

FINDINGS

10. The Committee, have had six sessions of the hearing and have heard twenty-eight witnesses. Some testimonies were repetitive and some seemingly conflicting but through all the testimonies presented, we have consistently tried to grasp the essential facts about the case, with a view that we may render a decision which will contribute to the well-being of the center.

We have tried to find out whether the charge of "lack of cooperation" on which ground Mr. Hoshizaki was dismissed was correct or not and after having heard many witnesses, we have come to the conclusion that the charge was not correct; instead that as Mr. Hartman said in his letter of April 6, the dismissal was not caused by the lack of cooperation but was due to some other cause or causes. Our opinion however differs from Mr. Hartman's in one particular. Mr. Hartman said that the conflict of different personalities of the two men was the cause, while what we have found out is that Mr. Saijo was "dictatorial" in his relation with other poultry farm employees and that Mrs. Saijo who acted as the personnel officer was extremely ambitious to establish ~~her~~ their power in the poultry farm, with the consequence that anyone who stood in their way, has ruthlessly thrust aside (ref: Page 127) and Mr. Hoshizaki like several others ^{was} dismissed from the poultry farm for the simple reason that ^{he was} they were in the way of the rule of Mr. and Mrs. Saijo.

Such having been the attitudes of Mr. and Mrs. Saijo, there had grown up in the poultry farm the atmosphere of tension and of uneasiness. Several workers had been discharged on the grounds which Mr. and Mrs. Saijo could not justify later. Consequently, a few men, including two foremen (other foremen than Mr. Saijo) have been contemplating to clarify the atmosphere of the chicken farm by holding a meeting of all the workers with Mr. Saijo, when up came the Okura case. Mr. Okura was dismissed from the poultry project previously, at the end of December 1943 when a cut of workers was ordered

by the WRA. He came back to the chicken farm in February with a work order from the ^{Internal} Inside Employment office but Mr. Saijo did not accept him, giving for such refusal any reason that seemed convincing enough at the moment, such as we "wanted people younger than 35 years old" (page 58); "the work order he brought was not routed through proper channel," or "Mr. Saijo does not want to bring back anyone whom he terminated before" (page 34). Leading workers including Mr. Hoshizaki, pleaded with Mr. Saijo, saying that Mr. Okura had a large family and he was the only one of the family who could work to earn money; that Mr. Saijo should "kill the small Saijo" and "live in the large Saijo" by giving a change to Mr. Okura to work. Mr. Saijo did not listen to any of these pleadings but agreed to hold a meeting with the workers to clarify the atmosphere (ref: Page 111). And they held a meeting on one Sunday afternoon, which, however, Mr. Saijo forgot or deliberately neglected to attend, with the result that nothing but wrangling of opinions by Mrs. Saijo and others came out of it.

Since that time, ~~ring-leader~~ Mr. and Mrs. Saijo had come to view Mr. Hoshizaki as the ringleader of the opposition. However as Mr. Hoshizaki was a conscientious worker and was liked by most of the co-workers (all the witnesses including witnesses for Mr. and Mrs. Saijo were unanimous on this point), Mr. Saijo had chosen the charge of "lack of cooperation" to dismiss him from the poultry farm--meaning perhaps that Mr. Hoshizaki held a different opinion on the Okura case and other matters, such as the Community Council and about Mr. Guy Robertson himself about whom Mr. Saijo seemed to have talked to his subordinates quite often. The atmosphere of the tenseness and uneasiness that existed at the poultry farm had grown up due to the fact that at the time of the cut in the number of workers ordered

by the WRA late in December, 1943. Mr. and Mrs. Saijo dismissed Mrs. Higa, who had "been working alone out of a family of 8" while of the "Sugimura family, four are working, with four in the family" (ref: Page 26, Mr. Nagai's answer to C.N.'s question). (This Mr. Ginjiro Sugimura appeared

later as Mr. Saijo's witness--pages 68-73 and 97-101). Mr. Masao Nagai, 6-10-D, who was the only one working out of the family of five was also out at the same time as Mrs. Higa, while there were three working out of four of the Saijo family. The bad feeling thus ~~grown-up~~^{created} was further enhanced because Mr. Saijo dismissed Mrs. Hirose for the reason of "disharmony", Mrs. Yashiro for "physical disability", etc.

Mr. Alden S. Ingraham has been saying that to increase efficiency in the poultry farm, compulsion must be applied to workers, which naturally invites the hatred of the workers to those who apply it, namely Mr. and Mrs. Saijo. However, throughout the hearing, there has been not one testimony that showed the workers hated the Saijos because they made them work hard. Not even the testimonies of Mr. Saijo or Mrs. Saijo tended to confirm this argument of Mr. Ingraham and therefore, we cannot help but think that his argument does not hold in this case.

In the course of our hearing, we, the committee, were surprised to see that Mr. Ingraham was so very eager to protect Mr. Saijo and to see the extent to which he went in so doing.

When the letter of Mr. Glen Hartman, the Chief of Agriculture, which admitted that the charge of "lack of cooperation" given in dismissing Mr. Hoshizaki was a mistake was introduced, Mr. Ingraham killed that letter altogether and insisted that he had a worse charge against Hoshizaki and his sympathizers, "the charge of conspiracy" to dethrone Mr. Saijo. Mr. Ingraham questioned many witnesses for two or three days but he could not prove the existence of such a conspiracy.

Mr. Ingraham also charged that there had been intimidations of his witnesses by Mr. Hoshizaki and his sympathizers and based his requests for private hearings on the existence of such intimidations. However, he could not prove that there was any such intimidation or attempt to intimidate.

When Mr. Ingraham presented Mr. Ginjiro Sugimura as a witness, Mr. Sugimura proved himself to be a poor witness in that he somehow could not answer any question directly. He had not answered even one question satisfactorily. He always wandered away from the question asked him. The Chairman of that day called his attention to this peculiar way of his and ordered him to answer questions more directly. Thereupon, Mr. Ingraham jumped to his feet and shouted "You are breaking down my witness." That the chairman was right in ordering Mr. Sugimura to answer more directly, see pages 97 to 101 of this record.

But what surprised us the most was what he did to influence the outcome of the hearing by introductions of records which he himself must have known to be made-up evidence.

In the first session of the hearing (date April 26, page 21 of this record) Mrs. Hirose testified that she was dismissed from the poultry farm on the ground of "Disharmony" the nature of which makes it difficult for her to get another employment on the project; and Mrs. M. Yashiro on the ground of "physical disability" which implied that Mrs. Yashiro was crippled and therefore, unable to do an ordinary amount of work anywhere (infact, Mrs. Yashiro is a healthy woman. She was sick and was absent from her work in the poultry yard just one day when she was terminated, the reason for such termination having been "physical disability". (ref: pages 21-24)

Testimonies show that Mr. Saijo was prone to give some hard, yet haphazard reasons to cause the dismissals of chicken farm employees and the reason Mr. Saijo gave in dismissing Mr. Hoshizaki may also have been a haphazard one. (Excerpt from the petition signed by nineteen poultry farm workers complaining about this sort of Mr. Saijo's dictatorial manners in treating them is attached to the record, after page 107).

Now Mr. Ingraham, it seemed, wanted to shield Mr. Saijo against these

charges. He wrote on April 24, 1944 a letter to Mr. Saijo saying that these persons who claimed to have been discharged for these impossible reasons in fact were discharged for the reasons of "illness" (the letter attached next to page 107) and maneuvered to have it read to the committee (through Mr. Saijo), perhaps to influence the outcome of the hearing.

Next day, (May 16) Mr. Sakaguchi, the Labor Relation Advisor attached to the Employment Division of the Heart Mountain Relocation Center who had intimate connection with the poultry farm employment situation took the witness stand and testified that what Mrs. Hirose and Mrs. Yashiro said at the first session of the hearing were all correct. He further testified that Mr. Ingraham changed the reasons for dismissals from the original ones to the new reasons of "illness" only after he came back from the Agriculture Conference that was held at the Gila River Relocation Center (Time-early part of March) (for the above testimony see page 132 of this record).

In spite of his knowledge that the testimonies were not true, Mr. Ingraham had deliberately caused Mr. Saijo to present them to the Committee. He asked Mr. Saijo, the then witness before the Committee, the following question: "Do you know of any instances in which Mr. Hoshizaki advised the workers that if they were terminated, they would not be eligible for any other work on the project?" (ref: page 109)

Previous to this question, Mr. Saijo read Mr. Ingraham's letter but Mr. Ingraham not satisfied with it, tried, it seemed, to impress the Committee with the innocence of Mr. Saijo, by making Mr. Saijo talk about the same subject again.

Why was Mr. Ingraham so eager to defend and protect Mr. Saijo? The Committee have heard some bad rumors about the chicken farm management and this kind of an attempt made by Mr. Ingraham surely did not tend to clarify the situation.

(This statement about Mr. Ingraham is, we believe, relevant to this case, because if Mr. Ingraham's attitude remains the same, no grievances against the present regime in the poultry farm will be fairly adjusted).

Mr. Hoshizaki has been fighting these three months to clear himself of the charge of "Lack of Cooperation" and to go back to the poultry farm. In the concluding testimony, he said he had no personal animosity or hatred toward Mr. Saijo. He merely wants to go back and resume his work.

Therefore, it is our unanimous decision that said Mr. Keijiro Hoshizaki should be returned to his job in the poultry farm.

Respectfully submitted,

Chairman, Heart Mountain Community
Council

INTRODUCTION

The complainant Mr. Keijiro Hoshizaki was a worker in the chicken farm of the Heart Mountain Relocation Center up to March 16, 1944, when he was suddenly terminated, without any previous notice, on the ground of "Lack of Cooperation" with the foreman Mr. Satoru Saijo and/or the management of the said chicken farm. Mr. Hoshizaki, not willing to submit to the charge, had taken the matter to Mr. William B. MacFarlane, Assistant Personnel Officer, to investigate the case and to clear him of the charge. At the time he made this request Mr. Hoshizaki gave Mr. MacFarlane two statements made and signed by some chicken farm workers, one sustaining Mr. Hoshizaki and testifying to his having been a conscientious and industrious worker (this statement was signed by 26 workers) and the other condemning Mr. Saijo, the foreman or supervisor as a "dictator" (this statement was signed by nineteen workers.)

An investigation was made by Mr. Glen Hartman, the Chief of Agriculture, Mr. Alden S. Ingraham, Supervisor of Agriculture, and Mr. Douglas M. Todd, the Assistant Project Director. However, Mr. Hoshizaki was not satisfied with this investigation. He stated it was one sided, with himself as the only object of investigation. Moreover, in spite of frequent requests, said investigators had not given Mr. Hoshizaki the decision they had reached for several days.

On March 24th, 1944 Mr. Hoshizaki presented a petition to the Community Council to investigate the case. This petition was exactly the same as the one presented to Mr. MacFarlane.

The Community Council, after due consideration, decided to

investigate the matter and at the same time to investigate whether Mr. Satoru Saijo was a suitable supervisor in the chicken farm and appointed the Labor Committee and Agriculture Committee of the said Council for said purpose.

Said committees (herein-after called "the committee") had a meeting with Mr. Hartman and Mr. Ingraham to find out their opinions about the matter. At that meeting, one of the committee suggested to Mr. Hartman to settle the matter by a vote of all the workers of the chicken farm. Mr. Ingraham did not approve of the idea.

He said:

"If we let them vote, I think Mr. Saijo will lose."

A few days later, Mr. Hartman sent a letter to the Agriculture Committee stating that the charge of "lack of cooperation" was a mistake and that the conflict of opposite personalities of Mr. Saijo and Mr. Hoshizaki was the real cause of Mr. Hoshizaki's dismissal.

Then, Mr. Hoshizaki presented another petition to the Community Council stating that "for a WRA worker to be discharged from his work because of a personal whim of the supervisor is unthinkable" and asking for an early hearing and investigation. Therefore the committee together with Mr. S. Nakashima, the chairman of the Community Council, called on Mr. Guy Robertson, the Project Director, and was authorized to hear the matter of the dismissal of Mr. K. Hoshizaki and to investigate whether he was unjustly discharged. The committee was requested to present their findings to him.

The Committee in order to conduct the hearing impartially requested Mr. S. Umemoto, who is the chairman of the Preliminary Hearing Board to act as the chairman of the hearing on two occasions and Mr. K. Doi, the Chairman of the Judicial Committee on two occasions.

WITNESSES FOR K. HOSHIZAKI:

1. Mr. Fred F. Fujii - Foreman in the poultry farm
2. Mr. Sadazo Yotsukura - Foreman in the poultry farm
3. Mr. Atsushi Okazaki - Worker in the poultry farm.
4. Mr. Goro Terui - Worker in the poultry farm
5. Mrs. Yachiyo Hirose - Former Worker in the poultry farm
6. Mrs. Tezuroyo Yashiro - " " " " " "
7. Mr. Masao Nagaiishi - " " " " " "
8. Mrs. Kiyoko Hidaka - Worker in the poultry farm
9. Mr. Tanzo Iriye - " " " " " "
10. Mrs. Some Okazaki - " " " " " "
11. Mrs. Hisa Yamamoto - " " " " " "
12. Mr. Saichi Seo - " " " " " "
13. Mr. Hiroshi Hayakawa - " " " " " "
14. Mrs. Hidaka - " " " " " "
15. Mrs. Maki Tokeshi - " " " " " "
16. Mrs. Roku Kagawa - " " " " " "
17. Tamotsu Nakauchi - " " " " " "

WITNESSES FOR SATORU SAIGO:

1. Mr. Ginjiro Sugimura - Worker in the poultry farm
2. Mrs. Sakaye Yonehara - " " " " " "
3. Mrs. Haruko Suzuki - " " " " " "
4. Mr. Sentaro Ginnoza - " " " " " "
5. Mrs. K. Nakata - " " " " " "

OTHER WITNESSES AND OBSERVERS WHO QUESTIONED THE WITNESSES AND ALSO TESTIFIED ON OCCASIONS:

1. Mr. Glen Hartman, Chief of Agriculture
2. Mr. Alden S. Ingraham, Farm Supervisor
3. Mr. William B. Macfarlane, Assistant Personnel Officer
4. Shigekazu Sakaguchi, Labor relation adviser

The Parties to the dispute present:

Mr. Keiji Hoshizaki

Mr. Satoru Saijo and Mrs. Asano Saijo.

COPY

Heart Mountain, Wyoming
March 18, 1944

Mr. William B. Macfarlane
c/o Personnel Management Section
Heart Mountain Relocation Project
Heart Mountain, Wyoming

Dear Sir:

Mr. Keihiro Hoshizaki, an employee at the poultry division of the farm project of Heart Mountain Relocation Center was discharged 5:00 p.m., March 18, 1944. The reason given was "Lack of Cooperation."

We, the undersigned, who are co-workers of Mr. Hoshizaki at the poultry farm unhesitatingly declare that at no time and nowhere during his employment have experienced or observed any sign of non-cooperation on the part of Mr. Hoshizaki. On the contrary, we have found him a cooperative, efficient, and diligent worker. In justice to such a conscientious worker may we earnestly request you to make a careful investigation of his termination.

We believe that if he were given a fair hearing before you, we would not hesitate to present the facts leading to the request for his termination due to "Lack of Cooperation."

Very truly yours,

Employees of the Poultry Division
of the farm project, Heart
Mountain Relocation Center.

(Signed by twenty-six (26) Poultry Farm Workers)

The meeting was called to order by Mr. S. Umemoto on April 26, 1944 at 1:45 pm.

- C. U. Mr. Satoru Saijo not present. Mr. Nagumo, notice of this hearing has been given to Mr. Saijo?
- Nagumo Yes.
- C. U. First notice was given what date?
- Nagumo First notice was given April 20 and second notice given.....
- C. U. April 20. For what hearing and what date did you first send notice for him to appear at the hearing?
- Nagumo April 22. So we sent a notice to the head on 20th of April.
- C. U. The hearing scheduled for that date was postponed because he could not attend.
- Nagumo That's right.
- C. U. And at what date was the hearing so then.
- Nagumo Well by asking for Mr. Saijo. We decided the 27th, I mean today, so I gave the notice 24th. I say two days ago.
- C. U. Did you before?
- Nagumo About three days.
- C. U. Mr. Saijo had sufficient time to get your notice and to appear at the hearing?
- Nagumo Show himself now.
- C. U. Mr. Hoshizaki asked for a hearing on this particular controversy on March the 23rd, but due to the absence of the appropriate board to hear the controversy, it was postponed until this date. Because of the absence of the appropriate board to hear this case, the community council through the authority delegated to them by the Project Director has appointed Mr. Nagumo and Mr. Oka who are the members of the agriculture committee of the community council and Mr. Hatchimonji, Mr. Kimoto, Mr. Saito and Mr. Katagi who are members of the Labor Committee of the Community Council. A board consisting of these six members to hear this particular case.

I was appointed by the Community Council to preside over this particular case. The Community Council or any board under the jurisdiction of the community council has no authority as to the hiring or the discharging of workers in any department within this center. However, the Community Council has been delegated authority to present to the Project Director resolutions or recommendation pertaining to the welfare of the community. The purpose of this board today is to hear all the facts pertaining to this case and to get a clear picture of the whole situation. After such evidences and facts are presented to the board, it will make whatever resolutions or recommendations to the Project Director for the proper disposition of the case. Mr. Hoshizaki, do you understand English?

Hosh. No.

C. U. Mr. Samuel Nagata will act as interpreter. Mr. Hoshizaki, will you respect and abide by whatever action this board may take after hearing this case?

Hosh. Yes.

C. U. Now, Mr. Hoshizaki, you claim that you were unjustly terminated from your position in the chicken farm on the project.

Hosh. Yes, that is the complaint.

C. U. I see. Now will you state the reason why you think you were unjustly terminated.

Hosh. I have 6 children, with one at 18 years of age at the head and I was making my living outside, prior to evacuation engaged in worthy business doing or dealing with Japanese. After evacuation I have been considering and contemplating on how I should make a living after this thing is over.

Hosh. Men like me who have no knowledge of English and have no specialized training, I mean no special knowledge, came to the conclusion that I must do something or learn to do something so I thought the poultry business was a way for me to make a living. And when I was cut off from the recreation department, I thought I should go ahead in that direction and consequently went to Mr. Saijo asking for the job. Accordingly, Mr. Saijo accepted my proposition and gave me the job in the poultry project. Thereafter I bought books on poultry from the Sears, Roebuck & Co. and studied the book and at the same time working at the poultry yard. I have been trying to study how to do my business in that line. Unfortunately on March 16, I received termination from my work. However in my mind there is no indication, there is not idea why I was terminated from my job. I went to the office and inquired about the reason but to this date there has been no definite answer to my question. If I made a mistake, I am willing to amend my mistake and ask for an opportunity to work again in the chicken yard. This is my sole wish.

G. U. Mr. Hoshizaki, what was the reason for your termination?

Hosh. Lack of cooperation.

G. U. And did you see Mr. Hartman or Mr. Ingraham who is at the head of that department, as to the meaning of the lack of cooperation?

Hosh. I went to Macfarlane, I think it was, on the 18th and tried to make him arrange a meeting with Mr. Saijo so that it would speed up and clear the point. I asked Macfarlane to arrange a meeting with Mr. Saijo.

G. U. When you went to see Macfarlane, what explanation did he give?

Hosh. There wasn't any definite explanation to that question.

G. U. 3 Oh, Mr. Macfarlane didn't say anything?

Hosh. I couldn't understand what he said because I do not understand

English, however I insisted for him to give me an opportunity to meet with Mr. Saijo. Then Macfarlane suggested that there would be on Monday afternoon, so he told me to come on that very afternoon. That afternoon Mr. Macfarlane was out, consequently a man named Mr. Holmes, I think it was Mr. Holmes, I don't know which one. That man was one working under Mr. Macfarlane in the employment division.

C. U. Who was present at that hearing?

Hosh. I went with him to Mr. Hartman's office. There was Mr. Hartman, Mr. Ingraham and Mr. Todd, and this man from the employment division.

C. U. And what took place?

Hosh. Since Mr. Saijo wasn't there, I asked them why he wasn't there and the answer was that he might not be there. If Mr. Saijo wasn't there I couldn't understand the reason of this meeting, so I told them that I would rather go home. That man Mr. Holmes said that it wasn't necessary to have both men for the hearing. He said, you can present your case alone, so go ahead and tell your story. I told them the thing that I have just told to you, all those things. The next day I went again and asked them how things was going, and they said, nothing yet, not yet, not yet, and up to this day it has been the same way.

C. U. In other words you have not been given satisfactory explanation of your termination to date?

Hosh. No.

C. U. Do you have any idea why you have been terminated?

Hosh. No. I have no idea.

C. U. Is there anything the board members wish to ask Mr. Hoshizaki?

Hatchi. Well Mr. Hoshizaki, did you have any quarrel or arguments just preceeding your termination, with Mr. Saijo?

Hosh. I had respected Mr. Saijo, because he had higher education and he was a minister, so I had high respect for him. However, when I found out that his expression were not becoming of a man of his education and position. I could not respect him. Sometimes little quarrels, not exactly quarrel, but exchange of some words or offer advice which he did not like or some sort of controversy.

Hatch. Kind of reminding him of his position?

Hosh. Yes, reminding him of his actions and behaviors.

Hatch. Oh, I see. Well, will you state very briefly what your reminding him consisted in, what you said, very briefly.

Hosh. I think it was sometime in the middle or latter part of February that a man Mr. Okura, who was terminated in December. Obtained another work order and came to the place. Mr. Saijo refused to accept Mr. Okura when he came back. I suggested to Mr. Saijo that it would be better to explain fully the reason why he refused to accept him. I told him at the same time, there is dissatisfaction among the employees concerning many things, so I suggested Mr. Saijo to call a meeting, and that he make full explanation. I proposed the meeting with Mr. Fujii, the foreman who is here this afternoon. Mr. Saijo okayed the meeting and suggested that it be held on Sunday. In that gathering I told all the things that I had heard relative to him. At that time he stated, "hereafter consult with your foreman." And then I asked why he didn't accept Mr. Okura. He used bad words against others and blamed other persons. So I suggested that he avoid using such words hereafter, also to please make room for Mr. Okura to return to work. And that, I think, might have contributed to my termination. In that meeting with Mr. Saijo, he did not appear, but Mrs. Saijo was there instead of him, so I argued with Madame Saijo.

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G. U. By the way does Mrs. Saijo work down there too?

Hosh. Yes, Mrs. Saijo works down there too.

Hatchi. Lack of cooperation is the charge under which you were discharged from the chicken farm. Have you been cooperating with Mr. Saijo all the time, you think?

Hosh. I think so.

Hatchi. Then you can't think of any occasion when you did not cooperate with Mr. Saijo?

Hosh. On working condition there has been no quarreling or disagreement, but when we had friendly conversation, we had disagreement and little argument and so forth.

Hatchi. Can't you think of any reason why he fired you on charge of lack of cooperation.

C. U. Mr. Saijo fired who?

Hatchi. Mr. Saijo went to MacFarlane and asked him to terminate him?

Hosh. I asked my co-workers whether they know of anything that contribute to my termination and they can't see any reason.

Nagumo. Mr. Hoshizaki, before you were inducted to this center were your relations with Mr. Saijo, poor, friendly, ordinary, or un-friendly?

Hosh. Since Mr. Saijo was my customer, I had good feeling toward him.

Nagumo. When you went to Mr. Saijo to ask for employment on the poultry farm, did you insist on the job? Was he willing to accept you, or what?

Hosh. I think since we were friends outside, I think he accepted me gladly.

Nagumo. While you were working under him were you ever needlessly absent and did you go back into the area during working hours?

Hosh. Just once when I was sick with a cold, I was absent for over ten days. Except for that, there has never been any absence or tardiness during my working hours. I don't think.

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Nagumo. Then do you have any bad feelings or ill feeling toward him because

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this case came up?

Hosh No. I have none.

Hatchi If Mr. Saijo asks you to come back and work with him, will you be willing to go back?

Hosh Yes I am willing to.

Nagumo You said you have no idea why you were terminated, however, when I look things squarely, I think there must be some reason relative to that termination. Isn't there anything that makes you think--this is the reason why?

Hosh. When we had that meeting in the presence of Mrs. Saijo, I had some sort of quarreling with Mrs. Saijo, that might be one reason. On the truck on our way back from work, I had some argument with Mr. Saijo on subjects unrelated to the poultry farm, which might be a other reason.

Nagumo Let's hear about it.

Hosh I don't remember exactly the date but sometime, Mr. Saijo talked about Mr. Robertson.

C. U. We want to know the content of the argument on the truck.

Hosh To this effect: That Mr. Robertson had sufficient funds or money already, enough to live his remaining life plentifully, so he doesn't care about us or the center.

Nagumo Mr. Hoshizaki needn't bring up those too personal angles.

C. U. The jest of the conversation was that Mr. Robertson has sufficient means to make him comfortable, rest of his life so he isn't concerned vitally over his job or our welfare.

Hosh Then sometimes in that poultry office, where they clean eggs and so forth, he talked bad about Mr. Ingraham and reminded us that Mr. Ingraham isn't sympathetic and not very kind and after all he is a white man and so on and for such man whether chickens die or not or whether there is more eggs we don't care. Then sometimes on

the truck again, he criticizes and says bad words in reference to the councilmen. He said that there is no single councilmen with back done, and they have weak minds and with Administration every time and are not concerned with our welfare or interest of the residents. When I heard those things from the mouth of a man for whom I had such high respect, I couldn't keep my silence and I opened my mouth and so I spoke against him sometimes. I said if you had such nerve and guts why don't you say those things before a more effective persons instead of in the presence of the ladies here. Why its the same old thing, a scratch from the back, its the same thing, so I didn't like that attitude. I told him, well then Mr. Saijo, I am not liked by you and don't like this and right there we stopped arguing. I don't think my termination was on these things but since you asked. I put these things before you.

Hatchi I think, Mr. Hoshizaki, your dismissal has more connection with the argument you had with Mrs. Saijo, will you tell us what you did quarrel about with Mrs. Saijo.

Hosh About that I insisted on consulting with the foreman, but she said she did consult with foreman, but foreman said, "No", so such things came to quarreling.

Hatchi What is the position of Mrs. Saijo in the chicken farm?

Hosh I don't know exactly but in the bulletin which was posted there, Assistant Supervisor or something like that.

Hatchi Is she a "B" or "C" rating worker?

Hosh I don't know.

Saito Even tho the reason of termination isn't quite clear but if you are called back and given the opportunity of going back in the poultry

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would you go back willingly?

Hosh Yes. I will be willing to go back, as I have stated before.

- C. U. You talked about meeting at the poultry farm, how often do you hold these meetings?
- Hosh Just once.
- C. U. What was the purpose? There must have been some purpose for that meeting?
- Hosh The purpose was to clarify why Mr. Okura was not given back his job and how often such thing should be consulted with other foremen. There were other small matters.
- C. U. Who called this meeting?
- Hosh. Mr. Saijo called the meeting.
- C. U. But Mr. Saijo wasn't present at that meeting, is that right?
- Hosh I went there but Mrs. Saijo was there.
- Nagumo Don't you think your attitude or the attitude you have taken with the Fair Play Committee has anything to do with your dismissal?
- Hosh No, I don't think so.
- Nagumo Well, I think somebody has prejudice against you for the attitude you were supposed to have taken in connection with the Fair Play Committee.
- Hosh I have nothing to do with the Fair Play Committee, although my son was a member of the organization. Please don't have me mixed up with that.
- Nagumo Haven't you given money or donation to this F. P. C.?
- Hosh No, I didn't.
- Nagumo Other day the committee met with Mr. Robertson, and he said that you had admitted that you made a donation of \$100 to the Fair Play Committee.
- Hatchi Who did contribute that then?
- Hosh Now, I must make full explanation about this because there is some complications of our family affairs. It seems that Mr. Robertson misunderstood me as he had told my friend. During the last 10 years
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while I was in business, I tried to bring up my boy in an American way. Whenever he worked one hour, I paid adequately for his work. Accordingly, the boy worked and earned outside. He saved some money, and to what purpose he used it I never questioned. I gave him freedom to whatever he wished to buy, whether it was an airplane or bicycle, I left it up to his own choice. And after we were inducted into Pomona Assembly Center, my boy who became 18 years of age has been working every day since coming into this Center. I don't know the exact amount he earned but I presume he made somewhere around 300 dollars. When he told us he was going to make a donation, we told him that if it was for a worthy cause, it was your money so you do just as you like. It seems that the people as a whole misunderstand this matter. I feel very sorry because it is assumed to be taken that I was the one that made the donation. It was his own choice, I never did anything relative to that matter.

C. U. Any question, Mr. Kimoto?

Kim No.

C. U. Any question, Mr. Oka?

Oka No.

Hatchi Mr. Hoshizaki, how many superiors--how many bosses did you have at the chicken farm. How many did you understand as your superiors, as who could give you orders when you were working at the chicken farm?

Hosh I have been working in the "B" class for the first time. I had learned how many there are getting the "C" class pay.

C. U. How many are getting "C" pay?

Hosh. Those who are receiving "C" pay are 4.

Hatchi. Is Mrs. Saijo, as you know, receiving "C" class pay?

Hosh/0 She is but at that time she was not.

Hatchi Has Mr. Saijo ever told you that you should obey Mrs. Saijo's orders too?

Hosh No. However, since Mrs. Saijo is doing those things and assisting her husband and since the wife of the boss, I accepted her orders as though she was the boss and I didn't do anything to displease her.

C. U. Whether she is a class A, B, C, worker doesn't matter. She could even be a "B" class worker but if Mr. Saijo delegated her authority to give orders, the workers would have to obey.

Hatchi If Mr. Saijo notified Mr. Hoshizaki that Mrs. Saijo was acting for Mr. Saijo then it was natural that Mr. Hoshizaki should take orders from Mrs. Saijo. Then he is not liable for the charge of lack of cooperation.

Saito Then we would like to know whether there was any quarrel or argument relative to the working condition and so forth.

Hosh No, of course I had advised.

C. U. Any more questions?

Board No.

C. U. Do you wish to hear from the co-workers?

Board Yes.

Nagumo I wish to question each witness.

Mr. Fred F. Fujii, foreman

Nagumo Do you think Mr. Hoshizaki can't acknowledge lack of cooperation? Do you admit that or not? Mr. Hoshizaki denies any action on lack of cooperation. What do you say about this?

Fujii From my position, I would like to make a declaration: There has been no such lack of cooperation on the part of Mr. Hoshizaki, I thing.

Nagumo How long have you been working with Mr. Hoshizaki?

Fujii // Since September. I met Mr. Hoshizaki in August but became a "C"

class worker in November.

Nagumo If you classify the co-workers first, second, third--to which group do you think Mr. Hoshizaki belongs?

Fujii So far as I know from the stand point of working, his ideas or cooperation, I think it has been very good.

Nagumo Is there anything--base for your opinion. Any actual facts?

Fujii For example, on February 25th there came three thousand chickens and then after 2 weeks another three thousand chickens came in. In those two orders, which the chickens came in, three thousand each time, the weather condition was just about the same, but there was a difference in percentage of mortality in the shipment that Mr. Hoshizaki supervised and the one that Mr. Saijo supervised, the mortality was less in the shipment Mr. Hoshizaki was taking care of. Taking just this sample illustration or fact, I think it is an indication of his industry and carefulness in his work.

Nagumo Can you even find any shortcomings on the part of Mr. Hoshizaki that lead you to think that it might be the reason for his termination.

Fujii No.

Nagumo According to the statement by Mr. Hoshizaki that very meeting which he mentioned was called by your foreman. Did you approve to it too?

Fujii Yes, it was also approved by Mr. Saijo?

Nagumo About the contents or things discussed in the meeting, were there anything which you would like to explain? Were all the things he said happened at the meeting?

Fujii Yes.

Nagumo As foreman, did Mr. Saijo ever consult you when he was going to discharge anybody?

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Fujii No.

- Nagumo Finally, relative to the attitude of Mr. Saijo, do you think his attitude is democratic or dictatorial? What do you say?
- Fujii So far as I can say, it is dictatorial.
- Nagumo Can you bring any example or fact to prove what you say?
- Fujii As proof of my statement, he has a tendency not to recognize things done voluntarily by his workers, that is one sample.
- Nagumo After Mr. Hoshizaki left, or in other words terminated, how is the feeling of the employees on the fact toward Mr. Saijo, have they been cooperative, what do you say?
- Fujii From my own observations, the workers don't seem to work harmoniously, some workers have been whispering that if one is to work on the chicken farm, one would have to have another place of employment in mind, because if he does anything to displeases Mr. Saijo they are likely to be terminated any morning. So what I can say is that those who are working now are not working with good feeling or willingly.
- Nagumo Besides Mr. Hoshizaki, there are 6 persons here. Are they all working on the poultry farm?
- Fujii Three of these persons did work on the farm and the other 3 are working at present.
- Nagumo Is there anyone among you gentlemen here now that have ever heard this statement by Mr. Saijo, "Unless you obey my orders or go forth, you will be terminate".
- Reply 3 raised their hands (Mr. S. Yotsukura and Mr. A. Okazaki)
- Mr. Terui
- I didn't hear directly from the person but I heard lately threatening words.
- Saito Have you heard anything about a narrel between Mr. Hoshizaki and Saijo.
- / 3
- Fujii No.

- Hatchi Has Mrs. Saijo ever tried to give you orders while you were working at the farm?
- Fujii Yes, she has been ordering me.
- Hatchi In most troubles, a woman figures so the conflict between Mr. Saijo and Mr. Hoshizaki might be on account of the information given Mr. Saijo by Mrs. Saijo. Mr. Fujii, then you have never witnessed Mr. Hoshizaki disobey Mrs. Saijo's orders?
- Fujii No, so far I haven't.
- Hatchi Mr. Fujii, have you any idea why Mr. Hoshizaki was discharged. Just answer what could be the underlying reason for his dismissal.
- Fujii No. I do not know why.
- Hatchi Then you never see any conflict of feelings between Mr. Hoshizaki and Mr. Saijo?
- Fujii No, just, I heard Mr. Hoshizaki was terminated on his lack of cooperation, and when I heard that I was very much surprised.
- O. U. Any questions?
- Board No.
- O. U. Thank you, Mr. Fujii.
- Mr. Sadazo Yotsukura, foreman, 17 - 10 - A
- Hatchi Relative to what Mr. Fujii has said, do you have any different views? Will you tell us about it.
- Yot. I have almost the same opinion as Mr. Fujii. The attitude of Mr. Saijo, that is dictatorial. I am the one who was told to get out.
- O. U. Mr. Saijo told you that, what was his reason.
- Yot. I didn't know what he was thinking about. He called me and asked what work are you going to do that day so, I said, "Clean poultry house". Then he told me hurry up. He never told me such a thing before. I asked him for the date of the baby chicks--whether it was set. He said, "Never mind about that" and said I am committing sabotage in the yard. I told him that there is no such
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intention in the yard, so I demanded an explanation. He told me that if I don't like the work, to get out. That is the incident.

Nagumo After Mr. Hoshizaki was terminated, did the workmen cooperate with Mr. Saijo or not?

Yot. The surface look was quiet but it was not quiet at all. For instance, Mr. and Mrs. Saijo called a women's meeting. I did not know what the purpose was, but to quiet their feelings. But there were a few ladies who took strong attitude and questioned so many things to Mr. and Mrs. Saijo. There is not a quiet atmosphere.

Nagumo About how many workers are working now?

Yot. About 40 working including those employed after Mr. Hoshizaki was fired.

Nagumo With your presumption about what percentage are cooperating with Mr. Saijo.

Yot. Few, only 5 people out of 40.

Hatchi Mr. Yotsukura, don't you think Mrs. Saijo is deeply involved in this case? Maybe, Mrs. Saijo didn't like Mr. Hoshizaki. Don't you think that is why he was fired?

Yot. I think Mrs. Saijo is deeply involved in this case. But maybe this is only my opinion. Mr. Saijo showed his personal feeling which plays a great part, because I think Mr. Saijo is moved by feelings, and I think it shows in his attitude. For instance, when he told me to get out, he was feeling something funny towards me, because at that time I was about 10 minutes late to go to my working place—on my way down for something. On my way back I met a few people so I was about 8 or 10 minutes late. That might have incited his feelings. So I was kind of at leisure. But I took that meaning of the word sabotage as some kind of destruction, but I did not destroy. I demanded his explanation but he never

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did explain.

Hatchi When you were hired, Mr. Yotsukura, did the Agriculture Department tell you, you had to take orders from Mr. Saijo?

Yot. No-one told me, but I knew he was the foreman from the beginning, so I obeyed his orders.

Hatchi I see, then you think Mr. Saijo fired Mr. Hoshizaki, not because he did not cooperate but because of some personal grounds? Is that right?

Yot. I think so.

Saito I would like to put the same question to the other foreman when Mr. Hoshizaki was working under Mr. Saijo, there was any quarreling because of his working attitude or condition?

Yot. I never witnessed any quarrels except the incident on the truck one day. That time Mr. Hoshizaki told Mr. Saijo that he didn't like the back scratching. I witnessed that incident.

C. U. That's all gentlemen, thank you. Is there any other foreman here?
Mr. Atsushi Okazaki

Hagimo I have one question, Mr. Okazaki. In your opinion do you think Mr. Saijo has quality or ability of supervision or management of those employees there, somewhere around 40 or 50.

Oka No.

C. U. How long have you been working down there?

Oka Last year from June.

C. U. And Mr. Saijo has been supervisor all this time?

Oka Yes.

C. U. Mr. Terui. How long have you been working down there?

Terui Since about the same time last year. Just about September 4, last year.

C. U. Have you any reason to believe that Mr. Hoshizaki has been un-cooperative?

Terui From the standpoint of performing duties and cooperation, I don't think there has been any disagreement but there seems to be something due to the difference in characteristics or personalities.

C. U. Then, you think he was terminated on personal reasons?

Terui I have no proof but that is the way I look at it.

Nagumo Well, since I know you have been one of the judges in the center court here, I like to get from you, your opinion as plainly and frankly as possible.

Terui Mr. Saijo lacks ability and also to supervise or to control so many people there especially those who have higher characteristics than himself. It is hard for him. He is not able to do the job as foreman over those people. That's what I think. Well, he is an old man--too old for the job. It is hard for him to lift up 3 gallons of water, or to go around the yard. He is inadequate. He is not capable enough to be in that position. That's what I think. He cannot walk that length of the yard. Well, he has no magnanimity, he is reluctant to receive other people's advice--too old now and I think he is inadequate to stay in that position.

Hatch. Mr. Terui, have you ever noticed when Mr. Hoshizaki did not cooperate with Mr. Saijo on any occasion?

Terui No.

Hatch. Have you ever seen Mr. Hoshizaki also violently arguing with Mrs. Saijo.

Terui In that very meeting which Mr. Hoshizaki mentioned that Mrs. Saijo refused to heed or accept his demands, that was one I heard.

Hatch. What kind of demand was that Mr. Hoshizaki was making?

Terui It was about Mr. Okura's case. Mr. Hoshizaki asked for the return of Mr. Okura, but she didn't say yes. She didn't consent to the de-

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man that Mr. Okura be returned.

Hatchi In such case like Mr. Okura's, who sent Mr. Okura to the chicken farm when he got the job the second time? Who sent him to the chicken farm? Whose business was it? Isn't Mrs. Saijo's business to back up the employees.

Terui Employment Office. Since it was the second time, Employment Division sent him.

Hatchi Maybe you do not know, maybe you know. But I would like to ask you this question. Suppose you were a foreman on the field here, and the Employment office sent you men to work under you, what would you do? Ordinarily as a foreman, would you accept the men sent by the Employment Office?

Terui Yes, if I were the foreman, I would be glad to accept him because he is a man with experience, worked here before. Certainly, I would like to.

Hatchi What was the reason Mr. Saijo gave for not accepting Mr. Okura?

Terui For one reason because he was old and another was that Mr. Saijo and Mrs. Saijo were given the authority to interview before they were accepted. However in this particular case it was due to his old age. Mrs. Saijo said he was expecting to have a young man about 35, but the office sent this old man.

Hatchi How old, in your judgment is Mr. Okura?

Terui About 50 or 55.

Hatch. How old is Mr. Saijo?

Terui 67 or 70, I don't know.

Hatchi. He's so weak that he can't go around the chicken house field? Is that statement true, too?

Terui Yes, sir.

Hatch. How come, you are working down there where you are over 50 years old? Did you do something to please Mr. Saijo and Mrs. Saijo

do you do anything to please them? Is that why you are working on the chicken farm?

Terui I secured my job from the Employment Office, previous to that time I didn't go to Mr. and Mrs. Saijo at all.

Hatch. Is it your opinion that Mr. Saijo and Mrs. Saijo do everything according to their personal feeling?

Terui I think they forget that they are one of the people of the center, about the situation here, food, clothing, all these things. They don't seem to know the actual situation.

Hatch. Do you think Mr. Hoshizaki was discharged unfairly?

Terui I agree with that statement 100%.

Saito Mr. Terui, the majority of the workers on the poultry farm has been saying that Mr. Saijo has been tyrannical in handling his workers? While you have been working there, did you really find that his ways is tyrannical? What do you think?

Teru I didn't hear directly from Mr. Saijo but other people have informed or warned me that in case you should be discharged, what would you do? I heard that warning.

Hatch. I would like to present this petition signed by 26 co-workers in reference to charge of lack of cooperation and indirectly sustaining Mr. Hoshizaki.

C. U. It shall be attached to the transcript.

That will be all for Mr. Terui. Thank you, Mr. Terui.

Yot. May I add something to my testimony?

C. U. Yes, you may.

Yot. I have so much esteem to Mr. Hoshizaki's personal feeling and to his ability and have much trust in his efficiency, that once I had recommended Mr. Hoshizaki to the foreman job at the poultry farm. I recommended this to Mr. Saijo.

Supplementary Testimony

Fujii When this petition was presented there were 29 signatures out of 33 of those who were working on the farm at that time, except Mr. and Mrs. Saijo.

Hatchi. Mr. Fujii, you say 29 out of 33 signed that statement denying the charge of lack of cooperation. There seems to be 7 people who didn't sign that statement.

Hagano What do you think is the reason why 7 didn't sign that statement.

Fujii So far as I know 3 or 4 may go with Mr. and Mrs. Saijo. For the rest, we didn't have sufficient time to contact and get the signature from the others, because this was supposed to be presented on Monday afternoon and we didn't have enough time to go for the signatures.

Hatchi. Then if you had time and if you went around, about 31 people might have signed that statement. Is that your conviction?

Fujii Yes.

Hatchi. Then about 30 or 31 out of 33 workers then went to work that afternoon, maybe 75% of the chicken farm workers sustained Mr. Hoshizaki.

Fujii Yes, I think so.

Hatchi. Then Mr. Hoshizaki must be a very good worker.

Fujii Even though there is 3 on the side of Mr. Saijo, they seem to recognize Mr. Hoshizaki as a good man but still they don't want to be looked at with bad eyes by Mr. Saijo but their attitude with Mr. Hoshizaki is so, that they are friendly to him.

Hatchi. Is Mr. Hoshizaki a very pleasant man to associate with?

Fujii Yes, I think so. When the Okura case came up, I went to Mr. Saijo and Mr. Hoshizaki and pleaded for others and even that other case regarding the other man's affair.

Testimony

Mrs. Hirose, Yachiyo, 39 - B - E

C. U. Mrs. Hirose, Yachiyo, are you working down at the Chicken Farm now.

Hirose No

C. U. Have you worked there before?

Hirose Yes

C. U. How long ago were you terminated?

Hirose In December I had a flu and after that I left the farm.

C. U. Then you didn't try to go back to the farm after your illness.

Hirose No.

Hagano You were discharged or terminated?

Hirose I don't know very much English. So when I was sick, I didn't go to work; at that time the time-keeper came and told me to do this way and that way; so I did and later, I learned that I was discharged as the others. Termination came from the office and not from the time-keeper.

C. U. Since you quit, did you try to go to the Poultry Farm. Do you intend to go back.

Hirose Yes I did intend.

C. U. But when those men came from the office to see you, you didn't try to go back. Disharmony was the reason for your termination, is that true.

Hirose Yes

Hachi Somebody brought a paper to you, but you didn't know of the termination or the reason of the termination.

Hirose No, I heard that later. Not at that time.

Hachi Do you know what disharmony means, Mrs. Hirose?

Hirose Only I heard that and found out that the reason then. Well,

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I was working with Mrs. Okazaki very harmoniously and agreeably so I was surprised and it was last night that I found out that I was discharged on that ground. One more thing I would like to say. When I began to work down there, I went through my friend, Mrs. Iriye, who lives just opposite Mrs. Saijo and I knew her prior to evacuation upon entering this center. I wanted to do something in the project poultry so I went to work. I acquired that position on the poultry farm. I found out that I was discharged because I went to them before going to the Saijo's, but I went to work that way, but I found that they were not friends right now, Iriyon and Saijoh. I think that is the ground for the termination.

Hatchi. Mrs. Hirose, do you remember having done anything that could be, or might be, construed as disharmonious.

Hirose No, I don't have any idea or though that makes me think that such was the case. I have been like Mr. Nohizaki, I have been doing my best for the interest of the farm there. Rather-I feel that I have ever done my work and I was discharged for its result.

Hatchi. Mrs. Hirose, you have the best intention while you were working there? You tried to work very hard and tried to do whole lot for the chicken farm, for the WRA, while you were working there? Is that the good intention you had in mind?

Hirose Yes, I must have over-worked and some people didn't like it.

Kotagi While you were working there, have you ever quarrelled with either of the Saijo's?

Hirose No.

Katagi While you were working under them did you not have any bad feeling or ill will towards them? Before you were working?

Hirose No.

Mrs. Tsuruyo Yashiro G-15-B

C. U. Do you work at the poultry farm?

T. Y. No, not now.

C. U. Did you work there?

T. Y. Yes, worked there from September until January 6. I became sick on January 6 and after 3 days Miss Thomas came there and ordered me to go to the hospital or clinic. On the 4th day I went to the clinic and was given treatment and medicine and doctor told me that I need a rest of 3 months or so. Then that name of the doctor was taken by Mrs. Thompson to the office on January 7 but at that time I was already terminated from my job. Then I went to the office and asked why was I terminated, because I should have, I must find some kind of work on the poultry farm or with other division. I again asked the reason.

C. U. When did you go to the office?

T. Y. February. Sometime in February. So the answer was that Mr. Saijo said you ladies can't do nothing, so you go home. That was final so I never came back again.

Hatchi. May I ask one question. Mrs. Yashiro, on what grounds were you dismissed? Do you know?

T. Y. When I began working I had intention of taking care of the young chicks. After 3 months or so I intended to go into another section and asked the boss to transfer me. That seems to be the reason why.

Hatchi. Mrs. Yashiro, I wanted to ask you what reason was given in your paper.

T. Y. I tried to get it to find out. In the office record it states, "physical disability."

Hatchi. Mrs. Yashiro, how old are you?

T. Y. 40.

Hatchi. You haven't any heart trouble?

T. Y. I did before but after operation I became quite well.

Haguro Were you in the habit of discharging all the duties assigned to you while you were working at the chicken farm.

T. Y. I like to work, so, yes, I did my work.

Hatchi. Had you ever refused to do anything which Dr. Saljo told you to do because of your physical weakness?

T. Y. No, I didn't.

Katagi Have you ever been absent since September 7 last year to January ?? Did you quit from your work?

T. Y. No. I have not. Even when I missed the truck I walked to work. Even on January 1, I went there and worked on that date, even though the majority of the Japanese people didn't work.

Katagi You weren't feeling sick on the 5th of January? After 3 days Miss Thomas came and gave such advice but still you say your termination paper was dated on 7th. Is that right?

T. Y. Yes.

Katagi Then in spite of these facts the termination paper says that you were terminated because of your physical disability?

T. Y. Yes, I was surprised, too.

Katagi Having been treated so unfairly, why have you been keeping silent?

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Y. Y. My children, who are outside of the center say that. Mother, you have been working so hard outside so now it isn't necessary that you work, as I am contemplating to work when the weather is more agreeable and warmer.

C. U. Thank you.

Naoko Nagaiuchi 6 - 10 - D

C. U. Are you working now?

Nagai No. I am not working.

C. U. When did you work on the chicken farm?

Nagai December 30.

C. U. Did you quit or were you terminated.

Nagai I was terminated.

C. U. That was the reason for your termination.

Nagai According to the notice, because of the recent cutting off of the government budget. They must eliminate some.

Nagumo How long did you work?

Nagai From October 11 to December 30.

Nagumo During those days did you think Mr. Oshio was fit and capable man as supervisor or foreman of the project farm there?

Nagai No.

Nagumo Was that from his personality or standpoint of manageability?

Nagai From both standpoint.

Hatchi Mr. Nagaiuchi, how many chicken farm workers were there before December 30.

Nagai About 40.

Hatchi Then how many were dismissed on this December 30?

Nagai About 11.

Hatchi I see. Do you think you were a good worker there at the chicken farm, while you were working?

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Hagai I was not a perfect man but still among ten I was about between, so I was average.

Hagusa Do you think there was any favoritism in discharging you and 10 other, and still keeping on payroll the balance of the chicken farm workers, do you think there was any favoritism in regards to discharging?

Hagai I think there was.

C. U. Tell us the reason why you think so.

Hagai I have a family of 5: 3 children, my wife and myself, and there is another one, a lady, Mrs. Higa, who has been working alone out of a family of 6. She was also terminated. On Sugimura family 4 are working, with 2 in the family, I think the head of the family have been working outside on the railroad, too, for 3 months and he came back and started working right away on the poultry farm. He wasn't discharged with us. Another family of 6 was not discharged and another with 8 was discharged of that project so that proves there was favoritism. In the case of the Saijo, 3 in the family of 4 was working and all 3 are with "C" classification.

C. U. You mean all three worked at the farm with "C" classification?

Hagai Then Mr. Nagachi, is it your opinion that Mr. Saijo was trying to manage the chicken farm as if that project was his own family affair?

Hagai So far, personally, I saw it that way. He was very particular on the matter of work, it was necessary to look up to him.

Hagai Then in your opinion he is a very poor personnel man. He is a very poor personnel department man.

Hagai Yes, I think so. He is a stubborn man, he doesn't listen.

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He is a rather selfish and self-centered man. He thinks that his judgment is the best and nobody else is above him. Anybody who becomes a foreman must have a big heart, big mind to listen to advices but he is unable to do that way. He shuts his mind.

Hatchi In the case of Mrs. Hirose, Mr. Saijo fixed the lady on the charge of dishonesty. In the case of Mrs. Yachiro, Mr. Saijo fixed the lady on the charge of Physical disability. I would like to ask all of the witnesses here this question. Don't you think, the reason Mr. Saijo usually gives for termination is rather arbitrary?

Mrs. Yachiro and Hirose: Yes.

Hachi. Well I like to make a note in case of Mr. Hoshizaki's dismissal. That charge of lack of cooperation maybe an arbitrary one, too. But before I look on that, I would like to have everybody's opinion whether I am right in my assumption.

Witnesses: Yes. (all of them, 7 out of 7)

Saito Did all 3 of the Saijo family work on the chicken farm?

Hagai Yes. At that time 3, now 2. One not working is now a Junior in High School.

Katagi Those who are able to work are working on the farm?

Hagai Yes, those who are able to work are working there.

G. U. It is unfortunate that we did not have Mr. Saijo here to present his side. We have to wait until we hear from Mr. Saijo or until a deposition presented to this board. Decision of the board will rest until we hear Mr. Saijo's side.

Hatchi I would like to ask Mr. Hartman to appear as witness to

testify whether Mr. Saijo has never

his preference and whether Mr. Spijo has power to discuss whom he pleases.

C. U. We shall have Mr. Hartman appear at the hearing.

Hearing was adjourned at 4:50 pm.

Hearing was called to order by Mr. Susumu Hasegawa at 3:45 at the Community Council Conference Room, on May 1, 1946.

C. U.

For the benefit of some new people and new witnesses, I wish to state the purpose of this board is to determine whether there was lack of cooperation on the part of Mr. Hoshizaki--as stated in his termination. Prior to Thursday, April 27 which was the date of this hearing, notice was given to Mr. Saijo to appear at this hearing, and that if he could not appear on Thursday, April 27 he was to submit a deposition; but up to this date we have no statement from Mr. Saijo. He has not submitted any deposition and he is not here today. So in order to facilitate matters we are proceeding with this hearing without Mr. Saijo, and we shall call upon different witnesses. Most probably, these witnesses are people working down in the chicken farm working under Mr. Saijo. We have with us today, Mr. Hartman, who is the head of the Agriculture project of Heart Mountain and Mr. MacFarlane who is the head Personnel Officer of this center.

G. H.

Since Mr. Hachimonji request that he would like to know the reason given Mr. Hasegawa by Mr. Saijo for not appearing before the hearing board, I shall ask Mr. Hasegawa to state the reason given by Mr. Saijo for not appearing at this board.

Hasegawa

I gave Mr. Saijo a written notice Thursday, April 20, at 5:00 p.m. and at 5:00 p.m. same day I visited Mr. Saijo's house and I interpreted the notice, inviting him to appear at the April 27 hearing. At that time Mr. Saijo told me that on the 22nd, which was Saturday, he must watch the chicken house--poultry yard house at night and asked to have the hearing postponed until Monday, April 23. On Friday morning, which is the regular

meeting date of the Community Council, the committee talked about the postponement of the hearing and they acceded to Mr. Saijo's request to have the hearing Monday afternoon. And after the conference, we talked to Mr. Saijo and informed him that the hearing was not for Monday afternoon. At that time Mr. Saijo told me he had received a letter from his son who is going to be drafted maybe within next few weeks that he contemplated visiting them for about 10 days, so he didn't like to be troubled while he is here, so if we can postpone until after he leaves here. At that time we decided to open the hearing by Thursday, 27th, so we denied his request. A written notice was given him April 24th notifying him that the hearing will be held on April 27th and he was asked to appear and if you can't appear, please offer a written statement by Saturday noon, April 29. But until now we, the committee, haven't received any statement or his answer. That is all.

G.U. Mr. Hagumo, have you seen Mr. Saijo personally?

Hagumo Yes, I saw him many times.

G.U. And what reason does he give for not appearing?

Hagumo The last time I saw him was last Friday.

G.U. That was April 23th.

Hagumo And asked him if he made any kind of statement to present to our committee, but he said, "No".

G.U. Mr. Endasiano, is it customary for supervisor in that department or any department, I mean evacuee supervisor to request termination of his worker and to state the reason for the request?

Maaf. Oh, yes, it is customary for their personnel supervisor to request termination.

G.U. 30 When this requisition is made, is there any investigation order?

Was investigation made in this case?

Unof. To a certain extent, Yes, Mr. Hoshizaki came to me and presented the petition and what have you to me and Saijo did likewise, well, he came to me in person and also Mr. Hartman, Mr. Todd, and Mr. Ingraham and myself. We held a hearing.

C.U. And you heard Mr. Hoshizaki?

Unof. No, Mr. Saijo.

Mr. Hoshizaki presented his in writing. As possible, as far as the clarifications said and I took that up and I told him that I would hear the other side and from that we would make a decision and determination which be made from that. After we got both sides of the story we won't try to place the blame and come to a favorable agreement to the benefit of the project. That might have hurt Mr. Hoshizaki, personally, but to the sake of having the smooth operation of the project and since the present supervisor, Mr. Saijo, was doing a very good job on the project with the chicken. We advised Mr. Hoshizaki that we couldn't keep both of them and since Mr. Saijo was doing a good job, we advised Mr. Hoshizaki accordingly, and we couldn't do anything. But we will be willing to give him another job if he is willing to accept and we didn't try to issue it down and tried my best not to prosecute anybody. That's about all I've got to offer to this case.

C.U. Relative to the investigation did you take into consideration the recommendation of the people who signed the petition for Mr. Hoshizaki?

Unof. Oh, yes, we took that under consideration. We also went back to some cases that we hadn't tried, and those that had tried to get rid of Mr. Saijo.

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C.U. You understand 23 out of 23 signed the petition.

C.U. Do you have a petition from Mr. Saijo?

Hatch. We have a letter from Mr. Saijo.

C.U. May I see that?

Hatch. Here is Mr. Saijo's petition of April 2, 21 signed out of 23 that says he was operating in efficient manner.

Hatch. Mr. Chairman, that statement signed by 21—that one so far as I know doesn't refer to this hearing. That case is coming up as soon as this case is finished. That is the charge against Mr. Saijo of his dictatorial way in which he supervised over his men and women and that they charge that Mr. Saijo is not a fit man to be a supervisor. Of those 21 signers for that statement there is no direct bearing to the case, now before this hearing board.

C.U. Isn't that the direct reason for this controversy? That statement was prepared by Mr. Saijo to defend his reason for his termination of Mr. Hoshizaki.

Hatch. Do you have permission from Mr. Guy Robertson to proceed to have another hearing about the charge made by 23 men that Mr. Saijo wasn't a fit person to be supervisor of foreman of the chicken farm.

C.U. That was made on March 15.

This petition was made on April 2.

Hatch. There are 2 statements from chicken farm workers who are opposing Mr. Saijo, one charging Mr. Saijo as being unsuitable foreman which is not before the hearing board yet.

C. U. I can't understand, there are 23 workers and 23 signed for Mr. Hoshizaki and then 21 signed for Mr. Saijo. There is a duplication—something is wrong somewhere.

Hatch. I can explain that, Mr. MacFarlane. We got that statement February 3, somewhere 4, 5, 6, 7 people that signed Mr. Saijo's statement under fear of being dismissed in case the person asked to sign the statement didn't sign. At least five signed both statements. However, these papers have no direct bearing before this board today.

G.U. Did you see this? Statement signed by persons stating that they signed Saijo's petition under duress.

Hach. I didn't see this.

Well, would it prove that these were signed under fear? Could not the same thing be said about other signing for Hoshizaki because of the same reason. No, I didn't see these at all.

G.U. Mr. Hartman, did you investigate this case, too?

Hart. We had in so far as we can. Can't remember the exact date but it is in the same file. It is a letter addressed to the Council some weeks ago. It's in that file that Mr. MacFarlane has with him.

G.U. Mr. Hartman, as to the success of the operation of the chicken farm, it was brought out by statements of the witnesses, last Thursday that it wasn't due solely to the ability of Mr. Saijo but due to the people working under him. Hoshizaki had quite a lot to do with it.

Hart. Certainly.

G.U. The people down at the chicken farm are not working for Mr. Saijo.

Hart. They are working for the project.

G.U. They are working for the project. Even though they do not feel happy under Mr. Saijo, they are working there because of their moral obligation to the residents of this center, so I don't think you could say that the success of the project is due solely

to the competency of Mr. Saijo alone.

Hart. Well, the success of any project depends on the foreman--foreman alone cannot run successfully the project but my statement on that would be the project is a success, good way or other, by working closely to make this project an entire success. Of course, that's true in any kind of project, you have to get some degree of cooperation before you can accept it as a success.

C.U. Does the board member wish to ask Mr. Macfarlane or Mr. Hartman any question?

Hart. I made myself available as long as you want me.

Hatch. The question before the board today is not about the--whether Mr. Saijo is a good foreman, is suitable or not, that is not the question before the board today. The question before the board is whether there was justification for discharging Mr. Raskin on grounds of non-cooperation. That's the question before the board today.

Mr. Macfarlane, I have known you a long time, will you please state your full name, your position in the administration, as this statement may go to Washington, D.C.

Macf. William B. Macfarlane, Assistant Personnel Officer.

Hatch. Well, when 10 coal workers were discharged about month or month and a half ago because the weather is getting warmer. The foreman of the coal crew, I think, his name is Mr. Lewis.

Macf. Howard Lewis.

Hatch. Mr. Howard Lewis contacted Mr. Hartman so that they could move the surplus manpower over from the coal crew directly into Agriculture Department. When we discussed the matter here in the Community Council, you said that is my position to me that

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these people get jobs and that these people could get jobs thru me. Not by a direct arrangement between Mr. Hartman and Mr. Lewis. I think as a personnel officer, you write work orders. That's the regular procedure? Well, is it usual that foreman has almost 100% right in hiring men and discharging men under him?

Macf. Well, not 100% right but the foreman isn't in a position, I don't think. I don't know just what you are getting at Mr. Hatchinsonji, but the foreman can recommend the people that aren't efficient and naturally they will become among the first to be discharged. I can't see any bearing in this case, that is something altogether different.

Hatch. You see, Mr. Macfarlane, at the last session of the hearing we came to know thru the witnesses' testimony that Mr. Saijo was not in a position to hire chicken farm workers.

Macf. Mr. Saijo was, did you say?

Hatch. Anybody looking for work at the chicken farm used to bog Mr. Saijo. Anyone wishing employment in the poultry project would go to his house and see either Mr. or Mrs. Saijo and anybody that went to the Employment Division is not so welcomed by Mr. and Mrs. Saijo as the applicants that went directly to the Saijos.

Macf. Well, I think you will find that true in almost the entire project. That's something I have asked the co-operation of the management and Council and everybody involved. So far as possible we try to get our labor thru the Employment Office; therefore, I didn't feel responsible for those that they got, and for those that didn't get and we are all aware of the fact that it is not only done in the chicken farm but in the mess hall, nine-tenths of the time I cannot get them to accept mess hall helpers. They

get mothers, sons-in-law, sons, or brothers. I have tried to operate for the welfare of the people, and make it even and fair practice and by preventing working of three or four in the family while there are others who have no income at all. Without that cooperation I don't seem to get help at all.

Hatch. Well, I see, we have come to know thru the testimony of the witnesses that Mr. Saijo and Mrs. Saijo had used that power for his favoritism. He had given jobs to his friends or who came introduced by friend, something like that.

Maef. Mr. Hoshizaki, I believe, obtained his job thru Mr. Saijo. Even if I had told Mr. Hoshizaki that Mr. Saijo said, "No", I would not have gotten away with it, so I advised him to get his recommendation the same as anybody else, I didn't put anyone else on knowing that it was a favoritism, then, to Mr. Hoshizaki.

Hart. Well, it is our policy to be fair. The people at the poultry yard according to employment quota, we are allowed 4 men or more.

Hatch. What is the position of Mrs. Saijo?

Maef. I think it was just poultry worker. I think at one time she was classified as a foreman, then reclassified to a poultry worker.

G.U. You don't know when this reclassification took place.

Maef. If you want that record, I can get from the assignment records, I didn't bring it over.

Oakaguchi January 1st.
(Ass't. employment officer)

Hart. In the labor classification chart for the poultry workers, I won't say how many foremen there are now, but there are very few. There are simply not enough on the list to classify a foreman to appoint a person as foreman for each job there is to be done. Do you recall how many foremen are classified for that job, Mr. Mac-