

April 1

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56-1536

A population census was taken simultaneously in every block this morning between 8 and 9:30. The instruction from the Project Director read as follows:

March 30, 1944

MEMO TO: Block Managers

FROM: Duncan Mills, Project Director

SUBJECT: Census as of March 31, 1944

Attached are forms and instructions for the Block Census to be held Saturday morning between 8 and 9:30.

Will you please be responsible for the following preliminary arrangements for your block.

1. Select three persons to assist you in taking the census. These may be persons from your own staff or other persons regularly employed elsewhere on the project. Give your Block Manager Supervisor the names of the four persons (including yourself or substitute) whom you have designated to take the census in your block.
2. Notify your assistants where to report. Before Friday evening, get in touch with the persons who are to assist

ARRIL 1 -- (2)

you and give them their notices of assignment telling them where to report on Saturday morning.

3. Announce the census to residents of your block. At lunch and again at dinner on Friday announce that the census will be taken ^{on} Saturday morning and request that all persons except those on duty at the hospital or assisting in the census remain in their apartments. It is suggested that you read aloud the attached announcement, together with any further explanation and comments you may wish to make.

Will you please also post the announcement in the mess hall and anywhere else you think advisable.

Please do everything possible to make sure that all residents are advised of the plans.

4. On Saturday at 8 o'clock meet with your assistants. Give them their forms and instructions, go over the instructions with them briefly, and tell them where to report when they are through.
5. Upon completion of the census in your block, collect from each enumerator his census forms and assignment slip, see that all forms are marked with the initials of the enumerator, arrange the sheets in order, and make sure that all apartments have been covered. Have complete report typed in duplicate, both copies on plain bond, and forward completed report, including work sheets and both typed copies, to the Statistics Section in the Relocation Building Unit One before 5 P. M. Monday.

I was informed that there is a discrepancy of two hundred and some persons between the total of the project and that of the Housing Division. The official project figure is less than the figure held by the Housing Division. The purpose of this census is to varify which figure is correct.

I suspect that the project figure is correct. The blocks have been reporting to the Housing Division a larger block population than that actually exists. The purpose of such a practice is twofold:

1. To get more food from the Subsistence Department. And to get a larger quota for the mess employees. Both the food distribution and the mess employment quota are based on the block population.

2. To show less vacant apartments on record. The blocks

APRIL 1 -- (3)

are reluctant to absorb new comers.

As far as I know by late afternoon no block in Unit I sent its census takers to the apartments. The census forms were copied from the block directory in the Manager's office.

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Nomura told me as follows: What Burge tried to do this time with the employment reduction is cock-eyed. There are many jobs which have been open for a long time and will never be filled. He thought these jobs can be filled, if the jobs occupied by conscientious workers are lessened and they are ~~and~~ unemployed. He figured these people will seek those jobs as soon as they have lost the present ones. Burge does not know that these people will get sore and will never work again for the project for a long time.

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Franch and Harper separately told me that Mills called in appointed personnel and their wives in a meeting on March 25. These Caucasians were the ones who live in "Little Tule" (The newly built quarters for the appointed personnel on the other side of the highway near the M. P. quarters). The meeting was, from the ⁱⁿⁿbeginning to the end, "bawling out" by Mills. He said there were three kinds of appointed personnel who were not desired here.

1) Those who have no business here. 2) Those whom the WRA does not want. And 3) those the project does not want.

He went into a great detail. He cited one example --- evacuees electricians and plumbers had been refused to enter an apartment in Little Tule by some Caucasian woman. He said this sort of woman and her husband should leave Poston immediately. Then Mills mentioned that some Caucasians were afraid to carry out their duties

APRIL 1 -- (4)

~~in~~^{for} a fear that they might be hated by ev^acuees. He said those who had no courage certainly did not belong here.

Mills then mentioned that some appointed personnel were not putting in required 8 hours a day. He said they must put in 8 hours a day themselves before they ever could enforce the 8 hours work on the evacuees.

Mills scolded them for not knowing the WRA manuals. He ordered everyone to read what were in the manuals.

APRIL 5 -- (1)

Powell's memorandum of March 27 (Cf: April 4, page 5) stated as follows:

Employment

COLORADO RIVER WAR RELOCATION PROJECT
Poston, Arizona

March 27, 1944

MEMORANDUM

To: Mr. S. Yoshikawa
From: John W. Powell
Subject: Sewing service for Poston Residents

Relative to your inquiry, on behalf of the Council's committee, as to my own beliefs and intentions about the sewing services, I suggest the following factors be taken into account in the Council's discussion:

1. In Unit I, 40 persons were employed in sewing and tailoring at the end of March. Of these, some are transferring to other sections, and some are planning to stop working. Of the 30 some persons remaining, 6 will be employed as Adult Education instructors. This leaves probably less than 30 persons to be taken care of, less than 20 of whom are production workers.
2. It is agreed that sewing and dressmaking services are a necessary to many of the working groups and single persons in Poston.
3. Private employment of sewing workers is forbidden under both Manual Section 30.7.2C and 50.5.2F, as I interpret those statements. While the definition of "private enterprise" or "private employment" is not very clear in 30.7.2C it is unmistakably defined in 50.5.2F, on Project Employment, in the following words:

"No employment of evacuees other than by the WRA, Business Enterprises, Community Activities trust, or other persons or associations specifically authorized by the Director (Mr. Myer) to employ evacuees shall be permitted within WRA Centers."
4. What the Council and Executive Committee are proposing is to let the sewing centers collect fees and remunerate the workers out of these collections, under Executive Committee supervision. This plan is, I understand, based on the belief that Business Enterprises will not undertake the services; that if they did so, the prices would have to be too high; and that if no regular supervised plan is put into effect, uncontrolled private enterprise will result.
5. I fully concur in the desire to avoid private enterprise.

APRIL 5 -- (2)

In fact, I could not approve even the present Council suggestion, in its present form, as it seems to me in danger of putting the Council into business as an employing agency.

However, Administrative Instruction #73, on Community Activities, contains the method of solution of this problem, in a plan for a Community Activities Trust. As suggested in the quotation from Manual Section 50.5.2F, above, such a trust can employ workers. It can receive and handle moneys from all types of activities: shows, club dues, sewing fees, etc. It avoids the racketeering dangers inherent in fees collected by instructors. It permits all fees collected by the Trustees and pooled for distribution among those workers whom the community wants to support but those workers whom the community wants to support but whom the WRA cannot; sewing and tailoring workers, goh and shogi teachers, Utai and Shigin instructors, Shibai workers, or any others whose employment is agreed upon and to whose support contributions are made, whether in dues, fees, or earnings.

6. To set up this Trust requires the concurrence of the Project Director, the Council, and the Community Activities Section, and the help of the Legal Division. I believe all of us are agreed as to the desirability of such a step. I therefore recommend that your Committee initiate action leading to the formation of a Community Activities Trust.

7. I cannot, consistently with my instructions, approve any other plan for maintaining the sewing services.

7. The present Sewing Centers will be kept open, except Block 35 Tailoring Brnach School, under Adult Education supervisors selected from among the present teachers in those centers. Machines will be redistributed as follows:

a. Sewing centers:	Now	April
(28) Block 2	6	5
Block 12	6	4
Block 21	16	9
Block 35	3	2
Block 59	4	4
Block 42	8	4

- b. Blocks: Now one each; redistribution will put 2 (62) machines in each of the 31 blocks without a sewing center.

- c. Public Schools and other uses:
(34)

8. For the present, sewing school employees will be terminated as of March 31. Those who wish to continue in sewing, tailoring, and pattern drafting should notify Dr. Balderston to this effect. As soon as the trust is organized, additional workers can be re-employed in these fields.

John W. Powell

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APRIL 18 -- (10)

His testimony before the committee was as follows: (Cf: April 17, page 1; etc.)

The woman janitor who had been taking care of the women's latrine in Block 2 quit when she heard that her position was made part-time. She was an invalid to begin with, and she did not wish to resume her position when the Managers^{had} succeeded in getting her position on the odd status.

The Block Manager subsequently found another woman to take her place. He went with her to the Employment Office in Block 27, where her referral sheets for full time ~~were~~ made out. The Manager, however, ^{was} told by the attendant that he must obtain an approval for her position from Popkin. Popkin, in turn, directed him to Cassily, the chief of Employment Division, who refused to permit Block 2 to have two full time janitors after hearing his story. He ^{had} told Cassily that Block 2 has a sewing center in its Recreation Hall. In addition the latrines are used by those who visit the park, which is adjoining the block, especially more frequently during the summer time. There is, furthermore, a playground between Block 3 and Block 4, and boys from the playground come in to his block to use the latrines. He ^{had} claimed to Cassily that it was a considerable work to maintain cleanliness in the latrines because of these factors. Cassily then telephoned the Community Activities Section and found out that the sewing center mentioned had only one teacher and four sewing machines, and told the Manager that this fact did not justify his claim. This was on April 3.

On April 6 having exhausted of means to get part-time worker for the latrine (He claimed that he had contacted several men and women to take the job, but they declined because the amount

APRIL 18 -- (11)

of the work did not decrease while the pay was halved. The janitor for the men's latrine was getting full pay while one for the women's latrine must draw half pay for the same ^m amount of work and it was not fair, they argued.) , Manager Sasuga called a meeting of women residents in the block. He forced ~~on~~ them to agree to take their turns to clean the latrine. The agreement was to send one woman from every apartment to take the responsibility, and three women would work each day. From the beginning ^{the} plan did not work out the way the Manager anticipated. The difficulties were as follows:

1. It was too much to ask each apartment to assume the responsibility of sending one woman for the pool. In some apartment she was too young, and in some others she was too old or an invalid.

2. ^{residents} It was not fair to others to excuse those who worked in the hospital or in the messhall.

3. Sick persons were excused from the assignment. But who was to determine whether a person was justifiably sick? The person involved would claim in many cases that she was too sick to do the work, while others in the block would think she was not sufficiently sick to be excused.

4. On many ^{days} ~~cases~~ there ^{were} ~~was~~ one or two who could not work on the day on which they were assigned. If they were excused the order of rotation would be confused.

5. Some ^{of} ~~A~~ more rebellious women refused to take their turns. There was no way to compel these women to work. If they were not forced to work, other women who took their turns complained of the unfairness.

In fact, there was no question as to that this plan would

APRIL 18 -- (12)

not last long. There was a motivational difficulty, as no one wanted to clean a public latrine. The dissatisfaction and resentment among the women was mounting already and their influence on their husbands would be felt by the Manager soon. ^{there} ~~it~~ was a strong likelihood that this would lead to a serious trouble in the block.

The members of the Executive Committee voted unanimously that there ^{were} ~~was~~ sufficient reasons to endorse the claim of Block 2 for two full time janitors. They voted to recommend to that effect to the Unit Administrator.

April 18

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The executive Committee held its meeting immediately following the meeting of the Block Managers to hear Block Manager of 2 on his janitorial difficulty.

Project
Employment
ment

April 29

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The following memorandum was issued to the blocks today:

PROJECT MEMORANDUM NO. 14

April 27, 1944

Employees
MEMO TO : All Apointed Personnel and Block Managers

June 25

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Since the middle of May the Labor Commission has been meeting regularly to solve the shortage of workers in the various divisions and sections. (Cf: May 12, page 3) In its second meeting held in the latter part of May the Commission voted to make ^{it} ~~the deliberations~~ ^{an} ~~over-all~~ ^{organization} for the three units. For this purpose the Unit I Labor Commission selected Yahiro, Matsubara, and Moritomo (later replaced by T. Matsumoto, when Moritomo had ^{to represent Unit I} relocated.), and requested the other two units to send two representatives respectively to the over-all Labor Commission meet-

JUNE 25 -- (2)

ings. (Nagai and other leaders claimed that this was the first and greatest mistake ^{that} the Unit I Labor Commission committed. A solution of labor shortage could not be satisfactorily worked out by talking with other people from the other units, they contended. They pointed out that there is no shortage of labor in Camp III. On the contrary, Camp III is bothered with problems of finding enough jobs to distribute among its residents. The Labor Commission has not formulated its final policies yet at this late date, and these men believed that the problems would have been worked out ^{Long ago} if they confined themselves to the problems of Unit I only.)

Toward the end of May the Commission picked up some of the appointed personnel for its members, and at present the membership is composed of evauees and Caucasians jointly. The members from the appointed personnel are John Powell, David French, Bob Rupkey, and L. M. Johnson (the Employment Division).

While the Commission was meeting to solve the various labor problems, many blocks were solving ^{independently} their shortages in their messhalls, which were created by selective service induction, seasonal labor, and relocation. In general the blocks took ^{either of} two common methods to replenish depleted personnel in their messhalls. The more common of the two was to hold a block general meeting. In the meeting the Block Manager made a list of those male residents, who held employment cards in the divisions and sections other than those within the block. Their names were written down separately on slips of paper and the Manager took one or two or ^{number of} whatever ~~the amount~~ the workers needed in the messhall out of the slips, which had been assembled, shuffled, and placed in a container. Those whose names had been withdrawn were compelled

JUNE 25 -- (3)

to transfer from their respective places^s/of employment to the messhall without protest. This method was devised sometime early in 1943 when the project faced the labor shortage for the first time. This was worked out to eliminate two major difficulties in getting residents to work in their messhall; (1) Many residents do not like to work in messhalls. They would rather be doing some work in which they are interested, (2) Each worker is convinced that he is doing some essential work for the project and when he is asked to work in the messhall, he feels his prestige has been impaired. (Let us suppose A is asked to come into the messhall, he is likely to say, "The Carpenter Shop won't release me, because I am an important factor in the shop. If I quit, the whole shop will be disrupted. Why don't you ask Mr. B, who is not doing such an essential work." When B is consulted next, say, he is likely to say, "I am the oldest and most experienced man in the Poultry Department. They cannot spare me. Why don't you ask Mr. A or Mr. C, who cannot be so important in their divisions?" And this argument is carried ad infinitum.)

The other of the two methods was to take turns ^{by days} equally among all non-messhall workers. When their turns came, the specified number of residents ~~were~~ required to stay off their regular works and to serve in the messhall. This also disrupted the smooth running of many divisions.

Thus, the blocks were successfully, more or less as far as they were concerned, replacing ^{the} departing workers in their messhalls. However, the divisions and sections from which these workers were extracted were not satisfied. They have been making protests meekly in the past, but the protest from one department especially became vigorous in the latter part of May ~~with~~ the Block

JUNE 25 -- (4)

5 incident.

Manager of Block 5, Yukawa, held a block meeting and drew a lot to get two workers into the messhall from among its residents. There were much arguments against such a procedure, questioning whether or not the Manager had any right to draft workers against their own wishes into the messhall. The Manager was a man of forceful tactics and overwhelmed the opposition by saying that the residents must eat and they owed to themselves to regard the work in messhall ~~the most vital place of work~~ for each and every one of them. As the result of ^{the} lot ¹ the foreman of the Parker rail-head warehouse workers was compelled to work there. The foreman reluctantly agreed to transfer, but the Warehouse Division was not satisfied. The Parker crew could not be smoothly run without him, they argued. In fact, they said, the Parker crew ^{had been} ~~was~~ operated without this foreman, but it did not take any more two days to find that his ^{presence} ~~absence~~ was sorely ^{needed} ~~felt~~. The Warehouse Division appealed to the Labor Commission to step into the situation. The Commission, in turn, asked the block to allow the foreman to resume his old job. The block refused on the ground that it was the duty of every resident in the block to serve in the messhall when such had been decided in the block meeting. While the negotiation was going on, Okamoto made a mistake of arguing that the messhall of Block 5 should not be supplied with food and insisted that he could stop the deliveries anytime if he ordered so. The Block 5 messhall was angered and became defiant. The mess workers told the Commission, "If you think you can do it (stoppage of deliveries), go ahead and do so." The matter became worse.

Meanwhile, M. Nagai was called upon to patch up the difference. He contacted his friend in Block 5, who worked in the Poultry Department, and begged him to take the foreman's place in the

JUNE 25 -- (5)

messhall. Nagai's friend acquiesced ~~and~~ the foreman returned to the Parker warehouse.

The Block 5 incident was settled amicably to the satisfaction of all the sides after wranglings of several days, but its repercussions were felt in the subsequent meetings of the Labor Commission. The meeting held on May 27 spent a considerable time in discussion of this drafting. The members argued to eliminate this practice. Harding, who was visiting from ^{the} Washinton WRA office, argued for combining some messhalls. He reported that at Gila the messhalls of the blocks with the populations of less than 150 were consolidated with the adjoining messhalls and this merging turned out to be very satisfactory. Powell, on the other hand, proposed to establish some sort of nursery to take care of small children so that their mothers would be available for employment in the messhalls. In general, however, the members were ^a alarmed over the increasing tendency of drafting by blocks of workers into their messhalls and desired to curb the practice. As to the method of curbing they could not agree. As a temporary measure until they could work out some solution, they decided to ask the Project Director to prohibit the drafting. This recommendation resulted in the following instruction from the Project Director:

June 2, 1944

PROJECT MEMORANDUM NO. 27

TO: Division and Section Heads

SUBJECT: Mess Halls

I have been informed that evacuee residents of the Center who are employed in essential occupations in various activities are being drafted for so-called volunteer labor in mess halls and ~~are~~ kitchens. While I recognize the essential nature of mess hall work, the practice of taking workers away from their assigned duties to fill in at mess halls does not have my approval.

JUNE 25 -- (6)

All supervisors are hereby instructed to report to me immediately any instances in which their employees ~~in which their employees~~ are absent from their post of duty because of the requirement that they serve in the mess halls of their respective blocks. This information should be in memorandum form, including the employee's name, his residence address, and date or dates on which he is absent from his regular post of duty. Unit Administrators and Block Managers are being notified of this instruction.

/s/ Duncan Mills
Project Director

In the meeting held on June 5, the Labor Commission adopted the recommendation from the Unit I Labor Commission and listed the following divisions as essential and from ^{these divisions} ~~which~~ no worker could be drafted into the messhalls; (The freezing order was lifted and workers were allowed to be drafted from other departments which were not listed as essential.)

Transportation, Maintenance, Agriculture, Hospital, Subsistence (including warehouses and mess operations), Fire, and Police.

Inspite of the ~~warnings~~ and regulations, the blocks went on with their block meetings and draftings, as more mess workers were drained ^{out} of the blocks via relocation and induction. Block 35, for instance, in its block meeting drafted a resident who worked in the Fire Station. The Fire Department protested, but the block was defiant. Finally Dr. Suzuki, the Councilman from the block and serving on the Unit I Labor Commission, stepped ⁱⁿ and reconciled the chef of the messhall to release the Fire Department worker from the obligation to come into the messhall.

On or about June 22, Block 54 held its block meeting and drew a lot to draft a worker. The lot fell on another worker in the Fire Station. He was told to abide by the decision. (He is a member of a large family, who ^{is} ~~are~~ not well liked within the block.) The block took "or else" attitude in this matter and the resident agreed to obey the ruling. But the Fire Department,

JUNE 25 -- (7)

as in the previous case, protested and refused to give an official release of employment to the worker. The block, however, is insisting that he must work in the messhall. The situation is in a deadlock.

Meanwhile, another complication developed on June 24, when Block 35 heard that Block 54 had succeeded in getting a worker out of the Fire Department (evidently erroneously reported to Block 35). They lodged a protest why they had been refused to get the worker from the Fire Department, while Block 54 had been allowed to do so.

The present situation indicates that similar occurrences would be developed often in the near future. It is interesting to watch where all this trouble would ^{lead} ~~end~~ up to. Nagai came into my office and urged to do something. I warned him, "Stay out of this thing. This whole idea had been conceived by Okamoto and Yahiro. This is their baby. It won't be long before they burn their fingers. You just sit back and watch. The community knows that the Executive Board has nothing to do with this."

July 3

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The following article, which appeared in the Japanese section of the Poston Chronicle of June 29, is translated from the original in Japanese;

Last Monday (June 26) the Labor Commission held its meeting from 9:30 A. M. in the conference room of the Project Administration Building.

At the beginning the following proposals from the Camp III Labor Commission, which had been held over from the last meeting, were presented to the Project Director. These proposals had been worked out in a joint conference of the Labor Commission, the Councilmen, the Block Managers, and the section heads of Camp III.

1. In order to solve the labor shortage the administrative instructions of the WRA should be interpreted loosely and broadly to give benefits to the laborers.

2. To give occupational deferment to those holding the important position in the Center and draftable age between 30-38.

3. To revise the present salary system to base on individual efficiency. (To increase the salary according to the efficiency and skill of an individual. By this revised system it would be

JULY 3 -- (3)

possible to solve the shortage due to relocation.

After these proposals were presented, the Unit I Labor Commissioners presented the proposal of the Agricultural Division to the Project Director. It requested the project to supply working trousers for the tomato pickers.

July 8

The members of the Labor Relations Board discussed this morning as to ^{how} ~~who~~ to conduct the hearing for the discharged policemen. The hearing is scheduled for Monday morning. There is a strong

JULY 8 -- (2)

pressure brought upon the Board by the Police Commission that Harper should be compelled to appear before the Board to testify. The Board members were reluctant to do this, for they wanted to hear the story of the policemen first and later they would negotiate with Harper.

In any event this is the first labor dispute involving contested dismissals. There is no set procedures as to how such a hearing should be conducted. The members and the leaders are in conflict ^{over} ~~as to~~ the procedures.

JULY 9 -- (1)

Employment

On July 3 about 88 men were returned from the Twin Falls area, to which they had gone for seasonal labor. (See the article, "Minor Disturbance in Twin Falls Causes Return of Workers", in the Poston Chronicle of July 4.) These people returned fall into the age group of 16 - 18, except about ten men. They left here about June 10 for sugar beet work, but they were returned for cause by the WRA officer in the area after about three weeks.

An older man who had returned to Poston with them gave the following reasons for their return:

1. The sugar companies obtained too many persons. The work available did not warrant the number of workers they had recruited.

2. The younger Japanese did not want to work. They went ~~to~~ out there to have good time and fun. They are either still in high school or just out of high school. They were too young at the time of evacuation. Therefore, they have not had any work experience previously, except on this project. Not only were they unwilling to work, but they were incompetent when they were forced to work. The sugar company officials were disgusted with their bad manners and ill behaviors.

3. These young Japanese congregated in the nearby town. They talked loudly making groups at street corners and made themselves conspicuously troublesome. (They had too many days to loaf because of the lack of work to go around ^{among them}.) Of the two boys who were beaten in Twin Falls, one of the boys returned said, "If any one asked for a trouble, they were the ones. They asked for it. In fact, these boys had had fights with other Japanese of the group before they got in the trouble with the white boys."

With the Poston contingent, the younger portion of the workers recruited from Gila were also returned to the camp on the same

JULY 9 -- (2)

special coaches.

Of this incident many residents are condemning the practice of the Leave Office to send just anybody without discretion. They are placing the whole blame on the Leave Officer.

There were only about ten boys from Unit I among those returned by the order of the WRA officer. The others were from Unit II and Unit III.

July 9

Employment The Motor Pool has appealed to the public for women to drive their light trucks. The appeal was ^a ^{some} result of ~~the~~ workers having relocated and some others having been arrested for draft evasion. They are harrassed with a shortage of capable drivers. (See "Woman Driver Wanted at Pool.") They put an article in the Poston Chronicle for one woman driver. They wanted to try out how ^{women} ~~they~~ would manage with the trucks. If the attempt be successful, they wanted to increase women among the staff.

According to Ken Amano, the superintendent of the Motor Pool, one woman applied for the job, but she said she wanted to get a full

JULY 9 -- (4)

time wage for ~~work~~ ^{work} two hours a day. She was rejected because of her unreasonable request.

July 20

The recommendation of the Labor Relations Board in the case
of the four dismissed policemen is reproduced ^{here} as follows:

July 18, 1944

Mr. Duncan Mills
Project Director
Colorado River War Relocation Project
Poston, Arizona

Dear Mr. Mills:

We the Labor Relations Board of Poston I, solemnly present to you our conclusion of decided recommendation for your reference concerning the case of "appeal of police officers who were ousted" and discharge note signed by Mr. Charles Harper, Chief of Internal Security, on June 26, 1944 and served to the officers personally on July 5, 1944. The said police officers filed an appeal to the Board on July 10, 1944.

As the Labor Relation Board, Poston I, we acted according to the regulations and have reached a final decision. We were believing that we were true to our duty to investigate and study the case and restore the peaceful labor situation, and at the same we firmly took the stand of justice to maintain law, regulation and order.

We consider, it is, a privilege to serve under your directorship and where any service is needed and if we are of any value to you, we are at your service at any moment.

Respectfully yours,

/s/ M. Nagai

M. Nagai, Chairman

/s/ K. Matsumoto

K. Matsumoto, Vice Chairman

/s/ N. Matsubara

N. Matsubara, Executive Secretary

/s/ M. J. Suzuki

M. J. Suzuki, Secretary

THE LABOR RELATION BOARD

This Board is regarded as "Fair Labor Practice Committee" in WRA Handbook (50.5 9 D (6))

"If the worker or the worker's representative files an appeal

JULY 20 -- (5)

within the five days the Personnel Officer shall certify the case to the Fair Labor Practice Committee to make an investigation and recommendations to the Personnel Management Section for action in the case. Final action will then be taken in conformance with Section 50.5.8 of the Project Employment Handbook. The worker's name shall be carried on the payroll until the case is settled and the copy of Form WRA -- 114, noting the action to be taken, is received by the payroll unit. However, no time shall be credited to the worker pending final settlement of the case.

In the same manner, dated January 29, 1943 Temporary Community Council voted and approved by Project Director.

"Purpose: The purpose of the Labor Relations Committee of the Central Executive Board shall in behalf of the people, make thorough investigation and correct the unsatisfactory labor situation existing in this community these past six months and establish peaceful labor relations.

Functions: As representative of the people, the Labor Relations Committee shall, on the order of the Central Executive Board, conduct negotiations with the Caucasian Administration officials and also with each representative department head in matters pertaining to personnel and work in general on this project.

Organization: The organization of the Labor Relations Committee shall consist of Chairman, Vice Chairman, Secretary, and Executive Secretary and four other persons.

This was further drafted at same date as follows:

We have studied the present Labor Relations Committee's functions and also their experience in the past two months. From the study we have drafted the following purpose, functions and organization ^{to} the Labor Relations Board for your approval.

Purpose: To mediate any and all labor disputes which might come before the Board by the request by the party or parties concerned, to study fair labor standard, wages and work conditions work incentive and other matter pertaining to satisfactory labor relations and making recommendations for the carrying out the result of the study and findings.

Functions: The Labor Relations Board shall be considered as a spokesman for the evacuee work corp. This Board has the right to select or appoint or discharge or transfer evacuee personnel in key positions other than those of the Caucasian department heads. The Caucasian administrative chiefs and sub-chiefs should inform and consult the Board about the various plans of each department pertaining to labor relation and manpower arrangement, and in turn the Board shall inform and explain to them the evacuee's attitude toward such plans regarding manpower.

JULY 20 -- (6)

Taken from WRA Handbook, Project Employment (50.5.9 D)

"Separation of a worker from his job will be affected by Form WRA - 144, prepared in the Personnel Management Section.

Grounds for discharge shall be determined by the Project Director, but shall include the following:

- (a) Unexcused absence from work. Absences not due to illness must be excused in advance. A medical certificate shall be required to excuse absences due to illness if of more than three days' duration.
- (b) Habitual tardiness and leaving the job before quitting time.
- (c) Slackness and inefficiency on the job.
- (d) Willful or careless misuse of equipment.

When workers are to be terminated for any reason except disciplinary action, the supervisor shall notify the Personnel Management Section in writing, giving the worker's name, date of separation, and reason for termination. Except in emergency, the Personnel Management Section may require 10 days notice in advance of date of separation. If there are other jobs available for which the worker is qualified and if it is determined that a transfer is feasible, the Personnel Management Section shall contact the worker at once and advise him of the proposed action. If the worker accepts the new assignment, the Personnel Management Section may prepare the Notice of Transfer, Form WRA - 116, on the spot and after securing the proper signatures deliver the worker's copy to him and distribute the rest of the copies as required."

However, termination with modification was recommended by Giles Zimmerman, Chief Employment Officer, on October 27, 1943 and was approved by the Director and unanimously voted by the local council on November 14, 1943.

Termination:

All termination notices must be countersigned by a member of the appointed personnel. This may not be delegated to an evacuee.

Seven days' notice must be given an employee or employer before termination of service, unless this is waived by the mutual agreement of the appointed personnel department head and the employee.

Reason for termination must be entered on termination notices.

Termination notices will carry the following:

- 1) Eligible for re-employment
- (2) Not eligible for re-employment for 30 days

JULY 20 -- (7)

One of these two notations must be checked by the department head (appointed personnel). The second notation shall be used where service of an employee, or where termination of service is disruptive to department.

When an evacuee has been classed as "not eligible" for reemployment, he may appeal to the Unit Labor Relations Board who will make a recommendation to the Project Director in cases where they decide the employee was not at fault."

At this particular occasion, we, the Labor Relation Board feel that our practice is devoted for establishing of peaceful labor relations. We are to maintain WRA Manual in our mind and restore Poston's Civil Government rights. The Board also feels that we reserve our seat of status at strictly neutral zone where we can recommend our impartial fair view to our Project Director.

The Board met on several occasions at several places in order to collect correct data to obtain sound judgement.

On July 10, 1944 Acting Police Chief, Sam Aihara and three other remaining police officers presented themselves to the Labor Relation Board to appeal their dismissal case. The Board met immediately to study the case to make helpful resolution to the Project Director. According to regulation adapted and approved by CRWRA the Board conducted the hearing to receive the testimonies of the said officers (minutes enclosed). On July 13, 1944 Mr. Charles Harper, Chief Internal Security Officer, presented us a copy of a memorandum, addressed to Mr. Duncan Mills, Project Director (copy not enclosed). The Board has conducted the hearing once with representatives from Police Commissioner, Mr. Richard N. Shimoto (minutes enclosed). Again Mr. Richard Nishimoto, member of Police Commissioner sent us a memorandum subjected "Police Department Termination, Unit One" (Copy sent to Project Director).

The Labor Relations Board, Poston I, herewith present the following:

1. Mr. Charles Harper, Chief Internal Security Officer, should consult the termination matter with the Police Commissioner.

The Board contended that the Head of Department or Section Head has the right of discharging and hiring whomever is suitable to organize his or her department for his or her best interest of smooth, efficient functions in accordance with WRA instructions and agreement with evacuees. Circumstances of police affairs Poston I suggested the existence of Police Commissioners whose duty is directly responsible to Project Director and their appointment come from Local Council Poston I. The Board regrets to note that there was no evidence of mutual understanding between Internal Security Chief Officer and Police Commissioner regarding the said matter.

ii. The Board recognizes the full accord of Chief Internal Security Officer, that he concerns awareness of this grave situation and particular situation of confronting difficulty of adequate recruit new police officers to fill the vacancy created gradual decreasing by "Indefinite Leave". The Board contended as view of Mr. Harper's narrative mentioned, the man power shortage hazzard existed,

JULY 20 -- (8)

not as acute emergency, but in chronic fashion.

III. We, the Labor Relation Board, feel that office of Chief Internal Security should follow "Routine Discharging Process" not "Emergency" WRA Handbook 50.5 .9 D2 also it is unjustified to attempt this case to WRA Handbook 50.5 .9 D1.

However, in view of the testimonies and evidence presented to the Board, we find that the notices of termination served on the petitioners,

S. Aihara, Block 21 - 6A

M. Honda, Block 12 - 2B

Y. Yoshimoto, Block 14 - 2D

I. Kawaguchi, Block 35 - 11B

were in violation of the existing contract on labor relations.

CONCLUSION:

We, therefore, recommend that the notices be declared null and void.

Respectfully submitted,

July 31

#####

Snelson observed that all good appointed personnel had left
Poston to take other positions^{elsewhere}. There were not enough good people

JULY 31 -- (3)

left. It ^{is} ~~was~~ getting more difficult to get cooperation from other section and division heads. There seemed to be more friction among the Caucasian workers herē, he noted.

He said he was proud of the fact that he could get along well with the Japanese people here. He had realized long ago, even while he was in the Fresno Assembly Center, that he must depend on evacuee workers to run his department efficiently. He knew he could not operate his department without getting a whole hearted support ^{from} of the Japanese.

Snelson related his experience in the Fresno Assembly Center, where he was in charge of not only mess operation but also housing, janitorial service and garbage disposal. It was known to other *Assembly* Centers that his center was running smoothly. Quite often he had visitors from the other centers; they wanted to know how the center was being operated so well. One day the Steward of the Pinedale Center visited his office. He said, "I didn't know you are one of the Japs." Snelson said that he was surrounded by Japanese clerical workers in one room, and he was quite proud of the fact that he was working among the Japanese as one of them. Snelson said that he was disturbed by this remark of the Steward from Pinedale. He replied to him that he should treat all these Japanese as human beings. "You give them your respect, and they will respect you and will work with you gladly," Snelson told the Pinedale man. The Pinedale man, however, did not like the remark and replied, "You keep that lecture to yourself. I don't need it. I know my principle of colonial administration." Snelson said this man was rather extreme; he once remarked to him, "Feed beans after beans. What's wrong with it? The beans are good enough

JULY 31 -- (4)

for the soldiers. So what's these Japs kicking for?" Sneslon thought it was not unreasonable that the Pinedale evacuees were ^sdisatisfied and complaining about their food all the time.

Sneslon thought that the WCCA personnel were as a whole pretty efficient, but the Santa Anita personnel gave a bad name to the whole. Nicholson planned to transfer the entire staff to the WRA but politics prevented it. Nicholson at one time asked each of the staff to write a paper giving his idea as to how ~~to run~~ a relocation center. *should be operated.*

Snelson said this experience at Poston was invaluable. He is now writing a paper, which he titled "American Incident".

|||||

Block Managers
Meeting

Aug 3

Hirota, the Labor Commissioner representing the Block Managers, reported that the Poston Mess Workers' Association brought its resolution to the meeting of the Labor Commission last week. It stated that the Noodle factory be discontinued. (an old issue) The chefs did not like the noodles produced here because they were too soft and melted too easily. Chairman Okamoto, however, ruled that the resolution was not proper. He stated that the Mess Workers' Association had no right to pass such a resolution, nor ^{did} the Labor Commission ^{have} the authority to abolish any existing plant. He said that the factory had been existing with the support from the community and the Association greatly exceeded its function in meddling into a branch of evacuee industry. Sano, who presented the resolution, was defiant, and stated that he would take it back to the meeting of the Mess Workers' Association and would resolve ^{this time} that the chefs would not use the Poston made noodles hereafter.

August 1

#####

The Poston Mess Workers' Association members met last night in the Block 46 messhall and voted that the chefs no longer would use the Poston made noodles, because they were too difficult to cook and were not tasty. This seems to be a begging of another controversy surrounding the noodle factory.

Local Council Meeting Chairman Okamoto then read a letter from Director Mills to Nagai, the chairman of the Labor Relations Board. It stated that August 2 the Project Director directed Cassilly, the Personnel Officer, to rescind the termination notices which had been issued by Harper to the four policemen.

Employment Okamoto explained that the settlement was delayed for a long time, because both Mills and Burge believed that the evacuees were trying to keep the boys on the police force. (Two of the four

AUGUST 2 -- (3)

dismissed policemen had relocated during the past week.) Okamoto stated that the evacuees had no such intention; they were pointing out to the Administration that the manner by which the boys were dismissed were illegal. Okamoto committed himself that he would advise the boys to resign should the Administration rescind the termination notices.

Okamoto said that he had received many complaints from the community regarding the Police Station not in operation. (An Internal Security Officer is minding the Station between 8 A.M. and 5 P.M.) He believed that an immediate steps should be taken to reorganize the police force.

Sasaki said that it was a good idea to let the community complain. Such complaints should be taken to the Project Director so that he would be perplexed.

Okamoto, then, explained that the whole trouble developed because there was no written statement specifying the function and duty of the Police Commission. Harper would naturally thought in many instances that the Commissioners were butting in and interfering with his legitimate business. The Commissioners, on the other hand, complained of Harper because he did not listen to them. Mills believed that the duty and function of the Commission should be formulated in writing so that both Harper and the Commissioner be guided by it for all time. Okamoto suggested and the Council voted to create a committee to formulate such function and duty in writing. The following members were chosen: T. Matsumoto, Dick Nishimoto, Frank Okamoto, M. Nagai, and Tanaka

Okamoto, then, asked the body what should be done about the police force. It should be recruited immediately to meet the request of the community. He believed that the Police Commissioners

AUGUST 2 -- (4)

had resigned and new Commissioners must be chosen.

Yamaguchi of Block 16 questioned the statement. He said how the Council ^{could} name the new members for the Commission when the duty and function of the Commission were not clear.

(Insert before the last paragraph on the preceding page)

Okamoto ^{reminded} ~~referred to~~ the body that the resignations of the Police Commissioners were held in abeyance without any decision. They should be acted upon, he said. Nishimoto stated that at least four of the five Police Commissioners had no intention or desire to remain in the positions. Therefore, Nishimoto emphasized, there was only one course the Council could take --- that was to accept the resignations. Okamoto put it to a vote. The Council voted to accept the resignations. (End of insertion)

Yamada of Block 2 questioned whether it was a duty of the Council to recruit the entire police force. This was a spark ^{that} ~~to~~ set off many heated statements, which came thick and fast from all over. It was impossible ^{to distinguish} who was saying what. One said, "What the hell!" Another said, "That damn Harper started the whole thing. Let him finish it himself." Another said, "Make him suffer. Why should anyone help him." Another cried out, "Don't be suckers. Why should we waste our time to help Harper."

Okamoto raised his hand and stopped this excitement. He stated that Harper would not be able to get men to form the new force. It should be done quickly because no one doubted the need of the evacuee police. If we ~~don't~~ did not have the police for another month, it would mean that the community could get along without an evacuee police force. The Administration in such a case might decide to get away with the evacuee police entirely. If that happened, it would be evacuees who would be on the losing

AUGUST 2 -- (5)

end. By being obstinate, the evacuees would not gain anything at all, Okamoto believed.

Nishimoto related the two divergent theories of law enforcement here. One is held by the Internal Security Office and other appointed personnel; that is, they believed that every criminal offender must be apprehended and prosecuted under the law. The evacuee, on the other hand, believed that they should help each other and should avoid to produce criminals from among them as much as possible. That is, they have a strong in-group feeling and they wanted to protect each other. Suppose the recruitment of new force was left to Harper as some of the Councilmen wanted to do, it was doubtful if he would succeed in the task in the near future. Even if he had succeeded, the men recruited would likely to be the kind of man to his liking and not the sort of man who would fight for the evacuees, Nishimoto argued. Therefore, he believed, it would be best to form a committee from the Councilmen to recruit the new force.

Several other Councilmen thought in the same vein and the more vocal element was put under control. Okamoto conferred the body ^{45 to} how the committee members be selected. T. Matsumoto suggested that one ^{1 member} from each Quad be chosen, because the Committee should have a broad knowledge of ~~where~~ and what sort of man ^{is} ~~were~~ available in the camp. This suggestion was adopted, and Okamoto asked the Councilmen ~~to~~ ^{for} each Quad to select ~~its~~ ^{their} representative. After consultations among the Councilmen of the respective Quads, the following persons were named on the Committee to select the Chief of Police and his staff;

Yamada of Block 2, Kawasaki of Block 13, Hotta of Block 6, Onishi of Block 32, Amano of Block 27, Nishioka of Block 42,

AUGUST 2 -- (6)

Kakita of Block 35, Shigemura of Block 39, and Yoshikawa of Block

59. These men were instructed by the chairman to meet tomorrow
afternoon

~~morning~~ in order to find a Police Chief.

August 3

#####

The Council committee to select the new Chief of Police met this afternoon. (Cf: August 2, page 5) They nominated two candidates. The first choice was Kazuma Matsumoto. (The member of the Executive Board, the Judicial Commissioner, etc.) The second choice was Frank Okamoto. (The Councilman from Block 53 and the Judicial Commissioner). A smaller committee within the committee was chosen to visit Matsumoto's home to persuade him to take the post. (Matsumoto would not accept the position at the first visit of the subcommittee. The Councilmen would be forced to visit the candidate for several times with intensive coaxing.)

Engelhardt
Aug 3

August 5

MANPOWER COMMISSION
June 12, 1944
Poston, Arizona

Meeting resumed from 2 p.m. at the same locale.

Discussion held as to any feasible method of recruiting mess hall workers. Unit One was 59 persons short, with the most critical shortage existing in the cooks and cook's helpers category which numbered 33 as of May 30. It was believed that current figures would show additional shortage. Unit II and III, although short in some mess halls, were not too seriously affected in the mess hall division.

It was noted that the fear of having kitchens closed or the possibility of cooks leaving their jobs due to lack of helper made the blocks put pressure on residents and people were more or less forced to transfer from other departments. It was agreed that the practice of drafting workers from other divisions should be discouraged. Other examples now being attempted in the recruiting of workers were cited as drawing lots or compulsory participation of at least one member of each family in the mess hall.

To

~~The~~ establish more control of the movement of people, it was decided that every transfer of a worker from an office to a mess hall must be approved by the releasing employer, Mr. Snelson and the employment division before the worker can be paid.

Suggestion was made to have each block submit a list of names, about two or three for each position desired to be filled, to the employment office who will select those available for transfer. The following nine departments recommended by the Unit I Labor

AUGUST 5 -- (2)

Commission to be given priority listings were approved by the body: Transportation, agriculture, subsistence, police and fire, maintenance, hospital, education and garage as well as essential office workers. This will be used as a guide by the employment office in (1) having the above divisions quota filled, (2) encouraging people to transfer to these from less essential departments, and (3) encouraging discouraging people from leaving these divisions to others. The recommendation will be submitted to Mr. Mills from Mr. Cassily and copies of the same will be sent to blocks, chef committee and other appropriate sources. (RN: No such copies were distributed.)

It was emphasized that the employment office will base its decision on each individual case. A worker may be employed in a high priority division, but he may not be essential to that department; whereas, although working in a low priority division, certain persons may be indispensable to the operation of that department. Therefore, decisions on whether to approve or refuse a transfer will depend on individual cases. If the worker is not satisfied with the decision, he may take this problem directly to his unit labor commission which will arbitrate.

(The case of Block 54, which was reported in this Journal, was settled amicably. Nagai acted as a mediator and begged the block to reconsider the matter. As a woman in the block offered her service to work in the kitchen, the Fireman was allowed to continue to work in the Station.)

AUGUST 6 -- (f)

WORK PROJECTS COMMITTEE

Committee members

M. Smoot Katow
Andrew Sugimoto
Henry Kanegae

Scope of Committee Work

Work Project

1. Work Projects Direction
 - a. Correlation of reports of progress and goals
 - b. Evaluation as to their importance to Poston

Labor Relations

1. Assignment of labor to the projects
2. Establishment of a fact-finding committee on grievances
3. Directory of the employables
4. Adjustment of the wage-scale

AUGUST 21 -- (g)

March 2, 1943

MEMORANDUM TO: W. Wade Head, Project Director

Due to the present shortage of manpower caused by the exodus of the project workers to the camouflage factory, an informal discussion of ways and means to cope with the situation was held Tuesday morning with the following Japanese department heads in attendance: TCC, Labor Relations Board, Executive Board, Agriculture, Industries, Community Activities, Stewards School Construction, and adobe. Other departments were invited but through some unknown reasons the representatives did not appear.

Employment

The consensus of the group was that a greater labor shortage was imminent and impending within the next few months because of volunteers for armed service leaving and others departing through leave clearance channels. It was decided that the TCC should sponsor some sort of program to alleviate and ease the pinch of man power shortage. The above-mentioned group pledged their cooperation to any Council plans.

There will be a Council meeting tomorrow night, and our plan is to hold an immediate conference with all Caucasian and Japanese department heads in Unit I to hear their plans, and say, the next 90 days; and at that time, lay out definite course of action to follow, and then carry it out.

All present plans by the WRA will have to be abandoned entirely to stay within the practical limits of our present man power, resources, and materials. I am confident that the Council will approve the conference plans unanimously.

Since the Council has 35% division of net factory wages to distribute this can be used as a "bribe" or "lure" for project workers to remain on the project provided ~~their~~ services are essential to Unit I. However, anyone's service falling into the non-essential category certainly shall not be given a cut from the 35%.

The Community Council's 35% amounted to approximately \$800 for the pay-period starting with the opening of the factory to February 15. It is estimated that the concluding part of February will raise the total amount to the neighborhood of \$2,000. For the month of March, we believe that the 35% division will amount to something over \$10,000 because of increased production and number of workers.

I would like to suggest that you start the "ball rolling" so that we can begin our conference not later than Monday morning, March 8, 1943.

I would appreciate an immediate reply on the "starting" date.

/s/Franklyn S. Sugiyama
Franklyn S. Sugiyama, Chairman
Temporary Community Council, I

cc to: Ralph Gelvin
John G. Evans
Vernon Kennedy
J. W. Powell

AUGUST 23 -- (1)

March 9, 1943

Invitation To: John G. Evans of Community Administration

On March 3rd, at the invitation of various interested departments in Unit I, the Temporary Community Council of that unit was authorized to hold a manpower conference arising from the opening of the camouflage factory, Army enlistments, and the relocation program of the War Relocation Authority.

Subsequently six preparatory committees were chosen as follows:

Food - Snelson, Kasuga; Nomura
Administration - Empie, Amano
General Welfare - Dr. Powell, Mrs. Kido, Okazaki
Construction - Warnock, Kurata, Hane
Manpower - Nelson, Labor Relations Board
Outside Income - Kennedy, Labor Relations Board

Employment
As the preliminary groundwork was laid, it was seen that in the warehouse, garage, hospital, project administrative offices, many people in Unit I were engaged in work that did not have any bearing on the welfare of their own Unit where they reside but were engaged in activities that concerned Unit 2 and Unit 3. Necessarily, representatives from these other Units will be invited.

At this conference, it is planned to have the appointed Administration department heads reveal their plans for the next 90 days. The plans will be discussed in light of the existing manpower and the possibilities and feasibility of its realization. Thus, the purpose of the conference will be:

- (a) to study, to survey, and to stabilize and to agree upon a solution for an intelligent distribution of the manpower;
- (b) to establish a manpower commission;
- (c) to deliberate and find a solution for the disposition of funds from outside activities, such as camouflage and other income.

These recommendations will be made for the benefit of the Councils in each Unit.

The conference will be held on Friday and Saturday, March 12 and 13, from 9:00 a.m. and through the day, at Ward 7 of the hospital.

Your participation in the conference is heartily welcomed.

Yours very truly,

TEMPORARY COMMUNITY COUNCIL, I

/s/ Franklyn S. Sugiyama
Chairman

August 23

The mail service to the blocks was almost suspended today.

It happened like this;

Postmaster ~~Jameson~~ ^{Johnson} was in search of boys who would pick up and deliver mail from and to the blocks as the regular boys had notified him that they were relocating. This was exactly ten days ago. ~~Jameson~~ ^{Johnson} immediately appealed to Haverland, the chief of the Transportation Section, and Cassilly, the chief of the Employment Section. There was no result from these appointed personnel and the Postmaster himself was called ~~to~~ ^{do} to the mail work to and from the blocks himself for last two days, for the boys had left the Post Office.

Today the mail service failed. Some of the Managers came to the Supervisor in the afternoon and reported that the mail had not come to their blocks. Nishimoto called ~~Jameson~~ ^{Johnson} over telephone and inquired whether it was true that there was no mail service

AUGUST 23 -- (2)

for the day. The Postmaster replied that there was no one to do the work. "In fact, I delivered the mail yesterday and the day before yesterday. But I am too old and too soft. I can't stand the work. When I went around yesterday, I notified all the Managers that they ought to come to the Post Office for the mail if I ^{did} ~~had~~ not shown up in the morning."

Supervisor Nishimoto accused ^{Johnson} Jameson of not letting him know about this in advance. The latter answered that he had notified the Managers, Haverland, and Cassilly. He was under an impression that a sufficient notice had been given on the matter. He further added that the Managers must call for their mail at the Office for an indefinite period until new helps ^{are} ~~were~~ gotten.

Nishimoto immediately called on Burge and protested over the matter. The Deputy Director said that that was the first time he heard it. He telephoned ^{Johnson} Jameson and complained that he should have been informed. "Before you took such a far reaching step you should have told me. I know we could have worked out some solution," Burge protested indignantly.

Burge and Nishimoto immediately went into Haverland's office. When Burge again complained in a bitter tone, Haverland remarked, "I did everything possible. I told Mills about it. I notified the Manpower Commission. But I could not get any result. So the suspension was the only solution."

"You didn't get into touch with a right channel," Nishimoto accused Haverland. "This is a serious matter. It's no use to not locate and hire let Mills know, because he can [^] hire the postal clerks. It's no use to let the Manpower Commission know. It is a body with a lot of hot air and no work. No wonder you can't get any result."

Cassilly, too, was later reprimanded by Burge for his failure

AUGUST 23 -- (3)

to act on the matter quickly. As a result he went around the Administration Buildings and got hold of two high school kids now on vacation. These boys agreed to work for the Post Office if they were allowed to drive the mail truck and sort out the mail matters. They said they wanted to be employed part-time when the school term began. Although the terms were not satisfactory, they were hired for a few days.

"If we don't show up tomorrow, we will send two of our friends to you," they replied on parting. It was doubtful, therefore, whether the service would be kept undisrupted.

Meanwhile, Supervisor Nishimoto ordered his driver to deliver the mail to the blocks today. He also worked out an emergency measure so that the mail would be sent to the blocks when the boys did not show up as they had said.

Burge later in the afternoon stated jubilantly, "I'm glad the mail went out so quickly today after we got hold of the news. It was good especially after I had called down Haverland for not getting in touch with a right person."

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