same question as raised by the Otto Lumber Company. People who have never done timber work are afraid to go on indefinite leave in case they can't make it. The danger of issuing seasonal leave in cases of that sort is that the boys will do that merely to get out of the project - If they can go out to spend two or three or six months to try out a job. Therefore, we do not want to extend the seasonal leave any further than is absolutely necessary. The dividing line must remain that the work is of a seasonal nature. If a job is year-round or permanent the leave should be indefinite rather than seasonal leave.

Wolfley: Would canneries come under agriculture?

Choate: Yes.

Fennell: How about ice plants and refrigeration work?

Choate: Yes, both of those things can be considered to be of a seasonal nature, because your ice plants will have a heavy summer production but drop off in the fall. Anything connected with agriculture such as fruit picking, cannery work, dehydrating yards will be satisfactory as long as it is tied in with agriculture and as long as it is definitely of a seasonal nature. Anything that does not have a seasonal character, no soap!

Fennell: How about the antithesis? When you feel they should have seasonal leave until a job opens?

#### DEVELOPING INDEFINITE LEAVE OPPORTUNITIES FOR SEASONAL WORKERS

Choate: If you get a man out for seasonal work and he wishes to work around and stay out, keep him out, keep him busy. If you can get him year-round employment, by all means do so. If you cannot or he is an unrelatable individual, return him to the center. If you have a man on indefinite or seasonal leave and can get him to go to the middle west, or farther east, shove him along.

If a man is on the loose here in this territory, shoot him to the middle west or east. We don't want very many in agriculture in Northern Colorado or in Otero County and later possibly Mesa County. There still should be plenty of employment opportunities in certain other sections. I look to the Yellowstone Valley as a place where people can go without any upset and maybe in the western part of North Dakota. I also look toward the North Platte district. In the Arkansas Valley and the San Luis Valley it has not gotten to the saturation point as it has in Northern Colorado. Grand Junction has not yet reached the saturation point at the present time. We don't want to pass up those opportunities. We want to get as many people as can safely be placed throughout our territory.

#### TRAVEL BY ALIENS

Choate: We have recently had much difficulty with aliens traveling without permission of the U.S. Attorney. Also, the Sugar Companies have moved both citizens and aliens without notice to us or the U.S. Attorney (for aliens).

Curtis: It may be advisable for us to issue a memorandum to the sugar company officials stating what is necessary before they can take a man out of one county and put him in another county for work. This would help to eliminate this difficulty.

Choate: They know, but sometimes the field men do not always do what they should. However, we will send a memo like that.

Lane: If an evacuee leaves one locality and comes into another locality and you say that he has to go back, they say they haven't got the money, that they have used all their money.

Choate: Well, most of them can get money if they have to. They usually can borrow from friends. Otherwise in such cases, you can make a deal to the effect that they can work two weeks in agriculture, long enough to earn enough to get back. You won't find very many doing this when they know they have to go back.

Wolfley: I think we have a tendency to help aliens break the law. Now aliens are going back to the center without permission either from the relocation office or the district attorney and are being admitted to the center. And the projects also help to break this down. They go back without permission and maybe you find out in a week or two that they have moved. While I hate to turn any alien in, it appears to me that we are really a part of the internal security organization. Inasmuch as we are the most logical people to know when these people have violated their travel, is it not a part of our duty to crack down on this?

Choate: Does anyone know of cases of aliens returning to centers other than Granada or Heart Mountain?

Lane: I had one who left for Poston who stopped off in Denver and visited on to Granada.

Choate: Anderson has written to all aliens in his area. It is most important to do this. Anderson, do you know whether that letter you sent out did any good?

Anderson: I only know that we had one instance of a fellow not observing this letter.

Choate: When you get back to your office go through your cards and find out the aliens and get out and talk to them or write a letter and make them understand that they must not move beyond the distance that the U.S. Attorney has approved. U.S. Attorney Morrissey in Colorado is saying, "We will give him one chance - the second time, internment." If it appears reasonable to suppose that the move was made in ignorance, they will put on his record "Joe Sato broke travel regulations." Next time there is a violation - internment. If a man is engaging in subversive activity of any sort, by all means report him to the F.B.I. and let them investigate. We must not, for the sake of the loyal people, let anything like that slide by. We have to have a record that they have been turned in.

Fundamentally, the ruling is that the U.S. Attorney and the Bureau of Immigration should know where the man can be located so he can be observed if observation is necessary. I don't know whether in cases of that sort we should send them back to the project for punishment saying that they have broken travel regulations.

Frase: That would be up to the Alien Board. Let's not send him back to the

center. I would notify the U.S. District Attorney that the man has moved without permission. The mere fact that he is held up before the board and the case will take some time to dispose of will have a good effect even if he is released.

Choate: Take me very seriously on this. Start checking up on all aliens in your district. Make a note on your address card that the person was warned either by letter or word of mouth so that your record will show that you did warn him. Then if you know of some man who has traveled without a permit, check to see if you gave him warning. If he moves contrary to travel regulations I think we should advise the U.S. District Attorney. Let the U.S. District Attorney do as he pleases.

King: In my area the sugar company moved some of them when they couldn't use them in Lyman, Nebraska, and the aliens thought they had to go where they were told.

Frase: In such cases put that in your letter to the District Attorney and the fact that they couldn't read or write English.

Choate: You will want to help these people out in cases of that sort. The point is that there have been numerous instances that have happened that shouldn't have happened. Let us try to stop this. Get out and see them, or write letters, or both.

Frase: I don't think we should feel too sensitive because this whole matter of aliens has been ducked by the Department of Justice. If we tell them what we know about it, then our responsibility is done with.

O'Braun: I know what I would do if an alien was in such a situation. I would get my alien back in the 25 mile radius.

Choate: That is the thing we should not be doing which we have been doing. We have been doing it all spring. We are on dangerous ground in doing that. Write the letters, and if they get over the line, report them to the appropriate U.S. District Attorney.

King: In my case the attorneys in both Nebraska and Colorado should be informed.

Choate: When you are passing on this information to aliens be sure they get all of it. Prior to moving they need the U.S. District Attorney's approval. After they move, aliens have to notify the F.B.I. and the Immigration and Naturalization Service of their new address. They can get a post card for this at any post office.

Routh: Is there any difference between an enemy alien and an alien?

Frase: All Japanese aliens are enemy aliens unless they have Canadian citizenship. Italian aliens are friendly aliens. Japanese who have served in the first world war may apply for citizenship. A while back Biddle notified by short wave broadcast that Italians are not to be considered as enemy aliens.

Lane: When the beet work is done and the sugar company gets ready to send these people back, do we have to notify the U.S. District Attorney?

Choate: An evacuee must secure the permit from the U.S. District Attorney when he goes back at the end of the contract. Suppose he starts from Scottsbluff to Poston and stops off between trains. He is stuck unless he has the U.S. Attorney's permit to move. This, of course, applies only to alien evacuees.

King: Is it possible for an alien to get permission from the U.S. Attorney to spend a day at a given point on his way back to the job?

Choate: It is all within the discretion of the U.S. District Attorney.

Wolfley: For the information of you men who have territory in Wyoming, the U.S. District Attorney there will not grant permission for aliens in Wyoming to go back to the centers for visits.

#### SEGREGATION PLANS

Choate: Now, I have a few notes on the subject of segregation. We have been talking about segregation of evacuees and Washington has been considering it for several months. There are lots of problems connected with it. You have the question of family problems. Evacuees figure this way: "We built our lives and now everything is taken away. We might as well give up. We can't start over again. We might as well go back to Japan." But the repatriate may have some children who are still in their minority. Those children may have no reason to go back to Japan. Should we put the parents in a segregation center and the children over in another center? Are you going to set children apart from the parents and say: "You are pure. Your parents are impure."? Are you going to take all those people who have been in the U.S. and felt loyal to this country for years and set them apart because the evacuation embittered them or they fear for their future here and so hedged on the loyalty question? That has been one of the main reasons for hesitation by W.R.A. in its segregation planning.

We have ten camps all of which have some disloyal persons, some confused people, and a good heavy proportion who are loyal. It is quite an administration problem and it is quite a transportation problem. That is the reason for the delay. One project will be a segregation project, probably Tule Lake. The segregation will start about September 1st. They hoped to do it sooner but because of transportation difficulties they were unable to do so. There will be around three thousand families or 8000 individuals including the babes in arms and elderly people moved out of Tule Lake during a period of six weeks after September 1st. After that repatriates will be moved into Tule Lake from other projects. That is the only immediate movement on schedule. There will be later movements from other projects of those who have not yet been determined to be disloyal to this country: that is people who have answered no to question 28 or gave qualified answers, will proceed with the screening out process of this group.

Anderson: You say repatriates, are their families going with them?

Frase: Yes, children sixteen and under may go with the repatriates if they want to. If over sixteen the children have their choice.

Choate: There are other important problems connected with segregation. All the relocation supervisors have been asked to make every effort to find employment opportunities of an indefinite character for the people who are now at Tule Lake. In other words, if they are moving out of the project, they are much more likely to relocate. Of course, this is going to be worked on between now and September 1st. Every relocation supervisor is to send at least one man from his territory to represent that territory at the project to acquaint people with employment opportunities, community sentiment, and other factors.

What and where are the possibilities for relocation from Tule Lake to this Denver territory? Now, of course, Denver and Northern Colorado are out. Very likely Fennell, Willoughby, Anderson, Morgan, Lane, and Mundell will have some opportunities. We want to get reports stating what in your opinion are the possibilities for indefinite leave opportunities in your territory. Secondly, is there going to be a seasonal demand develop so that we can persuade some to go into sugar beet work? I don't know that there will be a great many people who will be willing to take seasonal leave but there may be single individuals who will be willing to do so.

O'Braun: What do you want on this report?

Choate: The relocation possibilities. Where in your territory, what types of work and what individual job offers do you have for indefinite leave? Secondly, is there going to be a demand during September and early October for seasonal work. Give the usual surrounding factors, housing, wages, and so forth. I think you should leave out domestic offers. However, you might mention if there is a domestic need.

O'Braun: Do you want this as an estimate or as actual employment offers?

Choate: Actual offers of employment that you can dig up.

Frase: I believe that estimates should be made over and above the offers taking care of seasonal leave workers. In this area the work for the segregation center should be over and above taking care of the evacuees on seasonal leave work.

Choate: We don't know how many seasonal workers are likely to be good prospects for indefinite leave. I know a lot of them are going to go back to the center at the end of their work contract but I think it is an experiment worth trying. If we can even get 100 to go on indefinite leave to the middle west it will be worth the effort. Beside, the Tule Lake people will be able to go on jobs between now and October 15 but most of those on seasonal leave will not be available until mid-November.

O'Braun, what about you? How many in your area? How many Indefinite Leave offers?

O'Braun: Maybe 115 including the 85 at the Army Ordnance Plant at Provo.

Frase: For that job we could recruit from the projects those people who have their leave clearance. The officer in charge could then send in their names to the Provost Marshal in Washington. You may be able to expect fair service on that within a month.

Choate: You would say 85 for railroad work at Provo?

O'Braun: Those are for families. The housing is for families. Captain Keith wants to fill this offer in September; in fact he wants to start next month.

Choate: We want to give the people who have been on seasonal leave first choice if their record has been favorable. If we have got men who are going back to the project and we can get them to take that job we want to do it.

Anderson: I feel that we have had so many good offers of employment for indefinite leave and we could not interest anybody in them. I do not know why we should offer them again.

Choate: There might be more than one answer to that. There might also be something wrong with the deal or the recruiter. These people at Tule Lake are going to have to move and they may be more likely to accept the opportunities.

Anderson: I would say there are opportunities for quite a number of families to settle in the Yellowstone Valley in agriculture.

Choate: In most places where you have agricultural work, you are on safer ground if the man has leased or share-cropped it for a year before buying.

Anderson: Over in the reservation area, there is quite a bit of land that has not been farmed for lack of operators. The sugar company is very anxious to get good operators there. They are anxious to get some of these good people permanently located. Likewise in the Yellowstone Valley the farmer boys are off to war and there is a tendency to sublet. That is the story if they do not get the prison camp. If the Mexicans leave there will be a great opportunity. Otherwise, there won't be an opportunity.

#### HANDLING SUMMER UNEMPLOYMENT

Choate: I would like to bring up this question of summer unemployment for further discussion. The main thing is to make every effort to get summer employment for your evacuees. The sugar company and its representatives should take the burden of placing workers because it is their investment that they want to protect. Try to plan ahead of time. If you have not already, you should get in close contact with the Employment Service and the County Agent to line up other work. It is their job to see that the workers in their area are kept busy. If they are unable to keep them employed and if there is a surplus of labor and you can keep them in the field, let us see if we can shift them from one district to another. If we can shift a man from one district of Colorado to another when there is a surplus, that is very important for us to try to do.

Frase: As I indicated this morning, it was my guess that we would gradually be getting out of the seasonal leave business because of other sources of labor coming into the picture. On the other hand the use of seasonal leave as an opening wedge for indefinite leave is probably not as promising as it once was. I feel that we should not take too hard-boiled an attitude about people going back to the projects. The mechanism of transferring seasonal leave to indefinite leave to move on further east is slow and a large number of people will want to go back to the centers before they go on east on indefinite leave.

Fennell: We have found that we are getting some chronic seasonal leavers, people who will never consider indefinite leave as long as seasonal leave is allowed to them. Especially is this true of Granada. Seasonal leave in the Arkansas valley will be interesting to evacuees since it is close to Granada and their families and they can get back several times during the summer to visit.

Routh: Many are not interested in permanent relocation because they think when this war is over they are going back to California. What are you going to say to those people?

Frase: I don't think we can say anything, because we don't know. We have to say that we don't know what the situation will be. California won't be the place they once knew. From the practical point of view they should give serious consideration to going somewhere else. There will be a great deal of resistance to their coming back to California. They also should have a string on something else. I think that many are beginning to realize that California is becoming a dubious proposition. This is true concerning the people who went into the midwest.

Routh: The ones I have talked to have holdings of land and are big operators there. They say they don't like to farm in this section of the country. In California they farm the year-round.

Frase: I think that we have to put it up to their self-interest. That is the only thing that is going to move them in the long run. There are undoubtedly large numbers of people who have holdings back there who won't change their minds.

Anderson: What I was going to say is that unless something goes wrong with the idea that these people are still citizens, it seems to me that it is a pretty serious thing to say that citizens can't return to their property.

Frase: I don't think there will be anything like that that will happen. They may use the same trick on them that they did on the Okies when they didn't like them there. They may go back alright but may find it difficult to get their toes in again.

Curtis: On the long range view it would be much better to consider relocating farther from the coast. Let them forget about it.

Choate: That is one of the things that the education program carried on by the community management and by the Employment Division is hoping to accomplish, to educate them on conditions in the middle west and east and let them know the facts about living costs and living conditions. Stress these points that we have been talking about here. We should try to encourage these people who have satisfactorily located to write back to the center. If we can do anything to stimulate the flow of correspondence from people who are getting along fine, it will be a good thing. As Mrs. Reef says there are two things which have a tremendous effect on evacuees at the project. One, the happy letters from people who are getting along fine in the field; and two, the 3 to 4% of the dissatisfied ones who come back and sound a sour note. If we can just step up the letters from people in the field! For instance, if you find someone who is getting along fine have them write back to the project about it.

Anderson: People in Montana say, "We believe these people should have an opportunity but after all California has kicked them out of there. Why should it become our problem?" They say, "This is a population which we are not too anxious to absorb and California is apparently uncharitable in their attitude in that they won't have them back."

Frase: I don't think California will get away with that.

WHAT WASHINGTON CAN DO TO AID RELOCATION OFFICERS IN THE FIELD

Choate: We have all wondered at one time or another if Washington could not do something to help the program. What is Washington not now doing that they could be doing to help solve your problems in the field?

Anderson: I have a feeling that the Zoot-suit war and riots in Texas and Detroit indicate that there is a racial problem involved that is international, and the people of America are not thinking deeply on the subject at the present time. We are hoping to win a war but it seems to me that the isolationists and nationalists are doing most of the talking and yet we are spilling our boys' blood for an international problem. If we do not get the people in a more understanding mood about this, we will have lost the war after we have won it.

Choate: What do you think Washington can do?

Anderson: It seems to me that the people who are conditioning the public's mind are just shooting off their heads without a basis of fact and anything to back it up. Murray Smith who is broadcasting in California never fails to say how terrible the Japanese are. I think it would help if we could have nationally known commentators who would talk on the ideals of this war. The average individual is bitter towards races of all kinds. This is conditioned by what they have read in the headlines and heard over the radio. We should have a national drive to condition people. This has got to be if we are going to have a better peace than we had the last time.

Choate: You are suggesting that Washington should pay more attention to spending some time along those lines to get these ideas across to people. Say programs such as the March of Time, Fulton Lewis and Upton Close.

Fennell: I have four things that I think are essential in getting us in a position where we can really work. One, the Selective Service.

Frase: That has been number one on Mr. Myers list since the middle of July of last year. Here is the position. The War Department admits it is fair and the decent American way to do it, but the only reason they haven't done it is that they don't need the manpower.

Fennell: I have suspected something of that sort. I wonder if we shouldn't be working with all the Congressmen who come back to see if we can't do something. We all know one or two. If we can discuss it quite freely, maybe, they would help to spread the gospel. The other thing is that there isn't a single favorable Congressman or Senator in spite of the fact that they are representing a decent government. There are a number of outstanding men who are representing their people in Congress and in the Senate and who have fought for the rights of minorities groups. I think they should be developed.

Frase: We have tried to develop them. We have people behind the scenes to keep our throats from being cut. This issue is just too hot for the average politician.

Fennell: The third thing, I think is that we have to have written statements of heads of agencies which would give authoritative treatment of any problems affecting the Japanese. The more we can get of that sort of thing the easier it is going to be for us. Fourth, I think we ought to do more investigating of WRA's own activities and keep our skirts so clean that no national prejudice can be built up because of maladministration. It appears to me from what I have seen that we are not spending enough time being sure that we are right particularly in the administration of the camps. We have gotten blasted for things that we should have known and cleared up ahead of time.

Curtis: What do you have in mind?

Fennell: For instance in the handling of cases of juvenile delinquency in camp. There has been no particular pattern which we have followed. Recently, they formulated one. Now I understand there are committees for handling these matters. In certain cases they are turned over to peace officers. In the case of food supplies, I have a very close friend who said that he could disregard everything but the six thousand gallons of mayonnaise. Another thing, is the evasion of the stabilization order by going back to the camp and laying out thirty days before they go back.

Frase: I think it is undoubtedly true. Myers is definitely on the road to tightening things up. But I personally feel that no matter how tight it will be, attacks will not stop.

Fennell: I know there are lots of problems. I know it isn't my place to criticize.

Frase: I think it is. You should let us know these things and we will turn them over to the proper persons and we will see if we can't do something about them.

Choate: Any more points you would like to bring up?

Wolfley: I think one of the most difficult things is this problem of segregation. I think that has caused the greatest difficulty, at least in my area. The sooner that can be accomplished the better it will be for the centers.

Curtis: I think if Washington could obtain opinions of well known citizens such as ex-president Hoover or people who are not tied up politically to use as quotes in talking to various people, it would help.

Choate: We have had pamphlets of one sort or another and I take it you would like more.

I am going to try within the next few weeks to go to McCook, Nebraska and talk to George Norris as I think he is a man who carries a lot of weight and might be willing to make a public statement. You have people in your districts who may not carry weight throughout the territory but do carry weight locally-, see if you can't get them to make statements. If we get people who have national authority to talk it will have a lot of effect. If Ambassador Grew would make a statement, we would get publicity.

Anderson: We are talking quite a bit about post-war planning at the present time and it seems this would work in quite well with that. Unless we solve this problem within our own borders, how can we expect to do it elsewhere?

Choate: If we could have part of a fireside talk by the president on this whole subject, not just on the Japanese-Americans, but tying into Mexican Nationals and negroes and other minorities it would do a lot of good.

Frase: You spend six months getting a letter from the President and another six months getting him to talk about our program.

WEDNESDAY MORNING, JULY 14

CIVIL SERVICE PROCEDURES AND CLEARANCE FOR EMPLOYMENT IN DEFENSE PLANTS

Choate: Bob has a few suggestions that he would like to make. Bob, don't you want to go ahead?

Frase: The first one is the matter of Civil Service employment for evacuees. As you all know, until March or April of this year, the Civil Service Commission had a requirement that all American citizens of Japanese ancestry be investigated by the Commission prior to appointment. They were the only group so designated. Any other citizen can be appointed and be investigated afterwards. The Director worked on that thing for six months, and finally early this spring got the Commission to agree that anyone who was able to obtain leave clearance from WRA could be appointed and investigated afterwards.

Just recently, the Commission apparently got scared by the Dies Committee and reverted to their former position of requiring prior investigation. We don't know exactly what that means -- whether they will actually make quick investigations or stall them as they had previously. The Director was very much concerned about it, and is working with the Commission and elsewhere, and we may get some relaxation, but at the best it will probably mean a good deal more delay.

There is a new Circular Letter of the Civil Service Commission which we are duplicating and which will reach you all shortly, which discloses the procedure. This is roughly that the District Civil Service will send applications and appointments in to the Investigation Division in Washington. It will speed up things in Civil Service appointments if people are recruited from the leave clearance lists on 258A. Those are the people who have been recommended for indefinite leave by the Joint Board, and we can get a little quicker action on that. There are about 8,000 such cases now. They haven't all been typed up and sent out to the projects yet but they have been recommended for indefinite leave by the Joint Board. There will probably be on an average of five or six hundred additional weekly names for several months so there will be quite a group to pick from there.

I would also like to mention the progress, or lack of progress of the Joint Board in connection with the pre-clearance for work in war plants. It doesn't affect you too much out in this area -- it is more important farther east. That has been very slow because the Provost Marshal decided that pre-clearance for war plants would not be given to Japanese-Americans until after a further investigation. It is similar to the Civil Service situation in that respect. An ordinary citizen gets a job in the war plant. After he is on the job he is investigated and if they don't like him they throw him out later. Some 1,500 cases have been sent out for investigation by the Provost Marshal's office there. When I left Washington last Thursday the first five cases had come back all approved.

The War Department is having a Sergeant investigator go out and talk to the people who are references -- neighbors and so on. In my opinion based on these first five cases, they got about the same results we got from our reference letters no worse and no better. I suppose the people contacted on these five cases were still pretty straight. They know these evacuees personally and stuck by them

Despite the Los Angeles Times and the resolutions and everything else.

A somewhat related matter is this business of employment in army posts and establishments. You know, there is a separate procedure there. That is, the Commanding Officer of the Post gets the names and certain other information about the individuals who are being considered for employment, and sends them in to the Provost Marshal in Washington. The Provost Marshal lets them know if they can be employed. Where you are recruiting for army posts and establishments, it will be wise to recruit people who are on this list 258A that have been recommended for indefinite leave by the Joint Board. In many cases, it will then be possible for the Provost Marshal to wire right back and say it is OK. There will be a good many types of jobs in army posts and establishments where they won't bother about field investigations.

I would like to say a word or two about the general direction of the relocation program, especially farther East where we haven't reached the saturation point by any means. The limiting factor is increasingly housing shortage. On thing I think we can do more of -- and this will be particularly helpful for the Issei to the extent that they can be relocated in our middle western areas. (I think this can be done in this area, too, where there is still room for expansion) we will get in touch with the Nisei who are out there now, and talk to them about their families -- their fathers, brothers and sisters, and even friends, and find out what they can do and work specifically on getting jobs for those people. We have a string now on a lot of people -- a lot of families, through the people who are now out, and we can possibly use that quite successfully in pulling other people out.

We will also want to do more work on individuals -- that is, instead of the offices limiting themselves strictly to sending in job offers, we will encourage the reverse procedure -- that is, if people are definitely interested in going to some area for a particular line of work, the Relocation Officer will secure their qualifications and dig up something for them. They are also going to put more effort into the smaller towns in the middle west. The housing problem in many of those towns is not bad, and in many places it is good. In many towns, people in the more or less essential industries in these towns have been drawn off to war work in the cities, so there is housing available and employment available. Although wages aren't as high as in large cities, when you take the cost of housing and other living costs, it is probably a better deal for the evacuee. We are going to pick out about ten or fifteen towns in the middle west -- small towns from 1,000 to 10,000 and line up employment opportunities and send half a dozen families to each of those towns. What is going to be tried in this small town deal is to get employment and housing for all members of the family. This will tap a new level of interest in people who haven't been interested in the type of opportunities that have come in so far.

#### DISCUSSION ON SEASONAL LEAVE AND ACCEPTANCE OF INDEFINITE LEAVE AT PROJECTS

Choate: I am not at all sure you all know each of our project visitors personally, so I will introduce them: On my right there is Walter Knodel, Chief of the employment division at Granada. On my left, Joe Carroll, same, and Dick Bennetts, who is with Mr. Pitts' office and Willis Hanson, Leave Officer at Granada.

Running through previous discussions have been several points that directly or indirectly have relation to the projects. Mr. Lindley told me a little about what they are doing at Granada to discourage visits to the projects from evacuees. If you don't mind, Jim, I would like to have you relate some of the same situations, and how you are handling them, to the people here.

Lindley: I would very much like to have the Relocation Officers get our point of view which is to definitely discourage evacuees running back and forth, paying personal visits. Especially at a time like this when ODF and almost all other government agencies have asked us not to travel and not to crowd the railroads, and to save our gasoline, but we have gone gaily on, and when George wanted to visit Mary, or Uncle John, we have said, "Come along." We don't want any more of it. We have closed down on it. When we get a request from a Relocation Officer saying that so-and-so at Poston wants to visit his cousin at Granada, we wire back and say, "If he doesn't have any business there we don't want him to visit." We don't want to make the Center so much of a social place that they don't want to

leave. It is a lot nicer to be there than it is to be out topping beets.

On July 5, we had 50 people who came back. We interviewed everyone and asked them why they came back in. They said it was awful hot, and the work was hard and the government was taking 20% of their wages. We talked pretty rough to the whole bunch and told them it was as hot in the center as it was out, and we expected them to work. We have to break down the idea that the Center is a place where they can loaf and we need the help of the Relocation Officers to help in discouraging them in coming back to the Center as a place where they can visit and lay around and go out and work when they need a little money. We are trying to make the Centers, through cutting down privileges and visits, a place where it isn't quite so desirable. We want to make it just as good a place as we can for the person that has to stay there, but to make those who haven't gone out apologetic for not having gone out. They are losing their sense of responsibility to themselves and their families and the Government, if they stay in there, since the front gates are wide open. We are going to help you fellows in every way we can in the Center, and we want you to back us up on the outside.

Choate: Walter, we have you listed on the agenda to talk about Placement and recruitment problems. If you would like to talk about that, do so, or if you would prefer to talk on something else more important, give us the benefit of any thoughts you have on any problems.

Knodel: Thank you, Mr. Choate. This particular area you gentlemen represent, insofar as the Granada Project is concerned, has been our principle point of placement. At one time in the earlier placement days, Denver was quite a popular place. Perhaps seven or eight out of every ten evacuees who left the Center came to this area. But due to the change of conditions, our placement activities have changed along with it and we have been, insofar as the indefinite leave was concerned, principally sending into the eastern areas. The first of the year -- about the first of January this year -- on up through and including May, we had a regular field day at Granada in placements, until we got the total placed up to approximately 1,500. When we reached that point I expressed our position this way -- that that was the easy way. I don't think a one of those 1,500 placements came hard or tough, but when we hit that point it seemed more or less like the saturation point and from the middle of May on things got tough. From that point on we saw a marked difference in the attitude of persons leaving the Relocation Center. It is pretty tough to establish a definite reason for that hesitancy. You can play around with four or five different reasons -- but any one in itself is not the principle contributing factor. Our returns from indefinite leave returns haven't been bad. We are going to have to scrutinize some of the job offers pretty carefully and not go all out for them where they don't present genuine relocation opportunities. We can't totally ignore them the poorer opportunities but insofar as going right out and plugging those job offers -- well frankly, I can't see it.

Now I would like to make myself a bit clearer on that. Any job offer that we get at the Center that doesn't present genuine relocation opportunities, where a man can follow behind and take his wife and family out with him will not get the all-out attention that a genuine job offer will. You boys as I see it are going to run into deals like that. We will have to recognize them and make placements, but our objective, of course, is on the long term relocation opportunities.

Now, to touch briefly on the subject of not making the relocation center such an attractive place to live. Evacuees won't be able to commute in and commute out or to come back in and visit the family. I wouldn't underestimate the importance of that attitude, and I believe it is going to be good. It is a new one insofar as

the Granada project is concerned. We have just more or less cracked down on that thing in the last two or three weeks with the idea in mind of using that as a lever to more or less increase the relocation program. In a few instances that has already paid dividends.

Frase: Will you amplify on that Walter?

Knodel: Yes, I can, Bob. You take a fellow who comes back -- in the past we have had a lot of work opportunities, Bob, but there hasn't been a concerted effort of putting the bee on that guy and saying, "you are back here, you have had a crack at the outside, and now if you come in here you are going to work."

Choate: You gentlemen should know that we in the field are going to take the position that seasonal leave applies only to agriculture, and directly related industries that are purely seasonal, dehydrating and packing of fruits and vegetables, and canning.

Hanson: Seasonal leave is still an evil as far as relocation is concerned.

Choate: I think it is, too. We are gradually going to work out of that business but for two or three reasons we can't quit all at once. Political pressures will be brought to bear on WRA and there will be heat applied, particularly by the Denver Post and other papers, if we have men laying in the camp. People will say "There are evacuees in the projects and willing to go out on seasonal leave, and here is an agricultural crop going to waste or timber that has to be gotten out." Lee and I couldn't agree to eliminate seasonal leave, but we want to restrict it as far as possible to urgent seasonal cases. I don't think we can absolutely close off issuance of seasonal leave and I don't think we could stand the heat that would be generated throughout the Denver and Salt Lake City territory if we were to say "No more seasonal leave." But, let's work it down gradually and eliminate it.

Choate: If you have 50 men on the project who can get out and we say "No, we are not going to let them," employers will shout about WRA red tape and dictatorial regulations. However, let's let it die slowly and gradually rather than discontinue it completely.

Carroll: It has been our experience at Heart Mountain that seasonal leaves are detrimental to relocation. We were putting out practically 75 or 80 per cent of our leaves on an indefinite leave basis and we had an order from the Blue Canning Company in Washington for about 200 men and they paid a good wage of \$.70 per hour and board, and a board deduction of \$1.20 per day, and they worked ten hours a day, time and a half after the first eight hours. Our indefinite leaves dropped off in the week the recruiters were there back to about 10% because of the offer and the attractiveness of it.

Hanson: I have another angle. A lot of people have skills which can be developed more fully but when we get them a job that really amounts to something, we can't put our fingers on them. Lots of people have skills, office workers and accountants and others who go out on seasonal leave just to make a few dollars and we can't OK them when a real job for permanent placement comes up.

Choate: I feel that in a great many of the cases of that sort through cooperation of the project personnel and the relocation officer in the field we can push them over on to indefinite leave even though they go out on seasonal leave.

Choate: The movement of evacuees on indefinite leave from coming into Northern Colorado can't be stopped and we don't intend to stop it, although we hope to discourage the influx of evacuees from other sections. There is a tendency -- to get an indefinite leave for a job at the Otto Lumber Company or to go to Scottsbluff, and a month later we find them in Denver. We can't stop that, but we hope that we will be able to discourage it by spreading the word, among evacuees far and wide, that Denver is a Hell of a place to come to. We can't and we don't want to discourage the rejoining of families, but there ought to be a close family relationship.

Hanson: Getting back to the seasonal leave thing: as far as relocation is concerned it is simply no good. They do get out and do some good, but you are not doing relocation any good. We are defeating our own program.

Frase: I think we will have to take a longer run view on this. If we hadn't started out with seasonal leave we wouldn't have any program at all, but we got past the point where it is of any big help. We have to just ease out of it. We have support on that because the labor pressure isn't what it was. On this deal that Joe Carroll spoke of about canning over in Washington. I think that Rex and Hal can just begin to slow down on that sort of stuff even where it is a good proposition.

Choate: We will use all of our methods and forces of persuasion to swing seasonal people over to indefinite leave.

Aside from the complete elimination of seasonal leave, do you have any suggestions that we could use in the field?

Carroll: I think it is entirely in Washington and the Project. You can't solve it in the field.

Hanson: I agree with Joe. We had an offer in Maryland and it laid on somebody's desk in Washington for five or six months.

Frase: We are in a spot on the Eastern Defense Command. There is no question about it. We have to recognize it -- it is not a good situation.

Choate: Personally, I have been wanting since last February to eliminate seasonal leave entirely but I haven't seen any way we could do it without calling down the wrath of the gods in a way we have never done before. We have 9 states where we have seasonal work, and it is the same old mad circle. We can't get them out on indefinite leave, because they can get seasonal leave, but you can't abolish seasonal leave, because if you do you will eliminate your possibilities for real relocation. We hope that we can work ourselves out of seasonal leave and get it down to a minimum.

Hanson: I think it would help a lot but is a Hell of a lot of work. As I see it is nothing but a slow process of education.

Choate: There are two answers to it. Intensive education both on the outside and on the inside, particularly on the inside. The other answer is to do the thing that Jim was saying about clamping down and making project life unpleasant.

Hanson: Washington has taken a long step on that by cutting down on the number of employees. I think it is going to make project life a little less desirable.

Lane: In the Scottsbluff area, I believe that at least 1/3 of those who come out on seasonal leave will apply for indefinite leave. In fact, they will apply pretty fast. On this basis they are out there working on these beet jobs and out there working on year round employment, and between the sugar company and the railroad, they can look over these jobs and see what they are. They are coming in every day and applying for indefinite leave to take those jobs. On a railroad job it will mean 60 to 90 days of winter unemployment. But they are willing to accept indefinite leave and take that job on the basis that if they don't the chances are they can't come back there next year. There is work for them. The same is applying to agriculture with the sugar company. They are going out and taking these men around to places when they can bring their families and can see what the set up is. I have talked to them from the angle that if they want to relocate it is an opportunity but if they go back to the Center, I can't very well recommend them for a job next year. I believe it is getting results. At least I feel that those applying for indefinite leave are doing it because they feel there is a possibility they might not get a job next year. These particular jobs are almost all being filled by aliens and they are fellows who want to really work and get someplace and stay until the war is over. However, they want to try it first on seasonal leave.

Hanson: I think you have something there. That is what Hal brought up a while ago, to sell these people to try a job on seasonal and then if they are good they will take indefinite leave.

Lane: Well, take Vernon Linn for example. The boys come out and stay two or three days and if they have indefinite leave, they head for Denver. If they are on seasonal leave, we can put our foot down a little on it. The evacuee has to stay and can't leave until he has repaid Linn for his transportation out to the farm. If he stays there for 60 days it means he likes the job pretty well, and will probably stay there.

Knodel: I have one other problem I would like to bring up. I don't think it applies so much to this group as to the other relocation areas and Relocation Officers. Some of the other Relocation Officers prepare a job offer in 10 copies for one or two men. The thing goes to ten projects. If you get the original copy you wouldn't be suspicious, but when you get that 9th or 10th copy you do. If our recruiting is behind times a little bit we find we invariably get caught short. As soon as we get an applicant and send his application in by teletype, they say, "The job has been filled." There is a hell of a lot of lost motion there. I don't know how many times that is duplicated along the lines. This has a tendency to affect an evacuee's morale. We find a good and well-qualified applicant and he continually comes back and says, "Have you heard anything on that job?" and we haven't heard, and we find out in time that the job has been filled.

Along that same line we have received another type of job offer which maybe has come to us alone. We get the evacuee to apply to the employer. In most instances, we write the letter for him. We insist that the company contact the appropriate Relocation Officer. The thing dies a natural death there. We write the Relocation Officer ten days later and inquire what happened, and we don't find out anything. After we have gone to some difficulty in doing some recruiting, the thing just peters out and we don't hear any more from the employer or the Relocation Supervisor concerned.

Choate: I would like to say this in that connection, Walt. Since January I have been urging that employment offers be directed through the Relocation Officer in order to prevent exactly that sort of thing. If the employment offer was handled only through the Relocation Officer you will have a follow up, because the information comes back to the Relocation Officer and he can make note of it and get in touch with the employer; he knows what is going on, and can assist in

consummating the deal. Various people in WRA have felt that this should be a free inter-change between agencies or employers and evacuees with anyone sending employment offers direct to the Projects. The result of that has been this sort of difficulty both from the employer's angle and the employee's angle. I still feel it is wiser wherever you can to work through the Relocation Officer by routing the employment offer through him. I believe that where you have a single job it should be sent to the project where you think there is a fair chance of it being filled, and just to that one place, with the definite provision that it will be returned after it has been on the project ten days or if unfilled then, to forward it someplace else. If you have a job for five men, then send it to two or three projects.

HANDLING OF OFFERS OF EMPLOYMENT SENT TO PROJECTS

Choate: A few minutes ago, before we recessed, O'Braun was trying to say something. Go ahead, Harold.

O'Braun: Mr. Knodel, you were talking about your occupational inventory. That is very good and I really appreciated getting it. It helped me out a lot, but you can't keep that inventory up to date can you? I sent an offer of employment to Carroll and said, "If you can't fill it in ten days, send it to another relocation center." Some projects keep it for two or three months and these months go by and we haven't got the offer filled. The employer becomes very unhappy and discouraged because we tell him we have auto mechanics but he can't get any. Maybe I am completely out of line in what I am doing right now but I have been making up four offers of employment and sending them to four different relocation centers. On the bottom of the offer I put, "The original is in my office. This original will be forwarded to the person that accepts the offer. Please notify me when somebody has accepted." At that time I would notify the other Relocation Centers to discontinue recruitment.

O'Braun: You apparently didn't agree with that this morning. I would like to have that worked out right now as to what we are going to do.

Knodel: I can answer the first one. I would just throw it out. If you want an occupational inventory monthly or twice a month or on a basis of two months, or whatever you wish that is reasonable, we can tie in with it.

O'Braun: Would your occupational inventory show only those persons who will accept outside employment?

Knodel: For the present it won't but by the time we get our questionnaire and the inventory together it would do so.

Carroll: We will eventually have that information.

Morgan: If we could have that information twice a month that would be near enough up to date. If we know that while there are 200 domestics mentioned, 30 of them actually want jobs, that will help a lot.

Carroll: This information you will get as to availability and not willingness to go out. It can't be determined accurately, because someone might say, "No, I don't particularly want to go out," but if he gets a very attractive opportunity, he will change his mind.

Frase: It cannot be determined in advance. They might be willing to go one place and not another.

Carroll: Segregation is making a lot of people relocation minded. We took a lot of people out the other day and sent them to Leupp, and suddenly we had requests for information about getting out and all the "no-no" boys wanted hearings to change their minds.

Frase: On this inventory business I have asked Joe Carroll to send me a sample of what they could give - I presume a listing by occupation, number of people, male and female, citizen and alien, who are eligible for indefinite leave, and over in the right hand column, his guess as to people who are interested. If we can get the projects to supply that information on a uniform basis to Relocation Officers, I think once a month would be plenty sufficient, because in a case where a Relocation Officer is in doubt and one project is pretty low on one type of people he wouldn't

take a chance on sending it there. I think if we can get a regular system established, we could cut out a lot of the headaches on the Relocation Officer's part and in the projects.

Choate: Of course I would like to throw in here that we hope very shortly to be in business on the outside so that we won't be sending the project's offers from this territory, but these same comments apply in the east and middle west. I am hoping that as soon as we get these applications for year around employment back from seasonal workers, we will have some auto mechanics we can send to O'Braun, and take care of requests of that sort from among the people who are out now. This will give them a chance at the good jobs rather than having them feel resentment because, "We are doing the unpleasant work, but those babies loafing back in the project are getting chances at all of the best offers of employment". Just how successful our plan will be we won't know until we get through trying this experiment.

I just happened to think of one thing, Willis, that may partially answer the question you had about what we are going to do with seasonal leave boys who want to bounce back to the project. If evacuees are tough about refusing to comply with regulations, this new leave instruction gives the Relocation Supervisor the right to recommend to the director to send the man to Leupp and not back to his own project. We are not expecting to use that very much - maybe not at all. We have never had it to use before but now we have got something that we have never had before. If we are out of line in making our recommendations to the Director, he will not uphold us, but we have something to push evacuees a little further along the line than we have been able to do before. If we send one or two boys to Leupp it will have a tremendous effect - just the same as after those four boys were sent back to Poston. A lot of evacuees suddenly came in to the Denver office to straighten out their leave papers. They didn't want to go back. If a man has come into Denver and is working, he doesn't want to be returned to his project. We are apt to forget that the big proportion of those who are out on seasonal leave are good workers and many of them are interested in relocation. The real trouble is with people returning for a visit or those who throw in the sponge, - but they are not more than ten or fifteen percent.

#### RETURN TO PROJECTS OF PEOPLE ON INDEFINITE LEAVE

Hanson: If there is any way to follow through on the director's memorandum about people on indefinite leave to have them contact the Relocation Officer directly, before they ever came back to the center, it would be a very fine thing, but those people don't contact the Relocation Officer. They come back to the relocation center, and knock at the gate, and what are you going to do with them?

Frase: I would like to bring up that question - the question of return was discussed at the meeting of Project Directors not so long ago, and everybody admitted it was an awful problem, but that they didn't have much in the way of a concrete suggestion about what we could do without scaring a lot of people who wouldn't take a chance on indefinite leave because they were afraid they might not get back in. That is the problem. When the Relocation Supervisors came in we hashed it over again and a lot of suggestions were made. The new regulations are to discourage people from coming back without frightening a lot of the timid people against taking a chance on getting out because they might not get back if things didn't work out. We want to really tighten down on this business of contacting the relocation officer before they go back. First, if they see the relocation officer, he will work with them to see if they can't work out a deal to help the evacuees stay out. If they insist on going back he will either write a letter saying that it is C.K., that there isn't any possibility of working it out on the outside; or he will write and say, "we could have worked out something and there is no excuse for this fellow coming back."

Frase:(con'd) If the evacuee shows up at the gate without having seen the relocation officer the project director will get in touch with the relocation officer and ask him just what the reason was for the return, and whether the fellow could have got straightened out. If the relocation officer says, either before or after the fact of return, there was no reasonable excuse for going back to the project, then the individual would be frozen for any further leave of any kind until the case was referred to Washington for approval of a new leave. That is just a delay of a month or six weeks or longer. There is no legal ground on which we can refuse leave, so all we can do is stall it and that is what we would do in Washington.

We hashed the thing over a good deal with the relocation supervisors and they seemed to think that this procedure might cut out a lot of this ducking back and forth; also the people coming back to the center to evade the freezing order and going out again on another job. Yet it wouldn't really discourage any of the more timid family people from going out because it wouldn't in anyway interfere with the possibility of their return if they couldn't make a go of it on the outside. It is a matter of getting back to the projects for their aid in handling the problem.

Hanson: That is exactly what we have been doing both on seasonal and indefinite leave. If they quit employment outside just because they want to quit without a legitimate reason, or when they only come back because they regard the center as better than the outside, we tell them, "if you like the center so well, we are going to fix it so you will stay here. You will be expected to work at anything you are qualified to do."

Carroll: We have been more successful in not permitting them to work, not giving them any clothing allowance, and they are not eligible for welfare grants.

Hanson: Can you get welfare to play with you on it?

Carroll: We have and they start going out again.

Knodel: It might be that this welfare situation is too loose.

Lindley: We can tighten it up.

Frase: What do you think about the plan of stalling the new leave by sending it to Washington for approval?

Lindley: I think it is good to refer it to Washington. On a great deal of the stuff you send to Washington - you don't get an answer anyway.

Hanson: You also use the threat of segregation as Hal mentioned.

Frase: We are going to send a letter from Washington to all people on indefinite leave to cover a lot of things; how to get their family out; the addresses of the evacuee property people on the west coast, and various other matters. One of the things we will cover is this business of returning to the project without contacting the relocation officer.

#### PROBLEM IN SELLING RELOCATION TO EVACUEES ON THE PROJECT

Choate: Joe, you have been in and out of this discussion. Are there any other remarks you would like to make on the question of leave problems?

Carroll: For sometime I have been thinking that the relocation organization on the outside and the employment division on the inside did not know what each other was doing. With the exception of two or three in this room, none have been on our project although they may have been on others. I think until we know what they are doing, and they know what we are doing and we agree on procedures, we will not have too much success. I thought it would be well if I would tell how we process your job offers, and what we are doing in the center to bring about relocation thinking.

First, on this relocation thing. Several months ago we had the block chairman select a committee of Issei who did nothing but go around and talk to the Issei about taking outside employment. Then we had the educational department select people within their organization to talk to the school children attempting to have them talk to their parents about getting out of the Center. After all in years to come they would be asked where they were during the war and it would be a great deal better for the kid to say he was out working and his parents were out working. Then we picked some key leaders in the Center and told them what we had in mind, and told them that we were going to ask them to take a job because we felt that if we could get leaders started others who looked to them would follow. So we took those people and found them good jobs in Cleveland, Chicago, Minneapolis. Well, we got one fellow a job paying \$350 per month, and that had quite an effect.

Now, from there on we handled it in this way. A job offer comes in through a relocation officer. We acknowledge that job offer and send a copy of our reply to the employer. If it comes direct from an employer, we write direct to the employer acknowledging the job offer and then send the job offer to the relocation office for review and approval. Then the job offer is placed in the recruitment section and it is given a number and we set up a file by location and by occupation. We have another file on persons who are interested in going to particular locations. That is set up by occupation also. Then we have the occupational file that I mentioned a while ago in connection with making up our inventory. If we don't have people who have expressed a desire for a particular job in a particular locality, we then refer the job offer to the occupational card file and select prospects from the information on these cards and we also refer to the Form 26.

We then send a notice out to several evacuee prospects asking that they report, advising the time that they should report, and we keep a record on their cards as to whether or not they reported. If they report we make a record indicating whether they accepted or if they refused and the reason they refused. After two or three rejections of job offers for no good reason we refer to this committee that I was talking about and they attempt to convince this man that he should relocate.

When an evacuee accepts the job, we usually wire the employer that he has accepted the job if it is a hurry up case, and we also wire the relocation officer asking that he approve the person proceeding into that territory. Now here is one part that is difficult and I don't know just how it can be worked out, but there are many times that we write (and also the evacuees write) to an employer and he never replies. Or if employers do reply it is usually quite some time after they have been advised that this person is interested and wants to accept. And sometimes that reply will state that they have filled the job several weeks ago or several days ago. When they don't reply it has a bad effect because in the meantime maybe that person may have turned down another job opportunity. I think in all fairness to the evacuees we should recognize that they were serious and sincere about accepting jobs until this developed and that brought about a condition where they felt, "Well, what the Hell!"

Carroll:(Con'd) So they started picking jobs not for the job itself, but to get out. They took jobs they really weren't qualified for; we certainly can't deny them accepting a job when they want to go and the employer is willing to accept them. This results in evacuees going out and staying on the job a few days, or just long enough to find another job. This procedure brings about the criticism that Mr. Shirrell has made about what they call "the 6-day -Jap," but you can't blame the evacuees too much. I don't think we are to blame at the project, and I don't think the relocation people are to blame. But, I do think the employer is to blame and perhaps that is an additional program that the relocation officers could conduct. Then we have a few other things that happen that have an unhappy effect. As I mentioned to Mr. Frase during the recess, we had an instruction to advise the evacuee that he had been granted Eastern Defense Command clearance and we were to inform them in accordance with the instruction on Form 258a, that while they were approved for Eastern Defense Command clearance that it had been determined by the Provost Marshal General office that they were not eligible for employment in defense plants.

Frase: That isn't the way it is worded but maybe the wording should be changed. I think it states that the Provost Marshal's office has not yet acted on their application for eligibility of employment in war plants.

Carroll: I think the wording states that it has not been determined.

Frase: I wrote that, it was my intention that it should state, has not been acted upon. I will work on that and change the wording.

Carroll: We have already changed it. We are writing personal letters telling them they have been granted clearance for the Eastern Defense Command, but it is things like that that burn these evacuees up. You haven't got much of a reply to them when they tell you "After all I was brought here against my will." We hear that constantly, every day. I know that the American way of doing things and treating any group of people, whether they are prisoners of war or this group of Japanese in these centers is to treat them according to American standards but I firmly believe that as long as we have conditions in the centers the way they are, you fellows, and we, are not going to be able to make them relocate.

To illustrate that, I will cite the case of Mr. Lamport, head of the U.S.E.S. for the State of Montana. Mr. Lamport came to the Center Gate one day and asked for a pass and I told them to give him a pass. He didn't show up for a couple of hours and I didn't know where in the world he was. When he came in, he said "I would like to take you out and show you something." So he took me in his car and drove out to the middle of the Center and said "I wondered why you couldn't get these people out." He took me to a boxing match exhibition they were having. There were 6 or 7 hundred evacuees standing around, all able-bodied men. Then we drove over to the ball park and there were hundreds more watching a soft-ball game. "These are the reasons you are not relocating these people," Lamport said. I think he is right. We are going to have to get away from the American way of treating these people and make it tough. The evacuees know that. One of the evacuees who is well respected and who is going to Washington to work for WRA told me, "there is one way to get these people out. The relocation people and the employment people can't do it. The way to do it is to feed them fish head and damn thin rice. Take away all their recreation and feed them on the \$ .31 per day." Now, another thing; I may get in bad on this, Bob -

Frase: Not with me.

Chcate: Not with anyone in the Employment Division.

Carroll: Now, another thing, Washington plans a program that makes it appear that this project is going to be a permanent set up. Through their agricultural division they have planted enough stuff to keep all those people or a great many of them. The reaction is "we are going to be fed." The Public Works Division goes and plans buildings. They are now in the process of constructing a personnel barracks at Heart Mountain. The evacuee's natural reaction is, "I am going to be here, because they are here, and if they are here, I will be here." Seriously, that is affecting the relocation program. To further make it difficult, under the new chart the employment division in the centers was cut in personnel. We can do the work, I think, with the cut but if I heard once, I heard dozens of times from the Japanese themselves, "they overlooked the primary purpose of the W.R.A. program. They are forgetting relocation."

I meet with the relocation committee and the Japanese on that committee would not make any comment even though I had asked them three or four different times. Finally one of them told me: "We would like to meet with you personally and alone." So they did. They told me that they did not dare say anything in their committee meeting as a matter of record for two reasons: (1) that there was a concentrated effort among certain Japanese people to keep these Centers going, that they didn't want them to relocate and help with the harvest and to help with the war effort. But they couldn't go on record as saying that, as it would go back to that group of people. (2) They also said, the evacuees here think they can get along here all right because they can get \$12, \$16, and \$19 per month plus their clothing allowance and they told me to cut out the clothing allowance. Don't let them work, make them lay idle. Bring about segregation and you will get relocation.

Up to the point where I told you we started with the relocation committees and how we processed job offers and finding the reasons for evacuees going out and not staying on jobs, etc., I think we are handling it fairly well, but from there on, these other things come in. I don't care how much work you gentlemen do, or what the employment division intends to do. Until these other things are limited, we will accomplish very little for the present. Nor can we figure that they are going to relocate by the end of the fiscal year. The way it goes now it looks like it is going to be another Indian Reservation. It would only be fair to me, since this is a matter of the project Director and a Washington representative, and being made a matter of record, that I have confirmation from you men that have been up there - I mean Mr. Wolfley and Mr. Anderson.

Choate: I think that was a very good exposition of the fundamental problem at the project level. I am hoping that it will be given much weight in Washington thinking and planning.

Hanson: Let me ask a question. You say you wrote letters to these people who were cleared on the 258a form. We had that same thing and stressed the opportunity of their getting back to go to work. We wrote to 400 so far and they are wanting to know about going back east.

Carroll: We didn't have any success, because I think these people are bargaining. To illustrate, we had the recruiter from the Great Northern Railroad. The net amount that they would receive on the G.N. after their deductions was \$105. He came into my office and told me he was going to quit recruiting and he did quit, because he said when he thought he had a man interested this man would tell him he wasn't going to take it. The evacuee would say: "I will take it if you give me \$165 per month. I will show you what I mean. I figured it out at home with my wife." She and their two children were working on the project and when they figured in their clothing allowance and subsistence including hospitalization and medical care, they would have to have \$165 to equal what he was getting on the project.

Hanson: Some of them are going to have to make more than \$155 a month to equal what they are getting in the Center. Some of them will have to make 4 or 5 hundred dollars a month.

Choate: Rex Lee has stated that some of the people do exactly that kind of bargaining with their employer after they have gone out.

Anderson: That's right.

Carroll: That's right.

Choate: They say "I can't afford to stay working for you and there is no reason for my staying because if I go back to the Center, here is what I will get: all my benefits at the end of the month. When I am out here, maybe it rains for three or four days and I don't work. I will still have to pay my board but only work 20 days per month on the average."

Lindley: We have some families with as many as 7 employed. We have made a very careful analysis of that, and we are going to cut off 10% each month for three months. We are going to try to break up some of these sinecures. I think Joe Carroll has his finger on it. We have got to make life in the Center not so attractive and not so secure so they can't bargain with us on that score. You can't shame them into it. We can't do it on the basis of their background or loyalty - they don't figure it that way. They are going to stay as a matter of personal interest and we have to remove that personal interest.

Choate: When McEntire was here and later when Holland was here in May, Rex and I both jumped on them for that very thing and said please take this back to Washington: "Toughen up life on the project."

Frase: I am all in favor of it. The way to get it tightened up is for the project directors to recommend it to the Washington.

Lindley: It is going into Washington.

Frase: If the project director wants it tightened up, it will get tightened up.

Hanson: Well, you have one on record. I suppose you spoke with Guy, didn't you?

Carroll: That's right. We have the same intention.

#### PROCEDURES IN ROUTING EMPLOYMENT OFFERS TO PROJECTS

Frase: I would like to ask Joe about another point he raised. That is this business of evacuees corresponding directly with the employer and not hearing from him. That procedure was set up in the first place because it was thought that a direct contact was desirable but if it isn't working out that way and if it is possible in some of our offices in the middle west where they have a flood of job offers, do you think it would be helpful to have the job offers channeled through the relocation officer entirely. That is, a job offer comes in, you get a fellow for it and you write to the relocation officer telling him to get in touch with the employer.

Carroll: Of course that would be the desirable thing, but the volume of work would be tremendous for the relocation officers.

Frase: That is one reason why we haven't moved in that direction.

Fennell: Don't you think it is the better of the two methods? The relocation officer in a lot of cases would have heavy work but at least you would have someone close enough so that if the evacuee did write and the employer didn't answer, often a telephone or telegraphic contact could be made for a follow up.

Frase: That method would be entirely feasible in this area, but perhaps not in a place like Chicago or Cleveland. It would be a tremendous clerical burden. I will take it up with Shirrell and Fisters to see if they think it is feasible.

Hanson: Some of our very best placements have been made without any direct contact with the relocation officer and a lot of others through the hostels. Where a hostel is in the picture there is not usually any contact between relocation officer and either the evacuee or the center.

Frase: That's right.

Choate: Hostel arrangements wouldn't enter into the situation we're discussing - that of the individual deal between evacuee and prospective employer.

Frase: What you could do is to have the evacuee write to the employer in care of the relocation officer.

Hanson: We always contact the Relocation officer for approval of the jobs.

Frase: I am trying to get some method that will help Joe Carroll, where an evacuee writes and never hears anything.

Carroll: Here is another thing. I don't think it is good to have the evacuee correspond directly with the employer, because a great many of them have the feeling that they have been abused and they write some of the damndest letters you ever saw. They write letters to the employer and ask questions that are embarrassing. The employer says I am going to work for the Japanese.

Hanson: We had the same case. They are asking "What are you going to give me" "What are you going to do for me", not "What can I do for you."

Frase: You raised another point about people taking any kind of a job just to be out. We would like to get people coming in to the middle west without any particular job, but where the relocation officer knows there are jobs of kind desired. My question is how far we can go on that sort of thing or how large a number of people are willing to take a chance on that sort of thing? It does work out much more satisfactorily.

Hanson: You get a better type job.

Carroll: The employer gets a chance to look at them and interview them.

Frase: The relocation officers in the middle west will give us the needed come on signals, if the evacuees will take a chance on it.

Hanson: They seem to be doing it. I think we are getting as many indefinites out on similar things as for definite employment offers. We send some of them out without any kind of an invitation at all from a hostel.

Carroll: I would like to go back to the case Mr. O'Braun brought up about sending duplicates of job offers to the various projects. That method sometimes brings about difficult situations. For instance we had a job offer for some kitchen help in a hotel in the middle west and I didn't know that the job had been sent to any other project.

When we made a selection of three people we sent a wire to the employer. He called me on the telephone and said he would accept them and asking when they could leave. I told him it would take two days. So then two days came about and they left. Right after they left we had a wire from the relocation officer to cancel that order -- that he had people coming from Poston. It ended up that there were six people for three jobs in this town. Fortunately there were other jobs in Chicago they could send them to. But that is a dangerous thing to do because they write back and tell us we don't know what the Hell we are doing.

O'Braun: If the employee corresponded with the employer I can't see how it could be bawled up, because they would have to get clearance.

Choate: Wasn't that mostly a question of the relocation officer not having watched it as carefully as he should have?

Carroll: That is probably true.

Choate: It seems to me that with care on the part of the relocation officer that difficulty could be avoided in most instances.

Frase: I don't know the mechanics, but it is difficult because the employer will not always tell you what is going on.

Choate: That statement is in favor of having all job offers handled through the relocation officer. Then you have a better chance to avoid that kind of situation.

Carroll: That's right.

Frase: There is no doubt about it if we can do it with the staff we have.

King: Joe, when you have a job offer and you are not able to fill it how long do you keep it and what do you do with the job offer?

Carroll: We cancel them all out at the end of 30 days. We write to the employer stating we have had no success in recruiting. We ask if they want us to continue recruitment. If we are advised to continue to recruit we do it. Mr. Choate and I discussed it and set a limit of 10 days.

Knodel: We have the same limit.

Choate: Frankly, I don't know how well that has worked out because I haven't been close enough to the job offers.

Carroll: I am sure it is just what the agreement was.

Choate: We think they have sometimes stayed there longer than that. We would like to have you check up on that and see how it is working in practice because it is one of the things that balls up a number of chances. Would this be a possibility? Suppose you set a certain day of each month on which you are going to clear out all job offers on hand, say the 10th or 20th of each month. If the offer had only been in at the project two or three days of course you would hold it over for the next "clear out day." Then you would be sure you were clearing them out within ten or fifteen days. Would that be a feasible method?

Carroll: I think it would be all right. However, after the 10 day period I don't think we should send them to another Center, because we may be sending it to a Center that can't fill the offer.

Choate: When you clear out the job offers the best thing to do would be to return them unless a specific request was made to forward certain ones to another Center. Otherwise it should automatically be returned to the relocation officer who sent it in. Then he can check with the employer to see if the offer is still good and should be sent to another project for recruitment. Would you see any objection to that?

Carroll: No.

O'Braun: I know of one instance where the project wrote to the employer and said they could not fill it and he might as well forget it. This man got sore because he didn't understand that there were nine other relocation centers.

Carroll: We send a copy of that letter to the relocation officer.

O'Braun: You do? Apparently it was an offer not from your relocation center then.

#### EVACUEE CLAIMS FOR WAGES WHERE EMPLOYER PAID TRANSPORTATION

Choate: There are two or three other things on which we would like to get the opinion of the project personnel. The first one is relatively minor but I think is extremely irritating to employers. In some instances men will come out on an offer of employment on seasonal work with their transportation paid by the employer but will not go to work at all. In other instances they will go to work but stay only two or three days or a week. We feel that is a breach of faith with the employer. We can't enforce anything but if a man does run back to the project, we feel that he is not entitled to any claim on the employer for whatever time he may have worked. We feel that it is disgraceful when he has accepted the offer and the employers' money, we feel that he is under an obligation to the employer.

If he stays 60 days he is entitled to return transportation but if he stays less than 60 days he has to pay his own way back. On that assumption he should be expected to work 30 days before he has paid off his obligation for his outgoing transportation. We would like to suggest that if an evacuee returns to the project and says he worked for 3 or 7 days and wants to put in a claim against the employer that the project should discourage the claim on the basis that he hasn't discharged his obligation to the employer who paid his way out. Sending such a claim to the employer is just piling insult on injury. The employer has a right to expect service from the evacuee or else to be repaid for the transportation money which was advanced. We would like to suggest that the transportation be considered as an advance on wages to be earned during the first 30 days. How do you people feel about that?

Carroll: I will tell you what we are doing: We made a selection of three Issei for a counseling committee. When evacuees accept a job, either seasonal or indefinite, before we process their papers they have to go to one of these three and be counseled on conduct and what they should and should not do. That is having good success as far as making them pay back anything. We are not in a position to force repayment under the regulations, although in one case we put it in such a way that he paid it back. The only way we could handle it would be to put a stop order on that person prohibiting him from going from the project for a certain length of time, as a penalty. In the meantime he can't work and can't receive any clothing allowance.

Choate: We are not suggesting a penalty here. When evacuees come into the field, we point out their responsibility and obligation to the employer and try to

them to stay with the employer. We must try to persuade them to stay in the field. If they don't want to and say "To Hell with that noise - we are going back to the project", there has been no way we could prevent the return. All we are suggesting is that you discourage any application for money earned during the few days he may have worked. While the farmer could take his claim to a civil court no employer is going to bother about that. So he just gets sour as the devil against using evacuees. What we are asking of you, is do you feel it is advisable simply to absolutely ignore any such claims that may be made on the project? There are no objections to that?

Carroll: No sir.

Knodel: None.

EXPLANATION OF CONDITIONS IN DENVER & NORTHERN COLORADO

Hanson: Before we go back are you going to give us some inside information on the Denver situation? What are the difficulties?

Choate: I am planning to write a letter to send to all projects within the next week that will point out those things. Briefly, we have the housing situation, which is very difficult. Secondly, we have the sheer numbers who are here. People and individuals and groups are noticing it and talking about it. Third, we have such difficulties as problems with the Teamsters Union, which is temporarily quiescent. When you have things like that you have an unsatisfactory situation, one which may at any time become so tense that you are going to unsettle people who are here and also give the Denver Post arguments that they haven't before had. As a matter of fact, we have been surprised that the Denver Post hasn't jumped on us harder because of the Teamster's complaints. The Post did print the Teamsters' resolution in the paper. We are so close to a saturation point that it is positively detrimental to the relocation program. In Northern Colorado there are more Japanese names on the rural mail routes than there are Caucasian names. Evacuees are coming in and setting up businesses in competition with Caucasian businesses in these small towns, and that is creating resentment. All of these things together from the projects make it highly undesirable for any new replacements. If we can also discourage additional people who went elsewhere on indefinite leave from coming in to Northern Colorado, we feel we should do so for the sake of the thousands who are already here. If any one spot blows up, it is liable to spread to the whole country.

Hanson: I know the whole situation. I know there are too many coming in here.

Choate: We wish to point out the fact that we have quite a population here now, including the original natives plus the voluntary evacuees plus those who are coming out. We now have roughly 500 on seasonal leave and 550 on indefinite leave in the immediate Denver area with approximately the same proportion in Northern Colorado

We have talked to individuals to church groups and other groups here in Denver such as the Chamber of Commerce, and we will continue our public relations work. We intensify our work along those lines to build reason, knowledge, understanding, and tolerance, to secure a back log of intelligent and level-headed people which will tend to prevent a blow-up. We hope to be able to stay clear of the point where we might have to fear the possibility of a race riot.

TRAVEL OF ALIENS

July 14 - Afternoon Session

Choate: I want to call this particularly to the attention of Joe and Walter. We had quite a discussion about the question of the travel of aliens without the permission of the U.S. Attorney. We have had much trouble both in Denver and in the field from aliens apparently not knowing or ignoring the travel restrictions that apply to them. They frequently tell us that they were never told on the project that they weren't supposed to travel without permission. It may or may not be true in all instances, but in any event, we are getting into hot water here in Colorado with Tom Morrissey, United States District Attorney, and also with Mr. Sackett, in Wyoming, who is never easy to get along with. So I don't think we can stress that particular point too much. If you are making it a habit of telling them in English, tell them in Japanese, three times over, before they get out, if you can. We have asked that Washington issue instructions to aliens in Japanese, so that they would have something to take out with them, which would certainly include this question of travel of aliens. In the future whenever we pick up aliens travelling illegally we are going to hold them right where they are pending decision of the United States Attorney. If the attorney wants to bring them before a Board, we are in the clear.

In the past we have been pretty lenient about such cases. We have felt, maybe this man doesn't know and he may not have been told, and we take sort of a protective attitude. We have in a sense conspired to let them evade the regulations and we are not going to do that any more. We are going to hold them in custody wherever they are -- sending a report of the case to the U.S. Attorney but not letting them go until we have clearance from him.

INFORMATION AND ADVICES ON SEASONAL LEAVE DEPARTURES

Choate: Let's talk for a moment about departure advices. Joe Carroll says that when jobs are close he is now telephoning so that the Relocation Officer will have the information he desires as to arrival and that is swell. I would like to commend the thought to Mr. Knodel. When you have someone within four or five hours traveling time, could you get on the phone and say, "So and so is coming out," so that the Relocation Officer can be on hand to meet them, if he can? Where it is possible he can arrange his schedule so that he can talk to them and see that they are getting into the right place and see that the situation is more or less in hand. Again, take the question of telegraphic advices. I asked Mr. Hanson if they could be sent before the evacuee departs. He says it is very difficult to do it before they depart because they may give evacuees approval to leave but they often change their minds and decide to wait a day or two. I don't know whether there is any particular way of getting around that hurdle or not. How often does that happen, Willis?

Hanson: Practically all the time. Thirty people come in and say they want to work and they are always in a hurry to leave, but we issue those 30 people leave -- we wired Fennell 30 people were going to Rocky Ford and said get out there to meet them and only 15 got there. We had arrangements for the other 15 who left the center a day or two later.

Choate: Would it be possible to set a departure time for persons going on seasonal leave and say, "We will put it down that you are going at six o'clock and this pass is no good after six o'clock?"

Hanson: I don't see any particular objection to it, except for your transportation problem. If they are going out on a truck, the truck may not get there until

the next day or the day after. The same thing is true with the CFAI and a lot of other jobs. There wouldn't be any particular reason I can see for the Relocation Officer to meet the evacuees.

Choate: If he knows the approximate time they are to arrive, he can keep in touch with them.

Hanson: Let's see what we can work out.

Knodel: Willis, how does this sound to you? Could we do a little more work on impressing the person involved that we want to have him met and it is important that he be met because things may change? That is, he must check back with us and give us a definite time of departure. Tell him we are going to call or wire the employer or relocation officer.

Hanson: We do that now, Walt.

Choate: Don't put too much emphases on the "meeting" because the truck or bus might break down and something might happen, and the Relocation Officer left to cool his heels for half a day. Couldn't you say, "You will be met or interviewed very soon after your arrival." That would take care of it.

Hanson: Now about these people going into Duke's territory, they all come into Denver. They all go on the train to Denver but we don't know how they are going from there.

Choate: In most cases of that sort they are probably going to the Great Western Sugar Company and if Duke knows that there are 30 coming in shortly, 10 going to Keenesburg, so many to Fort Collins and Eaton, he is going to get in touch with the sugar company and say, "Let me know when you pick those fellows up, so I can meet them."

If you wire the morning after they have actually left, the Relocation Officer has already gone out into the field and it means he won't know anything about it until a day and a half after they arrive in the territory.

Hanson: Walt and I will go into it and see what we can do.

Choate: We are just asking your cooperation on that.

PROCEDURES IN HANDLING INFORMATION TO BE PUT ON ADMISSION & ADVICE CARDS

Choate: Some of the departure advices are not as complete as they might be. The spelling is not always correct on the advice form. Maybe a misspelled letter makes it a different name. The spelling of the family name is important. These are minor things that do help in the field.

Morgan: I got a telegraphed list of 32 evacuees one day from Poston. I couldn't make heads or tail of it. I didn't know enough about Japanese names to know when one started and the other stopped. Fred and I checked it over and I got 32 and he got 30.

Choate: That is the trouble when some people use two names and some use three.

Hanson: Don't they put semi-colons in those teletypes?

Choate: Sometimes, but not always. Often it is just a series of Japanese names. If you use the semi-colons, that is all right.

Hanson: That might be a good thing to get out to all the centers.

Lewis: On the arrival advice forms, if you could give us the last known address of the person it would help a lot. Sometimes projects give evacuees original address, the address in the district they have been working. If we have any trouble in locating that particular person in our files, knowing his recent employer's address will frequently solve the problem.

Choate: The address appearing on admission advices from the projects, including Granada, has been the last California address rather than the last address that they had in the field. We are only talking about admission advices. We want to notify the field men because he sometimes doesn't know the evacuee has left the area. Also we want to straighten out our own records. In many instances it has taken as high as three hours to locate a particular person, either because of the spelling or because we don't have any previous address in the field.

Frase: That is what is supposed to be given on the admission advice: where he was in the field.

Lewis: But, that hasn't been given. They are still giving the original West Coast address on the admission advice. That is the thing we want to correct.

Wolfley: We are receiving admission advices and taking them off our list and in three or four days we find them out on the job again. That means they have gone in for a visit, we have changed our records and then later we find them back. It is difficult to get together on those lists. I don't like the idea of changing our lists so often. We don't see the reason of taking evacuees names off our lists when they make a visit.

Frase: Admission advices are not supposed to be sent in for visits are they?

Carroll: No.

Wolfley: We are getting admission advices and I don't know whether it is a visit or a re-entrance. We get the notice that they are in the project and then I find them out on the job. I actually see them.

Carroll: We pick up their passes twice a week at the gate. We don't know what they are in for, whether in for a visit or to stay. They won't tell us.

Frase: Can't you make them sign a register when they come in?

Carroll: Not unless we have someone on the gate 24 hours a day.

Hanson: We have an evacuee at the gate 24 hours a day. We use a two section gate pass and one section is taken up when the seasonal leave people go out. The other section is taken up when they come back in. It is still hard to control. We have got it as air tight as it can be.

Wolfley: How about an answer? It still isn't any easier under the present circumstances.

Knodel: I believe I gave you an answer. Maybe I didn't make it clear. I have a note here to have a copy of the departure advice to be sent to you as well as to al.

Wolfley: I am getting them.

Knodel: Well, all right. On the admission advices we are going to give you the address of the original employer and why they came back in.

Choate: Joe can go at least this far with us. If you know they are coming in on a visit, you can make that notation on the admission advice.

Carroll: I was just making a note to try to find out.

Frase: Why bother about a card if you know he is a visitor?

Choate: If you know he is a visitor no admission advice is to be sent.

NECESSITY OF ACTIVE WORK IN PUBLIC RELATIONS AND EDUCATION.

Choate: The question of public relations is one of the biggest problems we have in the field. It is important because what happens out here can very materially affect other parts of the country, especially if some situation gets out of control here. On the other hand we can initiate forces here through local influence that can have an effect in the national picture. For example, the question was raised the other day about getting more congressmen interested in all sides of the relocation program. Now, many of you may know some congressman or senator. If you don't, undoubtedly there are men in your district who do carry weight with senators and congressmen. Whatever you do toward getting across a suggestion that these persons let congressmen know how they feel about the handling of evacuees and solving this problem in a truly American way will help in bringing about and effecting an enlightened attitude everywhere. Congressmen should know wherever there is any different feeling than they get from reading the Denver Post or unfounded Dies Committee stories in the press. Some senators don't feel the way Representatives Barrett and Costello do, but are neutral. They don't have much of an opinion, or they may get their opinion from the newspapers. Unless they get counteracting or neutralizing influence in the form of letters or wires from people in their own bailiwick who think differently, they will obviously believe that these press stories represent public opinion.

If these senators and congressmen get a favorable impression from their constituents who believe in fair treatment of all Americans, or from those who are being aided in their production by evacuees, they are much more likely to help to neutralize the antagonism and hostility of certain other people in congress. You have two classes of people you can work with. First, there is the man who is directly interested and who is getting some good out of the use of evacuee labor. If he realizes that this adverse agitation is going to make it more and more difficult for him to secure or keep evacuee workers because there are no friendly voices being raised in congress, from this territory, he will want to do something. I think that if the facts are clearly presented that some of those employers, sugar companies and others, will want to make themselves heard for the right side as we see it.

There are also the groups of people and individuals who are more level headed about this whole problem. They may be ministers, businessmen, club members, or farmers who can look at this situation and realize that this whole procedure of attacking Japanese-Americans in one way or another is harmful to the war effort; who will see that it is harmful to the preservation of American principles as an attack on the basic rights that our country has for many years guaranteed to American citizens and to aliens, regardless of what color they happen to be. These level-headed people will really see the fundamental principles involved and want to do something about it. They may wish to send a letter to their senator or congressman saying, "We want you to be on the side of the principles of American citizenship -- the principles of fair play and equal rights upon which America has grown great. If they will do that naturally and voluntarily and because that is the way they feel, it will help a great deal. Washington can do some of these things but, after all, representatives of the people are most impressed by what their constituents really think and tell them. The senators and representatives will be back here in their home territories during the next month. Certainly you should have a chance to talk to people who will be talking to them so they will get the other side of the picture.

That same idea will apply also to your general work in the field. If you spend time for several calls a week in making sure that you have developed informed friends for our program -- the type of people that I have been mentioning who will be a real solid support right through it will help you in your local community. In almost any community you can find out from someone, if you haven't already made the contact, who those men are who are liberal, progressive, fairminded, tolerant, level-headed citizens. Go to them, tell them the ideas and give them the background. Ask for his advice as to matters in that area, and ask him also who else in that community will be likely to be of the same mind as he. Build a core of solid support to which you can turn if things should start blowing up.

Employers whose interest in evacuees is dependent upon whether or not they can make use of their services are chiefly fair weather friends, and we are getting into foul weather now. We need more support from the intelligent leaders in all communities. Those people will want to help cool a hot situation. You can work through them in many cases so that one of the most important things that we can do all through the fall of this year is to put every minute of time into talking to level-headed, influential people all through this territory.

Suggest the formation of committees to study the problem and aid in favorable relocation opportunities and to see that evacuees are treated fairly and tolerantly as loyal Americans should be. I think the most solid group that we can get are the church groups, straight up and down through this whole territory. Talk to ministers, individually or in groups, because they can swing a lot of weight. In a lot of instances they will talk it up in their pulpits and present the problems that are involved to their church people. This will undoubtedly help in softening the community's attitude. Not too much attention has been paid to that type of support during the past spring. Offhand, I would say only two or three have really put any effort into developing church support -- judging from the reports that have come in. Whether they are formal or informal committees, is not so important as to get them interested in the real problem. Mr. Anderson will tell a little about what he has been doing. Go ahead, Andy.

#### DEVELOPING SUPPORT FROM CHURCH GROUPS

Anderson: When I was down here before you suggested that there was a Congregational conference and that I should appear before it, which I did because I was personally acquainted with the superintendent of the conference. I didn't talk to the whole conference, but I talked to an assembly of ministers about the size of this group. I only talked that little talk that you mimeographed. As a result of that talk we spent an hour and a half discussing this problem and the attitudes of people as evidenced by their congregations. I think every one of them there are going to press the issue as they feel they are on firm ground. If on the other hand, they feel that their position might be in jeopardy, they are going to go pretty slow. We had a letter today from a new man in Billings and I can see that he has developed a background of subject matter designed to bring this thing right to the forefront.

I talked to the Ministerial association in Billings and also in Forsythe. In Billings they had a very receptive ear but they didn't ask very many questions. An elderly gentleman was called upon. He is apparently a retired minister and was just sitting in but the chairman of the ministerial association called on him for his remarks and he as much as said, "This is a kind of a hot potato boys. I would leave it alone if I were you." He said it very skillfully, too, so it didn't sound the way I just said it.

I wasn't sure I was going to get on the Methodist Conference in Miles City. I called up two or three people but they said that the program had already been prepared and there was no chance. However, I happened to have an acquaintance and friend who has been a Methodist Minister and is now traveling all over the state of Montana for a Children's School in Helena. He comes up to the office quite often. He is a man of German extraction. He came to this country as a youngster and is very concerned about this thing. So, he came up to me and said, "Are you going to be on the conference" and I said, "I can't get on, apparently." He said, "You come with me." So I did. During a recess he took me and I met the Bishop. He was the spokesman. The Bishop wasn't particularly interested, but he said, "I think we can give you a few minutes just before lunch." I went back to my seat and hurriedly made an outline so that I could make it a little faster and when I did get on apparently the thing just struck a responsive note. The Bishop himself said he was extremely interested, and took time to tell the ministers that here was a challenge for them and here was a job to be done. Well, all the rest of the afternoon I was answering questions. One minister said, "Do you want to come and be in our pulpit?" I answered, "No, you carry the football now." It was suggested that we offer pamphlets or any other source of material that we could do to these people and that is the reason I wrote you that letter to follow up on this conference. It is my belief that when you make contracts you need to follow them up. I have been thinking again and again about how we could follow up whatever advantage we may gain by one of those conferences.

Choate: Would this help? Since you yourself know what has been said, you will probably know whether they would like to have certain additional material sent to them to put in the vestibule of their church for general distribution? I think that probably you can advise us what sort of material you would like to have distributed and we will see that you have a supply. Or perhaps you would like us to send a personal letter to a few key men.

Anderson: It seems to me people are willing to listen very earnestly. They are willing to let you go on any program before any group. I am just wondering if that isn't the thing we must do more of in a place like Montana.

#### SUGGESTIONS FOR EFFECTIVE PRESENTATION OF RELOCATION PROGRAM TO GROUPS

Choate: I think the thing to do is to develop all possible group contacts. I think it will be very helpful in any group, particularly Kiwanis, Lions Club, Chamber of Commerce, to first find out who some of your friends are in that organization before you make your actual talk before the group. In other words, build up a core of support. When you have secured anywhere from one or two to half-a-dozen fairly important and influential men to back you up when you return to talk before the group, you are much less likely to have something blow up in your face. I would say, don't go in to speak at the first opportunity, even though the organization seems to be all for you. You are taking too much of a chance. Say, "I'm going to be busy at the time of next meeting." And between now and the second or third meeting build your lines.

Anderson: I learned that fast. Up at Red Lodge I had that very thing happen. They were just as cold as fish. It seems to me that you should make your contacts and build on them as you have suggested, then come back to talk to the group or club later on.

Choate: In the long run, you will get further by doing that sort of thing. You will have more solid support. We have had many instances of it. If you aren't careful, some man will say: "Everybody will think it is a fine thing and will approve your program." So you think: "Well, I will give in and give a speech right away." But then, one or two or three radicals are likely to jump up on the floor and will say, "By God, we won't go for that." If you have secured some friends who will be here and there in the group and who will carry the ball a little bit you will get much farther. After

all, remember we are the exponents of this program and the opposition knows you have an axe to grind, and so your facts will not be given consideration to compare with the statements made by other members of the group.

Anderson: Mr. Choate, it seems to me that we have got to make people see that if we don't get understanding of this problem we will not have won this war. It isn't a question of employment, it is a far bigger issue. The problem of relocation is only a small part of the point. You must get support and a realization of the bigger issue rather than get lost trying to sell just relocation.

Choate: In those discussions and in meetings with individual people, you are on far sounder ground not to say a word about employment, or to indicate you are trying to get jobs. The principles involved in evacuation and relocation of Japanese and Japanese-Americans have formed one of the great problems in America today.

Anderson: You must tell them: "This is your problem."

Choate: Yes, say to them, "This isn't just my problem. You are a part of America. You can't ignore the minority problem because you are an American. And how should we Americans handle this problem?" After you have told them the program of WRA and what we are trying to do and how we are trying to do it, then you can go ahead and tell the reason you are coming to them. Tell them, "We have a problem and a program that is one that should be of interest to every thinking man, and we want your advice, your council, your suggestions." There is hardly a man who won't be susceptible to that approach and at least will give you attention. It may be that he will feel a bit flattered that you have come to him as a person in his community who can give you some suggestions or support or advice on this problem and how to work it out.

Go in to see these key people with the idea that you are going to help them understand what we are trying to do and why it is important to their community. The more of that you do, the sounder the job you will have done. That work must be one of the very prime jobs on your program for this fall. We can build relocation and permanent resettlement through various other parts of our program, but let's not fail to do a fine job of building public knowledge and support for these fundamentals. It will strengthen and solidify support for relocation through understanding and tolerance as well as making people want support from their congressmen and their newspapers for the principles of American fair play, justice and equal treatment of all our citizens. If you should fail to do important work along this line, I am going to be very disappointed and I will feel you haven't done the job you could have done.

Just this morning we received a sheaf of material primarily connected with the Dies Committee investigations. There are about 12 items in it. Some of them are a little bit old. Here is a pamphlet on "Evidence of Americanism among Japanese Americans." There may still be a number of places where you are getting such questions as, "How much of this stuff is true? What is your answer on that?" So we are getting five hundred copies in Denver of each of these items and 100 copies are being sent to each Relocation Officer, and you should have plenty of material to pass out along those lines.

Please let us know any time you want more copies of this material or anything else we have sent you. Also let us know anytime you have suggestions or ideas on something that will be helpful to you either in a specific situation or for general distribution.

DEVELOPING OF SUPPORT IN THE EDUCATIONAL FIELD

Anderson: I think if we are to work along these educational lines this fall and get a job done we are going to have calls for material from teachers constantly. Morgan, Routh, and I had a little conference last night and thought that was a good idea.

Choate: There is a real job to be done with the school authorities and principals and a good share of the teachers will quickly realize the importance and vital nature of the problem. They are the best vehicles to take this and expand it to the whole community. If we are going to have any permanent and real re-settlement, the evacuees will be vitally interested in knowing how their children will be treated -- whether or not they will be discriminated against. If you can talk to a school group you will undoubtedly get the information to the kids and their teachers. Also, be sure you get a chance to talk to the Parent Teachers Association. You will have your educators on one side and will get some support there and you will have the parents of these kids and you can bring out the straight Americanism program. You can also make suggestions to teachers that there be study of the treatment of minority problems as a subject in the classroom. Get the kids thinking about it and the kids will soften up their parents. Don't forget the schools this fall.

Anderson: Fennell had a debating question taken up by the high school debating team.

Choate: That is a good lead for you. You could have a debate on that question in no time at all. Tell them you have lots of material in your office you can furnish. You will have to, by the time you get this thing rounded out. You have got a fine bunch of source of material for the debater favoring relocation and the application of the bill of rights to all Americans whether of Japanese ancestry or any other type. He may not win but he will cause them to do a lot of thinking. Maybe he will lose by popular vote. When you have had a chance to present the right side of the picture, it is a lot better than losing by default.

Routh: It isn't very hard to get ministers to read this sort of materials, I have sent out two letters and two publications we have received. The other day I came to the Kiwanis Club meeting and two of the ministers happened to be there, and they said they used that material in their sermons on different Sundays.

Choate: We have already sent you one part of a radio program given here in Denver. The next half of that radio program which is entirely devoted to the question of the American principles involved will be sent to you for use in any way you see fit. We also will have another short one about the same size as either of those, but briefing the picture a little bit. We may develop a program where we will introduce a Nisei to speak for himself in either a three-way debate or perhaps a short discussion.

Lane: Could we get a copy of that portion of the constitution of the United States that has something about everybody having an equal right? I find that 90% of the people I talk to have never read the constitution. They are at a total loss that there is any such thing in the United States about these groups of people.

Choate: That is exactly the kind of suggestion I am asking for. We will get hold of that constitution and have it mimeographed and send you out a bunch.

RELATIONS WITH INDIVIDUALS OR GROUPS WHO OPPOSE RELOCATION

Lane: They have talked about pampering these evacuees. How far should we go in pampering these individuals in the community who take such a stand as they do against

the evacuees? The thinking of the people has been to more or less side step it instead of coming to a show-down.

Choate: That depends on your community, and how strong the group of level-headed people is. If your community is about 50-50 then you probably are not in a very good position to bring anything out into the open. But when you are sure you have a good solid substantial support, don't side step the issue raised by the prejudiced, the emotional and the radical elements. It often takes the wind out of their sails to know the public is not on their side. Ignoring is probably the best policy at the beginning until you have developed a sure feeling of strong support. If you haven't got that, there isn't much you can do. If you have it, get all possible evidences of the support and the groups behind the program into the newspapers where it will be seen.

Anderson: I think that one should never antagonize his enemy. If we don't have understanding for other peoples' viewpoint how can we get across to others the need for understanding? Let someone else throw stones at the narrow-minded or prejudiced man.

Morgan: You have to remember the good old political way of doing it.

Choate: That is where the people we were talking about before will come into the picture. They are your good substantial support in the community. Get them to tell the opposition off; let somebody else do the battling for you.

RELATIONS WITH NEWSPAPERS AND RADIO STATIONS

Choate: Along the line of publicity I notice that more and more of you have been developing good relations with your newspapers in your district. By all means stress that and push it along. Develop the best possible relation with all your newspapers and radio stations. We got some excellent stories from the trip to Granada made by radio and news men from various parts of Colorado. After the formal session, we will talk about the same thing for Heart Mountain.

We are trying to send you information that will be valuable and helpful to you. One of the relocation officers suggested that he could make a lot of local releases, but he didn't think it was a good idea. I am inclined to disagree with that. Make your local releases. Tell them what is going on in the community, how much is being done by evacuees. If you have a friendly county agent ask him to make the release to the local newspaper telling how much good these evacuees are doing in helping to grow or harvest crops. All that sort of news will help put the favorable aspects before the local community, and will help in developing a more favorable feeling and friendliness to evacuees. Get to your local newspaper editor, if you possibly can, on this whole program of Americanization. They are Americans who are interested in the question of free press which is one of the rights the constitution. Those interested in the rights guaranteed them by the constitution should also be interested in those rights of the constitution which are not secure to other people such as Americans with Japanese faces.

Fennell: I wonder if sometimes local publicity on evacuees might be more dangerous than helpful.

Choate: How do you mean?

Fennell: At the Broadmoor Hotel we had a request to write a story about the evacuees who were working at the Broadmoor. A reporter asked me what I thought about it. I said I thought it would be a bad thing.. Right at that particular time we weren't sure how the people who were working at the Broadmoor would take it. There were rumors about it blowing up. Also there was Union trouble in Colorado Springs which was particularly pointed at Mrs. Penrose at the Broadmoor. Local publicity would have to be handled very carefully and you would have to be sure of your ground. However, at Camp Carson, at Colorado Springs, publicity would be favorable to us.

Choate: That is a good point. Each of you should use your own good judgment as to the type of publicity that would help and also how it can best be handled. We are working on releases that we will make here very shortly on the use of evacuees in hospitals and what they are doing to contribute to the welfare of several of the communities in Colorado. In all of these instances it is very important to know that you are not going to harm either the employer, the evacuee, or the work you are doing. You are always safe, of course, in releases that come from Washington or Denver of a more general character. Get on the best possible terms you can with the editors and reporters on some of the newspapers. Don't go only to the editors, because often people on the paper carry weight and may help pave the way into the editor or get the information into the paper.

Anderson: That brings a question. So many times we get those news releases from Washington marked "FOR PROJECT RELEASE ONLY" By the time they get into the project newspapers outside newspapers have no use for the news. Sometimes there is information in those releases that ought to be used.

Choate: I don't know why we can't have general release on them, but that is the way they are sent out. I don't know why they are "FOR PROJECT RELEASE ONLY".

Reef: All the newspapers get copies of the project papers. But, by the time they get them it just burns them up because it is old.

Choate: I can't explain it. If it were for the project employees only, putting that restriction on would be understandable and logical.

Knodel: There isn't much we can do about that.

Choate: This Dies Committee information here: in Washington they told us "Here is your answer and the facts to refute a lot of statements." Get them into the hands of the local committees. Very few of you have yet developed a local committee, but you should develop a local committee wherever possible. We have already discussed that point. If you haven't a committee take time off to get the facts before the influential people in your community. That is what Washington wants you to do. They felt that you should take time off and talk to some of the leaders in your area. They may be able to give you suggestions as to how you can best use that information in your district. You will also be sure that they have the information themselves. You will have all of this material when you get back to your offices. It is available for release by your office or distribution in any way you see fit. It is no longer hush material. Again it is the question of publicizing WRA's national policy.

Supposing you are talking to an individual or to a group and somebody raises the question of "What should I write my Congressman?" I think we should be a little careful in the handling of that, not to directly urge them to write to their congressman, but if they raise the point in a public meeting you might say, "It wouldn't be quite the thing for me to urge you to write your congressman," and almost any intelligent person will pick the idea and do as he thinks wisest. When you are talking to an individual you can simply suggest to him, without any criticism being directed to you, that you think it would be a good idea after he has read this material to let his Congressman know he thinks about it. You are not telling him to write to his Congressman, but you are assuming and hoping that what he will write will be the sort of thing you would like him to write.

#### "CLOSED AREAS"

There has been some question as to what a closed area is. I would like to hit that very briefly. We don't want to close any areas because that is an action we can't back up. It isn't something we should try to do, nor should we give any public releases to the effect that we are now going to close an area. If we were to say in Denver -- "Denver is going to be closed to evacuees." There might be good justification for such an action because there are a lot of evacuees here. We are not going to close Denver, because we are unable to have relocation officers stationed on each road and to meet each train to turn back evacuees. Anyone on indefinite leave is perfectly free to come to Denver but we are going to discourage their coming by every means we can.

We are going to discourage the remote type of family reunion. I mean where a brother-in-law invites the sister-in-law's family to join them. I don't see any good reason for encouraging that. We will encourage it where the head of the family is here and wants to bring out the rest of the family. We will do nothing to discourage that because family relocation is a worthwhile goal.

Again, we have certain counties which are not cleared for agricultural seasonal leave. In most cases, the reason is that there are certain conditions in that county that make it advisable for us to know ahead of time any arrival of evacuees, so we could investigate conditions. Such advance approval, with any necessary prior arrangements, is for the benefit of the evacuee and the program as a whole. That is the reason why the counties are not open. There are antagonistic elements in certain counties and communities and industries that make caution advisable. That is the reason, not that we are guardians or policemen or want to be arbitrary. As I have put into one of our releases to you gentlemen, let evacuees take a chance occasionally. Encourage them to take a chance whenever there is not any open hostility, even though you don't think it is advisable. Of course this wouldn't apply if the area is at the saturation point. Some evacuees are willing to run chances as long as they know what it is. As long as you put the facts into the record (and it is advisable for you to do so), if they want to take a chance on hostile situations, let them go ahead. We want to be a little bit careful on our approach to the question of closed or open areas, so that we don't take a stand that we can't follow through to the end.

I would like to have Jim Fennell say a few words about relations with labor unions. I am asking Jim to do so because he has gotten into trouble with them in one city and he has since been able to work out of it fairly well. In another city, since the first instance, he has developed a very good relation with unions. The fundamental question of relations with Labor unions is very important at all times.

#### RELATIONS WITH LABOR UNIONS

Fennell: First of all we had better tell the story of what happened in Colorado Springs so that if it serves as an object lesson to any other relocation officer, it might be worth while. By a placement with the Union Ice And Coal Company at Colorado Springs, we put Japanese in a closed shop. Although the particular job which they were on was not covered by the Union Contract, there wasn't enough preliminary work done with the Union to neutralize them. It was carried to the point where a company owned by the same man was boycotted by all Union people in Colorado Springs, so far as the purchase of butter made by that company was concerned. So, when we heard that the situation was growing worse, I made a call on the Trades Council and spoke at the meeting explaining to them what our program was and our intentions insofar as labor unions were concerned and over a period of time was able to modify the difficulty satisfactorily.

With that in mind, I immediately began to contact the other unions in the area so that I would be certain we would not get into alike situation at a later time when another offer came in that might cause disfavor on the part of the Union. At Pueblo, where the local headquarters are, they control the whole southern part of the State of Colorado. We began calling one at a time on each of the men who headed a particular trade. This was climaxed by a meeting with the Central Group for a statement of policy on their part. It was verbal, of course, because I knew that asking for a written statement would make them leery of being rung in on something. Mr. Gleason the business representative stated that if we were sincere in what I told him that we would absolutely not allow an evacuee to come into the community to accept a trade union position without discussing it with them first, they would be quite willing to aid us in developing business opportunities in those cases where there were not men available among the Union people. The net result was that we spoke specifically on two or three jobs in the Pueblo Airbase. They are agreed that there will not be enough union men for it so evacuees will be allowed to become members of the Union.

I am holding my breath because I am afraid the state representative of the Teamsters' Union will come in and blow the arrangement higher than a kite. With the CIO, I believe that most of the CIO Unions are quite understanding. In view of some written statements from them, we have something to start on but from the point of view of the AFofL I think we can get Southern Colorado open that it will be important in making placements for some of the men who are qualified in those trades.

INFORMATION TO BE INCLUDED IN OFFERS OF EMPLOYMENT

Choate: Thanks, Jim. There aren't too many places where we have to worry about Unions, but wherever you have a Union situation, before you send in offers, be sure that you have cleared with the Unions to determine their attitude so that you won't blow up the situation locally.

There are two or three facts that I think should be kept in mind in the employment offers. These were stressed again in our Washington conference. The prevailing wage should be the one offered and it should be checked with the USES. We don't want them to go to a town for less than the prevailing wage. On the other hand, if somebody offers employment at lower than the going wage, you should make a note of what is the prevailing wage and write this information on the offer, but still send the offer in. We are not refusing to handle any offers of employment, but we can advise the project and the evacuees that it isn't the prevailing wage. On the other hand, we also want to be a little bit careful about sending in our offers where there the wage is above prevailing wage. You can get into just as much hot water in a community if evacuees are getting more than the local labor than when they are being paid less. There are so many people who have an underlying conviction that evacuees are cheap labor. That is one of the things that was behind the Teamster Union's resolution, and lots of times you will find that incorrect assumption -- is true elsewhere. We are taking the stand that these people are going to work at the prevailing wage. They are going to do the same kind of job with the same kind of wages and under the same kind of conditions. I think the shooting they had out in Idaho was a minor thing, actually, but it was caused by the fact that two evacuees were getting better housing and higher wages than was prevailing in that community.

We are not responsible for housing standards or for working conditions. We are responsible to see that the correct picture of the housing and all facts concerning these conditions go on your employment offer. If an evacuee wants to come out and live in a chicken shed, it is up to him, but it should not be described as a good place to live. It should be described as it is. It is our primary responsibility to see that the job offer clearly and exactly represents the facts. In sending the offer to a project you can report that the wage is substandard or something else that is not proper but don't enter into an argument with the employer and try to get him to change his ideas. That probably is a little different than I told you when you first went into the field last spring. I am a little bit of an idealist and I would like to see these people getting a little better working and living conditions, than that previously offered migrant laborers - and in the long run that policy would be better for the farmer in keeping his employees satisfied and happy and productive. However, our soundest ground is to be sure that the employment offer represents all the facts so that you will help the man at the project to get the true picture. If he gets the true picture and is still willing to go out and work under substandard conditions, that is up to him.

This goes back again to the point we made before that we mustn't consider evacuees as wards of the Government and we mustn't be dictating to them what they must or must not do. Let them take their places in society on even terms and under equal conditions, let's not do anything that will contribute to the charge of pampering or unduly influencing evacuees in this field of activity or any other. Then we will be on much sounder ground all the way down the line. That is also the consensus of the Employment Division in Washington.

Fennell: Don't you think many prospective employers are people who are trying to exploit a new source of labor and that it is wise to point out to them that other communities do pay such and such a wage and it is going to reflect on the employer's job offer and its possible acceptance at a project?

Choate: To that extent you are right, although I think it was Dillon Myer himself who made that particular statement -- that we will send in a low wage offer. I still do not personally agree with him but if the boss says send them in, I will say, send them in. But call attention to the facts and the project people will pass the information on just as received to all interested evacuees.

Knodel: Yes, we will do the rest.

#### OPPORTUNITIES FOR STUDENT NURSES

Choate:

One of the types of work opportunities which we may be able to develop are opportunities for student nurses. If in your territory you find or know of a hospital that is willing to take Nisei advise Dr. G. D. Carlyle Thompson in Washington that is, send the name of the hospital to the project with a copy of it sent to Thompson in Washington. The Government is subsidizing the training of student nurses in certain hospitals. If you find one of those hospitals and they are interested in taking Nisei, we would like to know about it. Some hospitals are willing to train them without government aid and there are girls at the projects who are willing to take that type of training, so let's let the project get the information.

#### CHANGES IN TRAVEL DISTRICTS FOR SEASONAL WORKERS

Choate: Sometime ago in one of the field instructions, I suggested that you gentlemen advise me of any difference that you wished to suggest in the areas to be included in travel permits. I have had only one response or suggestion. I don't know whether that means that the travel areas (for citizens) that we originally worked out is just about the way it should be or whether you have forgotten it. If you haven't considered it, please consider it again and let me know. We want evacuees on seasonal leave to have as much freedom as is reasonable and as much freedom as will help the agricultural community. Where an agricultural area is tied together evacuees should be able to move about within that particular area as a means helping to them employed. If you have any further suggestions let me know.

#### PUBLIC ASSISTANCE

I will stress again this question of handling emergency cases. If you have an evacuee who is in distress and your public assistance isn't working out and your local public welfare is unwilling to return them to their centers, or if they are bad actors and should be returned, write, wire or phone the circumstances to me and I will do the same to Washington to get the authority to issue travel requests to get them back to the project. That applies only to transportation. Public assistance is supposed to take care of the money for emergency situations in the field. To the best of my knowledge there are no states except Colorado who are prepared to carry out the program. We hope Colorado will be in line soon. /not

Anderson: Just the day before I came down I had a telephone call from the public welfare department saying they had no appropriation and were unable to give service but that it would be coming forthwith. They wanted me to know, in case there was some need. We would have to go elsewhere until such time as the appropriations came out.

Choate: I hope that we will not have very many cases until the Social Security Board gets their 1944 money. I believe the Social Security Board budget had been prepared and approved, so there shouldn't be anything to worry about. I would like to have you report today any cases where in your opinion the man was entitled to, but failed to get assistance from a public welfare agency. Get the information to me and if it is a good case I will take it up with the Social Security Board to see

that that outfit is straightened around. We had one or two in Colorado but Colorado as yet has not been cooperating with the Federal Social Security Board as they say the plan is not consistent with the Colorado constitution. Are there any unsettled cases in the field where aid is required?

Benrison: We have a case up there where a dentist is still dunning the boy for payment, and trying to get him to pay it. We are telling him not to pay it. The county welfare committee recommended against it, but I think it is a legitimate case.

Curtis: Wilson at Social Security is taking care of it.

King: I had a case where the public welfare said they would not pay it.

Choate: This isn't a gold digging scheme. You will undoubtedly have evacuees who think it should be. The plan is for bona fide cases of need. That is, it is temporary assistance. If a man just comes out from a project and he wants to stay out but ----- no work will be available for him for a few days, and you are sure of that, you turn it over to the Public Welfare Agency. It isn't intended to take care of a long term sickness. If a man has tuberculosis this aid isn't supposed to take care of him for the six months it would take for recovery. It is supposed to take care of any immediate medical need or temporary hospitalization while we are arranging to return him to the project or whatever the situation might be. One or two cases have been brought up where men have gone batty in the field. It happened in Utah and they were reluctant to take the man who was mentally off balance. They say "he is no problem of ours". Rex Lee said "I told them he is yours, he is on the loose and if you want him out of trouble, you take care of him and since you have an institution for it. It is your responsibility." That is the way we will have to handle a man mentally off balance. If a man is trying to relocate and for some reason he can't quite make ends meet, the public funds are supposed to be available to help him for three months during the time that he is getting relocated and adjusted. At the end of the three-month period you and the local public welfare agency should get together and decide whether or not the problem is working itself out and make your recommendation accordingly. If it isn't going to work he can be returned to the project. However, every effort is to be made to keep him in the field and make it possible for him to permanently relocate. It is primarily a temporary emergency assistance, whether it be medical, surgical, board and room, or transportation from one employment to another if the man can't find employment locally. If a man is in North Platte without work and there is a job in Scottsbluff, then certainly transportation should be made available by the local Public Welfare Agency. Is there any question on that?

Routh: What about interstate movement?

Choate: This is Federal money. The Federal Government is going to reimburse the local spending agency. If that question is raised I would like to have you get in touch with me about it. I will take it up with Wilson.

#### TRANSPORTATION FOR EVACUEES GOING ON INDEFINITE LEAVE

Curtis: If this new procedure goes through would we be permitted to furnish travel to evacuees?

Choate: Only when they are going from seasonal leave to their first indefinite leave would the relocation officer be authorized to issue a transportation request to a man in the field -- not for a man on indefinite leave to go to another job. We can give them no assistance. If the man on indefinite leave hadn't had assistance and

assistance will help him to relocate, the question would be of wiring or writing to the project and making the suggestion to them for their consideration. It is up to them as to whether or not they can or would. I don't know that we will have the ability to issue assistance or transportation in the field.

#### QUESTIONNAIRES DESCRIBING COUNTIES AND COMMUNITIES

Choate: The projects want to develop among evacuees knowledge of the geography, the type of people and the conditions in various areas, so that evacuees will not be quite so ignorant of what is out beyond the project gate. When you get back to your field offices, you will probably find a questionnaire. It is probably called "Questionnaire for cooperating committees." As far as you are concerned, you are the cooperating committee. You will please take these questionnaires and fill them out and send them to Denver and we will send to Washington where they will be duplicated and sent to the projects so you won't have to make out 10 copies of each one. Your replies should cover the community, types of industries, wages, agriculture, what type wages, schools, hospitals, churches, the general attitude of the community and sentiment therein, labor shortages, etc. Make these out for each major city in your area and also one for the over-all picture for your entire district.

#### "WEEKLY REPORTS"

Choate: Very shortly we will send you a field instruction on the subject of reports. We have had quite a diversity of reports. Some relocation officers have kept me well informed on what is going on in their district, who they have been calling on, community sentiment, prospects for employment both seasonal and industrial. Consequently, we here in Denver know a great deal more about what work has been done by that particular man and the situation in that particular district than in other districts not reporting so thoroughly. For uniformity's sake and so we will be giving full credit to each man for the actual work he is doing, I think it is desirable to ask every man for a weekly report. Actually that will be easier for you, because it will take less time to make the report. In the field instruction which we will send out we will go into detail as to what should be included. In general this will include field trips you have made and what the results were; did you make any progress and who did you see. In general we wish a picture of your activities whether you were on a field trip or in the office. If in the office, what was going on there? We wish the names, titles and addresses of the important people you have interviewed and their attitude.

If you wish, you can make the suggestion that we write certain of those individuals as a follow up on your work. We will try out a system of a follow up a letter of appreciation for the interest that the man has shown in our program. If he is antagonistic and you think it would do some good to have a letter from our office, we will do that. We think we may be able to develop a greater interest by sending appreciative letters from headquarters. It certainly is worth a trial. If you will let us know by means of these weekly reports whom you are seeing, we can send letters to those people for follow up to make the work you are doing more effective. If it works, we will expand it. If you report that you had a kick-back on our letters and it wasn't a good idea we can drop it.

Tell us of any unusual or new developments and any occurrences in your area. Perhaps we may be able to help with suggested actions. Some of the relocation officers have been sending in copies of the letters they have been writing. Wherever we saw there was something we thought would be valuable or helpful to them we have sent a letter back and made suggestions. We will keep on doing it unless you say it isn't helpful. We don't care whether you do or not, but if you want to send us copies of letters you write we will be very glad to give any assistance we can toward making your job easier. The reason for all these ideas is to make your work more effective and your job easier. Tell us of any peculiar problems that have come up or questions that evacuees have been raising in their office calls. Advise us of problems in the field so that we can see what has been going on and can help you out.

One or two of the relocation officers have been keeping records of their own which are very good. We are suggesting that you keep a record on paper of the discussions you have with evacuees who come in. Make a brief note and put it in the man's file. Indicate how many times he was in the office, and what transpired. If he tells one story one time and a different version the next time, this information may help in solving some particular situation, with that evacuee. Lane is keeping such a record in his office and finds it very helpful. Lane is also keeping an office record showing the number of employment offers received by type of occupation and location and whether they are seasonal or indefinite. He also records the number of travel permits issued, the number of evacuees who have had leave extended and departures and arrivals. Routh is doing much the same thing. He records the number of evacuees returning to the center and keeps track of offers submitted and the number of evacuees placed in new jobs. He is going a little further than might be vital by keeping track of the number of telegrams sent and the number of telephone calls handled. This data all helps to show how active you are and what is going on in the field. We have a few minutes more to bring up any particular points for discussion or for you to tell about problems that you have handled that would be beneficial to other relocation officers or problems you have not been able to handle and want suggestions.

Bennison: I would like to discuss one question on the matter of indefinite leave and seasonal leave. We have a rule you can't recommend seasonal leave where you don't approve indefinite leave. I am prepared to clamp down on indefinite leave in Northern Colorado. On the other hand it is reasonable to suppose that we will have a demand for seasonal work.

Choate: I think the application of that provision would be either where it is unsafe or where the community refuses to permit indefinite leave. I think that your situation is quite different, because there are plenty of people now on indefinite leave there.

Bennison: It is different to this extent. We are going to have a lot of people on indefinite leave who don't want to go over and help old man Pulliam top his beets this fall. I wouldn't be surprised to see the sugar company come in and ask to recruit beet toppers, in spite of the fact that they are bucking on the transportation deal. It will be just like it was last fall. They will pay the way out just for that short period. I am waiting for them to ask for it. I am not going to mention it first, of course, for various reasons. On the other hand, we are going to be in the position of having quite a few people from time to time applying for indefinite leave and if the frame of mind I am in now continues, I wouldn't recommend it.

Choate: I think in those cases that without violating any rules or regulations you can send a note with your offer of employment saying that the offer is purely seasonal and that indefinite leave will not be approved for those accepting the offer in that area purely- a seasonal job.

In that area, and possibly Otero county and also Adams and Arapahoe County, we will want to do just that. If we can help these people out with some purely seasonal laborers and the people at the project understand that this isn't going to lead to indefinite leave in those counties, I think that we should do so.

Bennison: That is the logical way to handle it.

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