



[Bennett, P.D. Gila River, memo to Head re: net factory procedures w/two-page attachment]

**WAR RELOCATION AUTHORITY GILA RIVER PROJECT RIVERS,
ARIZONA**

Dec. 19, 1942

MEMORANDUM TO: Mr. Wade Head, Project Director
Dolorado River War Relocation Project
SUBJECT: Garnish Net Factory

Replying to your letter of December 7 regarding problems involving the operation of the net factory, we will attempt to answer them by number as outlined. We are attaching a copy of the agreement which we require net workers to sign before enrollment.

1. Experience here, as well as at Manzanar has proven that 1,000 square feet per day can be easily attained. Saturday a girl with limited experience garnished 2,000 square feet. After one to two weeks' training we estimate that any worker will exceed the 1,000 feet quota. The workers will operate in teams. On net stations the workers will be working in teams on various patterns and the number of square feet completed during the day for each team will represent the average of the team.
2. If garnishers produce an average of 1,000 square feet per team the warehousemen, reefers, and other nonweaving workers will earn the same wage as the garnishers, which should be approximately \$4.80 per 8-hour day. In addition there is bonus for exceptional production.
3. The wage for supervisors has been set by the contractor at 10 percent above average daily piece work and 10 percent above average daily by each team.

The net factory actually began production December 15 after a discussion with members of our staff here, the contractor's representative, and representatives from the net workers who have been in training and will become foreman and superintendents. Plan 3 as detailed in the attachment, an employment memorandum, was accepted and will be the operating plan for the time being. If the Council, when elected, desires to change the earning rate, it will have power to do so. One hundred workers enrolled yesterday, which was all that we expected. Probably 200 will report tomorrow and build up to the maximum of 1,000 required.

(Signed) L. H. Bennett
Project Director
Attachment

PLAN "3" FOR CAMOUFLAGE NET FACTORY PAY

The following details in amounts and manner of pay for work in the camouflage net factory are those which we understand conform in substance to the Plan voted for by the Butte and Canal Communities and which we also understand in substance will be acceptable to the factory operator.

It should be noted that the following details of Plan "3" have not been definitely and finally accepted by the operator but he has indicated his willingness to agree in substance to the material provisions of the plan.

- (a) The Employer shall employ at the Gila River Relocation Center net factory only citizens of the United States.
- (b) The Employer shall procure all evacuee employees whom he shall employ at the said net factory through the Employment Division of the War Relocation Authority at Gila River Relocation Center.
- (c) The Employer shall employ at said net factory only evacuees who agree to accept their pay in the manner and amounts provided in the operating agreement.
- (d) The Employer will, in the operation of said factory, comply with all requirements of the Federal and State Laws and regulations, including those relating to wages, hours of work and employment of children and will comply with all rule, regulations and requirements of the War Relocation Authority.
- (e) The rates and manner of pay for all evacuee employees in said net factory, as provided in said operating contract, shall conform to the plan agreed upon by the evacuee residents of the Butte and Canal Communities of Gila River Relocation Center and shall be substantially as follows:
 - (1) The Employer shall pay to each evacuee employee engaged in garnishing camouflage nets 48 cents for each 100 square feet of net satisfactorily garnished. The Employer shall pay to each evacuee employee not engaged in garnishing camouflage nets a monthly wage equal to the average pro rata monthly wage including bonuses earned by all evacuee net garnishers during the monthly pay period for which the wages are to be paid, in an appropriate unit in which the non-garnisher is employed.
 - (2) The Employer shall pay semi-monthly in cash to each evacuee employee from the earnings of said employee a sum equal to one-half of the cash advance which said employee would receive as a Project worker (in accordance with the provisions of War Relocation Authority Administrative Instruction No. 27) for the period worked. The Employer shall pay each net garnisher on the 10th day of each month the further sum of \$10.00 in cash as a bonus, provided said employee has satisfactorily garnished an average of 1000 square feet of net per eight hour day over the preceding monthly period. The Employer shall in the same manner and on the 10th day of each month pay each net garnisher the further sum of one-tenth cent per square foot of net satisfactorily garnished by said employee in excess of an average of 1000 square feet of net garnished per eight hour day over the monthly period. Non-garnishers shall be paid proportionate amounts of their earned monthly wages at the same time as the garnishers are paid. The Employer shall pay to War Relocation Authority out of the monthly earnings of each evacuee employee in said net factory a subsistence charge for each said employee computed at the rate of \$6.00 per week if less than a full month is worked or \$25.50 per month if a full month is worked. The Employer shall pay each evacuee employee monthly in cash from his earnings a sum equal to the then effective War Relocation Authority clothing allowance of the employee and each dependent of the employee as shown on his family card in the War Relocation Authority files. Any and all sums due each evacuee employee in excess of the foregoing shall be paid by the Employee into a Community Trust Fund, to be known as the Gila River Relocation Center Evacuee Trust Fund, the Trustees to be distributed to all evacuee workers in the Center in the manner and proportions and at the times which shall be provided therein, after all necessary and proper expenses of the management and operation of said Trust shall have been deducted.