

September 7, 1942

Instructions to Evacuees Volunteering for Employment Outside Relocation Centers and Assembly Centers

1. All persons released from Relocation or Assembly Centers for employment outside such Centers are under the jurisdiction of the War Relocation Authority.

2. Upon leaving your Center you are given a "Leave Permit for Group Work." This permit authorizes you to travel to a certain county and work there. You must not leave this county unless you secure a Special Travel Permit from the War Relocation Authority. Failure to observe this requirement will subject you to penalties provided by law. In case of serious illness or injury where the service of a doctor or hospital in another county is needed, an exception to this rule will be made provided notice is given as soon as possible after leaving the county. Special Travel Permits will be granted for good reason and if you wish to leave the county to which you are assigned, you should apply to the official of the War Relocation Authority whose address appears on the back of your Leave Permit. NO ONE else has the authority to give you a Travel Permit.

3. If you change your address within the county to which you are assigned, you should immediately send in the change of address card furnished you when you left the Center.

4. The War Relocation Authority has placed no restrictions on your travel within the county to which you are assigned and it does not have any curfew regulations. Such regulations, if any, have been left entirely in the hands of the local authorities who have guaranteed your protection. It is assumed that such regulations will be held to the minimum necessary for your and the community's well-being. Such regulations as are issued must be respected. The county sheriff can advise you on any questions which may arise in this connection. In addition to restrictions which may be imposed by local authorities, designated military zones exist throughout the country. Regulations governing these zones are posted at zone boundaries and must be observed. In the states of California, Washington, Oregon, Arizona, Idaho, Montana, Nevada, and Utah, Public Proclamation No. 3 prohibits the use or possession of firearms, weapons, implements of war or component parts thereof, ammunition, bombs, explosives or the component parts thereof, short-wave radio receiving sets having a frequency of 1750 kilocycles or greater or of 540 kilocycles or less, radio transmitting sets, signal devices, codes or ciphers, or cameras.

5. You have been guaranteed protection by the Governor of the State, by the sheriff, and by other authorities of the county to which you are assigned. If you are molested in any way, immediately notify the sheriff. Your Leave Permit will assist you in identifying yourself to any federal, state, or local official.

6. When several workers sign the same contract, they should elect a "Crew Leader." The Crew Leader should represent his men in dealings with the employer and with the War Relocation Authority.

7. You have accepted a written Offer of Employment from an employer who desires your services. This is a contract. The War Relocation Authority expects the employers to fulfill all their obligations. It also expects you to fulfill yours and to perform the work in a good and workmanlike manner to the best of your ability. Your employer has agreed to pay you prevailing wages. The War Relocation Authority expects employers to pay you the same wages as are commonly paid to other laborers in the locality for similar work. If conditions are not as represented in the Offer of Employment, or if you do not receive prevailing wages, your Crew Leader should ask the employer or his agent (such as the sugar company) to remedy the situation. If this fails, your Crew Leader should report the matter to the War Relocation Authority Official in your district, or write directly to the Employment Division, War Relocation Authority, San Francisco, California.

8. You have the right to terminate your contract with the employer by giving him five days' notice. He has the same right. The War Relocation Authority urges both you and the employer not to terminate the contract before completion without just cause. If you terminate your contract, you should try to make a new contract with another employer within the same county as soon as possible. The War Relocation Authority Official in your area, the United States Employment Service Office, or the employer's agent, if any (such as the sugar company), who sponsored your coming to the county might assist you in obtaining new employment.

9. Upon completion or termination of your contract you may enter into a new agreement with another employer for any length of time. Your Leave Permit allows sufficient time to negotiate a new contract. If you make a new agreement, you should apply to the War Relocation Official in your district for an extension of your Leave Permit and send in your change of address card. Your Leave Permit will be extended so long as you have employment and conditions in the community remain satisfactory. However, the War Relocation Authority reserves the right to recall you to a Relocation Center at any time. Such a recall would be made in case the assurances given by State and County Authorities were broken, or in case your conduct was not in the public interest, or if unusual circumstances should arise in the state or community where you were working. Because the possibility of recall exists, you should be careful about acquiring property which could not be brought back to the Center or disposed of on short notice. It is suggested that you consult your War Relocation Authority representative before making any long term agreements. He will assist you in making agreements in which your interests will be protected.

10. Your employer or his agent has agreed with the War Relocation Authority to pay the cost of your transportation from the Center and return after completion of the contract. At the end of the employment contract, unless you make a new contract, you will be returned, with all expenses paid, to the Relocation Center or Assembly Center where you previously resided. If you do not have a family at the Center where you previously resided, you may have your choice of returning either to that same Center or to a different Relocation Center designated by the War Relocation Authority. If you wish to return to your Center before completing your employment contract, you may do so at your own expense. Persons returning to Centers in Restricted Military Areas will have to wait for an escorted movement back to the Center. Such movements will be arranged once a month. However, if you have to return because of serious illness, prolonged unemployment through no fault of your own, or illness of your family back at the Center, arrangements will be made for you to do so and your employer or his agent will still pay your return fare.

11. You must not, under any circumstances, return to your Center without first securing a Travel Permit from the War Relocation Authority Official in your district.

12. Some evacuees may be going out under agreements which they have made to pay part or all of their transportation because they wished to work for a particular employer, or to bring their families, and the employer was not willing to pay the transportation. In such cases, the head of the family must file the following statement with the Employment Division, War Relocation Authority, San Francisco:

"I _____, residing in the _____ Center, have accepted an offer of employment from _____ at _____ and have agreed to pay the following part of the transportation costs to the place of employment _____.
I hereby agree to pay the costs of return transportation to a Relocation Center for myself and my family if the War Relocation Authority directs me to return.

Signature"

13. Evacuees living in Relocation Centers have the privilege of leaving their dependents at the Center or of taking them with them when accepting outside employment. In case dependents are left at the Relocation Center NO charge will be made for their subsistence. At Assembly Centers heads of families are not permitted to leave their dependents at the Center.

14. While the employer has guaranteed to furnish free transportation to proper medical facilities, they will not be expected to furnish free medical services.

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2. Upon leaving your Center you are given a "Leave Permit" for and work there. You must not leave this county unless you secure a Special Travel Permit from the War Relocation Authority. Failure to observe this requirement will subject you to penalties provided by law. In case of serious illness or injury where the services of a doctor or hospital in another county is needed, an exception to this rule will be made provided notice is given as soon as possible after leaving the county. Special Travel Permits will be granted for good cause, but you must return to the county in which you are assigned, your own expense, unless you are assigned to the War Relocation Authority, whose officials at your Leave Permit NO ONE has the right to take you back to your Leave Permit.

3. If you change your address within the county to which you are assigned, you should immediately send in the change of address card furnished you when you left the Center.

4. The War Relocation Authority has placed no restrictions on your travel within the county to which you are assigned and it does not have any curfew regulations. Such regulations, if any, have been laid entirely in the hands of the local authorities who have guaranteed your protection. It is assumed that such regulations will be held to the minimum necessary for you and the community's well-being. Such regulations as are issued must be respected. The county sheriff can advise you on any questions which may arise in this connection. In addition to restrictions which may be imposed by local authorities, designated military zones which may be entered only by persons holding certain military passes are to be observed. In the state of California, in the states of Oregon, Washington, Oregon, Idaho, Montana, Nevada, and Utah, Public Proclamation No. 3 prohibits the use or possession of live, semi-automatic, automatic, or component parts thereof, their manufacture, repair, or possession of a capacity of 1750 shells or greater or of 240 magazines or less, radio transmitting sets, signal devices, codes or ciphers, or cameras.

5. You have been guaranteed protection by the Governor of the State by the Sheriff and by other authorities of the county to which you are assigned. If you are molested in any way, immediately notify the Sheriff. Your Leave Permit will assist you in identifying yourself to any local, state, or federal official.

6. When several workers sign the same contract, they should elect a "Crew Leader." The Crew Leader should represent his men in dealings with the employer and with the War Relocation Authority.

7. You have accepted a written Offer of Employment from an employer who desires your services. This is a contract. The War Relocation Authority expects the employers to fulfill all their obligations. It also expects you to fulfill yours and to perform the work in a good and workmanlike manner to the best of your ability. Your employer has agreed to pay you prevailing wages. The War Relocation Authority expects you to pay for the same wages as are customarily paid to other laborers in the locality for similar work. If conditions are not as represented in the Offer of Employment, or if you do not receive prevailing wages, your Crew Leader should ask the employer or his agent (such as the agent company) to remedy the situation. If this fails, your Crew Leader should report the matter to the War Relocation Authority Official in your district, or write directly to the Employment Division, War Relocation Authority, San Francisco, California.

8. You have the right to terminate your contract with the employer by giving him the day's notice. He has the same right. The War Relocation Authority urges both you and the employer not to terminate your contract before completion without just cause. If you terminate your contract, you should try to make a new contract with another employer within the same county as soon as possible. The War Relocation Authority Official in your area, the United States Employment Service Office, or the employer's agent, if any (such as the agent company), who sponsored your coming to the county might assist you in obtaining new employment.

9. You must not, under any circumstances, return to your Center without first securing a Travel Permit from the War Relocation Authority Official in your district.

10. Some evacuees may be going out under agreements which they have made to pay part or all of their transportation because they wished to work for a particular employer, or to bring their families, and the employer was not willing to pay the transportation. In such cases, the head of the family must file the following statement with the Employment Division, War Relocation Authority, San Francisco:

9. Upon completion or termination of your contract, you may enter into a new agreement with another employer for any length of time. Your Leave Permit allows sufficient time to negotiate a new contract. If you make a new agreement, you should apply to the War Relocation Authority in your district for an extension of your Leave Permit and your Special Travel Permit. You must not leave this county unless you secure a Special Travel Permit from the War Relocation Authority. Failure to observe this requirement will subject you to penalties provided by law. In case of serious illness or injury where the services of a doctor or hospital in another county is needed, an exception to this rule will be made provided notice is given as soon as possible after leaving the county. Special Travel Permits will be granted for good cause, but you must return to the county in which you are assigned, your own expense, unless you are assigned to the War Relocation Authority, whose officials at your Leave Permit NO ONE has the right to take you back to your Leave Permit.

10. Your employer or his agent has agreed with the War Relocation Authority to pay the cost of your transportation from the Center and return after completion of the contract. At the end of the employment contract, unless you make a new contract, you will be returned, with all expenses paid, to the Relocation Center or Assembly Center where you previously resided. If you do not have a family at the Center where you previously resided, you may have your choice of returning either to that same Center or to a different Relocation Center designated by the War Relocation Authority. If you wish to return to your Center before completing your employment contract, you may do so at your own expense. Your transportation to the Center will be paid by the War Relocation Authority. If you are returned to the Center, such movement will be arranged once a month. However, if you have to return because of serious illness, prolonged unemployment through no fault of your own, or illness of your family back at the Center, arrangements will be made for you to do so and your employer or his agent will pay your return fare.

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13. Evacuees living in Relocation Centers have the privilege of leaving their dependents at the Center or of taking them with them when securing outside employment. In case dependents are left at the Relocation Center, no charge will be made for their maintenance. At Assembly Centers, heads of families are not permitted to leave their dependents at the Center.

14. While the employer has guaranteed to furnish free transportation to proper medical facilities, they will not be expected to furnish free medical services.