



[Minutes of Meeting on Garnishing Nets, Unit I (duplicate copy)]

December 3, 1942

175 INDUSTRY MINUTES OF THE MEETING ON GARNISHING NETS, CAMP I ADMINISTRATION CONFERENCE ROOM

December 3, 1942

3:30 p.m.

A general meeting of Poston I, II, III representatives of the Departments of Employment, Industry, and Council was called by Mr. H. A. Mathiesen Chief of Agriculture & Industry of Poston, to meet with Mr. E. L. Stancliffe, Chief of Industrial Relations, WRA, San Francisco, representing garnishing project.

Mr. Mathiesen: "This is the first meeting, I think, in Poston to discuss the net factory. We have had lots of rumors on how the net factory was to operate and operate. Today we are ready to discuss plans relating to the basis on which the net factory can actually operate. WE have men from San Francisco that will tell you of the plans."

Mr. Mathiesen introduced Mr. E. L. Stancliffe, WRA San Francisco, Chief of the Directory Division, and Mr. Rothman. He apologized for calling the meeting on such short notice, but Mr. Stancliffe had just arrived around 11:30 or 12:00 p.m.

Meeting was turned over to Mr. Stancliff. He stated that after negotiations, they were able to get U.S. Engineers to place the operations in the hands of private contractors and the contract would be such that the pay will be equivalent to at least prevailing wages for similar kind of work on the outside. Experience in Manzanar and Santa Anita determined that an average day's work is about 1,000 square feet for an 8-hour day. Garnishing would be about 48 cents per 100 square feet. He added that 1,500 square feet is possible if one works diligently. He felt that piece work would be good as an incentive. Two of the three plans for distribution of wages would involve the trust fund. Mr. Stancliffe stressed that Mr. Myer agreed that for industries that have been committed, trust fund may be established. It was his understanding that it was out on all additional industries.

Plan #1: After subsistence has been taken from wages that all the money is paid to the man who earns it. No clothing allowance.

Plan #2: The worker receives the prevailing wages of W.R.A. plus his clothing allowance for himself and his dependents. Subsistence to be paid to W.R.A. and the balance to go to the trust fund to go to all inhabitants of Poston.

Plan #3: Combination of #1 and #2. Same as #2 except that bonuses would be paid for doing certain quota of work. Illustration: Subsistence to be paid to W.R.A. Worker to be paid \$16.00. Clothing allowance worker and his dependents. If the worker averages 1,000 square feet each eight hour, he will receive \$10 a month for having reached the goal. Each foot thereafter, he will receive one-tenth cent.

QUESTION: how is subsistence determined?

ANSWER: Flat deduction of \$25 per worker, or \$6 per week.

Mr. Stancliffe stated: "I believe that half of the workers would do 3,000 square feet. I think it is very desirable that the plan you choose will not cause an upset here. Mr. Stahl was considering a contract. Very strong company and fine reputation. Deals fairly with people and you will be paid in two weeks. He will pay twice a month and promptly."

QUESTION: Who is considered as "dependents."

ANSWER: "Dependents" are those appearing on the family card as dependents of the worker.

QUESTION: Who are the other workers beside the weavers?

ANSWER: If 960 are employed, 800 would be weavers. Balance are non-weavers or non-productive. All non-weavers doing regular work will be paid an average of what the weavers get. Benefit of average of what the weavers get. Benefit of average bonuses paid to other people. Superintendents would be paid ten percent more than regular workers.

QUESTION: Would managing and executive positions be open to evacuees?

ANSWER: The superintendent's position would be taken care of by one of Mr. Stahl's men, but there may be an evacuee working under him. There are a lot of questions that I can't answer because the W.R.A. will have no supervision of the work. The only thing they have undertaken to do will be referring employment.

QUESTION: If management is to be done by Industry group and employment is to be taken care of by the Employment Department, is there any division of power or how is that to be? What do they expect Industry to do?

ANSWER: Employment would be taken care of by the Employment Department. Contractor may accept them or not. From then on it is simply the relationship between worker and employer.

QUESTION: Is there any penalty for not producing 1,000?

ANSWER: No, you get paid for just what you do.

QUESTION: Is there any insurance provided?

ANSWER: Workman's Compensation Insurance.

QUESTION: What is the percentage of females and males to be?

ANSWER: There will be decidedly more girls—about 70 or 80%.

QUESTION: What is the provision on age limit?

ANSWER: 16 would be the minimum age.

QUESTION: Would part-time students be employed?

ANSWER: It is desirable that the factory be for full-time workers.

QUESTION: How long is the contract to last?

ANSWER: From six months to a year. The reason is very obvious. It has been set on a flexible basis. If at the end of six months or a year, the workers like it and the contractor, it may be renewed.

QUESTION: Is there a possible chance of flat rate instead of piece work?

ANSWER: No, because the contract is based on so much per square foot. Forty-eight cents per square foot comes from average work that one can do in eight hours.

QUESTION: Is there any way of preventing the contractor to make too great a profit?

ANSWER: Contractor gets U.S. Engineers' renegotiation clause that if they feel the contractor is getting more than he should be getting, they can take it away from them. This applies to all major contracts.

QUESTION: Are there any provisions for fair labor practice for collective bargaining?

ANSWER: Labor Act would apply, also all federal and state laws.

QUESTION: Has there been a study made pertaining to allergy toward the flying lint?

ANSWER: There has been found a way of eliminating practically all the lint by dipping the burlap in water, thus sealing it at all edges.

QUESTION: Will there be more than one shift?

ANSWER: 960 employees will be working in one shift. Depends upon the facility. All packing will be done in #1.

QUESTION: Regarding improvements in facility, will there be machinery set up?

ANSWER: no machinery will be set up at all.

QUESTION: Will the general superintendent be an evacuee?

ANSWER: The general superintendent will be a representative of the contractor. His pay will be 10 percent in excess of the garnishers.

QUESTION: What is the minimum working hours?

ANSWER: Forty-four.

QUESTION: How soon are you expecting to begin?

ANSWER: Depends upon two things—# 1, Decision of Poston to determine as to what plan will be used, and #2, Engineers' completing the work of the project. There is some installing of sewage and plumbing. I would say ten days or less.

QUESTION: Will evacuee labor be protected?

ANSWER: No chance of it being lowered, unless the engineers re-negotiate for reduction.

At this time Mr. Stahl, president of the Southern California Glass Company, arrived and was duly introduced.

QUESTION: What will the basis for pay be for a foreman or superintendent?

ANSWER: Ten percent more than the garnishers.

QUESTION: Is this a general understanding or what—from the project?

ANSWER: The contract was made by the U. S. Engineers and Mr. Stahl. W.R.A. has interpreted pertaining to the labor problems, specifically to the Social Security and Unemployment Insurance.

QUESTION: What provision is being made for Workman's Compensation and Disability and Liability?

ANSWER: Workmen's Compensation is carried. Public Liability will be determined by the contractor

QUESTION: Is there an agreement to comply with all regulation?

ANSWER: Individual bargaining is not allowed. Contractor is operating under federal and state laws. He is not operating under jurisdiction of W.R.A. except in instances where he expects his employees to comply with the regulation of the Center.

QUESTION: How would the problem of Trust Fund be taken care of?

ANSWER: Each man working will sign agreeing to abide by the contract.

Mr. Stancliffe asked that a decision be reached as soon as possible and forwarded to Mr. Mathiesen so that Mr. Stahl can recruit his labor and set up an accounting system according to the plan chosen by the people. It was stated that the accounting department would be set up in Poston I for all three camps—that it is out of the question to consider setting up three separate accounting units.

Mr. Mathiesen: "I hope that you folks will go to the respective camps and discuss this program. Arrive at your own conclusions. What time do you want to meet again for a final decision? Without committing yourselves, would some of you give your opinion of how this program would appeal to your people?"

Camp #3 felt that if there is a fair return on it the people would be willing to work.

Camp #2, Mr. Ono of the Fair Practice Board: We had a closed meeting about this and seems as though if it is a fair agreement, the people are willing to take over it. I cannot give a definite answer, but through those people if we can draw out the right figures, then I think #2 is about to go.

Mr. Stancliffe felt that some assurance be given Mr. Stahl regarding our favoring or refusing the project, because the engineers have to spend \$30,000 or \$40,000 before they can begin to operate. Some decision should be made so the engineers would be justified to finish their job or else ship the nets somewhere else.

It was agreed that the representatives go back to each respective camp to discuss and to arrive at a decision before the 10th of December.

Meeting adjourned at 5:00 p.m.