



[Office manager's letter to Stahl (unsigned)]

March 10, 1943

**SOUTHERN CALIFORNIA GLASS CO CAMOUFLAGE NET DIVISION
POSTON, ARIZONA**

March 10, 1943
Mr. John M. Stahl
2035 Bay Street
Los Angeles, California
Dear Mr. Stahl:

In compliance with Paragraph 9 of the agreement entered into at Poston on the 13th day of February, 1943, I have changed the ceiling percentage figure of 18% to read .1406.

Previous to March 1st, based on contract figures, it required 43 cutters to supply 800 weavers by hand. After a careful study of the change due to the installation of eight motors, it has been proved that two hands cranks with four men can't keep up with one motor with one man, thus, making a saving of 75% of the 42 cutters which are required by hand.

According to the contract, the cutters by hand would be designated by the figure.0525. With a saving of 75%, this figure would be reduced to .0131, making a total saving in percentage of .0394, and this deducted from the 18% in the contract brings us to the figure of .1406 which will hereafter be used as the ceiling in compliance with the contract.

"At no time shall there be employed non-weavers in excess of 18% of the entire number of weavers", has been interpreted by me to mean that under no circumstances are we to hire additional non-weaving help which would bring the percentage over 18% unless the pay of the non-weavers is prorated on that over-ceiling figure.

Now that the new ceiling has been arrived at, subject to approval, it is my understanding that it will be retroactive to March 1st, at which time the motors had been already installed.

During the period when the cutting shed was operating by hand, a certain number of swappers were carried on the payroll, and it is necessary to maintain that same number of swappers even though the motors have been installed.

I think this covers this situation entirely and I do not see why there should be any reaction from the workers or the committee as long as we have followed the directions of the contract to the letter.

Yours very truly
Office Manager
cc Mr. Rothman
Mr. Head
Mr. Kennedy

Mr. Kinoshita