

New WRA Employment Regulations Announced

WRA Administrative Instruction No. 27, revised as of August 7, 1943, is now in effect at Heart Mountain. Its main provisions regarding employment and compensation follow:

I. Basic Policies

The normal outlet for persons desiring employment is relocation outside the centers. The WRA will assist evacuees in finding suitable employment preparatory to relocation.

Subsistence, including food, shelter, medical care and elementary and high school education will be provided by the WRA to evacuees remaining in the centers, and clothing allowances for all who work and their dependents. It is WRA policy to employ evacuees wherever qualified applicants are available in all technical and administrative positions except the principle staff positions.

Referral to outside employers and promotion will be on a merit basis. Not more than one member of any family will be employed on the project when other qualified candidates are available. No private enterprise will be permitted within centers, and those accepting outside employment must apply for leave and live outside the center.

II. Determination of Necessary Jobs

The maximum number of jobs necessary for the operation and maintenance of each center will be determined by the director. Project directors are authorized to exceed the maximum by not more than 10 per cent when necessary to meet emergencies, such as seasonal farm needs.

III. Compensation and Work Rules

Evacuee employees will receive monthly compensation in addition to subsistence at the rates of \$12 for group I, \$16 for group II, and \$19 for group III. Group I is the entrance rate for new workers, trainees and apprentices. Group II includes the majority of evacuee workers, and group III includes jobs requiring responsible supervision of other employees or professional training. Individual jobs will be classified within the three groups according to the standard job classification schedule.

Not more than 15 per cent of the evacuee employees in each project may be compensated at the rate of \$19 monthly except the following who are not to be included in the 15 per cent limit: (1) Evacuees replacing appointive personnel in professional or supervisory positions; (2) Evacuees doing unusually hard or disagreeable tasks, provided the number to be placed in group III does not exceed 5 per cent of the total evacuee personnel on the project; (3) Employees of community enterprises not paid by the WRA.

Evacuees who accept employment with the War Relocation Authority in the centers will be required to observe the same standards of work efficiency which prevail in ordinary employment including a full work day, a full work week, and efficient performance of assigned tasks.

Pay for the month is determined according to classification at the beginning of the period. A change in classification becomes effective at the beginning of the pay period following date of reclassification.

Grounds for discharge will be determined at the discretion of the project director and will include unexcused absence from work, habitual tardiness or leaving the job before quitting time, slackness and inefficiency, and misuse of equipment. Absences not due to illness must be excused in advance. A medical certificate will be required to excuse absence due to illness of more than three days duration.

IV. Fair Employment Practice Procedure

Fair Employment Practice procedure will be set up to enable workers who feel they have received unjust treatment to obtain a hearing regarding working rules and employment compensation. This does not apply to complaints against, or demands for the dismissal of a federal employee or the appointed staff.

V. Extended Illness Compensation.

Regularly employed full-time workers unable to work because of illness are eligible for illness compensation after exhaustion of sick leave. Compensation will be 60 per cent of the full pay rate at which the applicant was last employed: \$7.20, \$9.60 or \$11.40 monthly. Illness compensation will be paid a maximum of 90 days provided eligibility is reestablished every 30 days by submitting a medical certificate.

VI. Hours of Work

The work week will be 44 hours, but the project director will have the authority to require a longer work week, or work at other than regular hours when necessary. Workers employed longer than the standard work week will be entitled to compensatory leave. The worker may, with the approval of his section head, choose the dates of such compensatory leave, but it must be taken before the employee's termination from the job. A job may be extended to cover the period of compensatory time, but such time may not be transferred between divisions. Employment of part-time workers will be permitted, with pay on an hourly basis.

VII. Employment Standards for Persons 14 to 18 years of Age

Minimum age for work in factories is 16, for non-factory employment 14. School
(Continued on Page 2)

(Continued from Page 1)

children may be employed only outside school hours, except as such employment is an authorized part of vocational education within the school program. For hazardous occupations, such as work in sawmills and logging, 18 is the minimum age.

Maximum hours of work for persons under 18 are 8 hours daily and 40 hours a week. The work is not to exceed six days. Combined hours of work and school for persons under 16 are not to exceed 8 daily. Persons under 16 applying for work requiring physical exertion will be required to undergo a physical fitness examination.

Recruitment of persons under 16 for seasonal labor without their families will not be permitted. All persons under 18, whether or not accompanied by parents, must be certified by a physician as physically fit for the proposed employment. Indefinite leave will not be granted persons under 16 unless they are to live with close relatives or guardians.

More Job Offers Received at Outside Employment Office

#1476--3 laborers to make plaster and handle plaster sacks. 80 cents per hour start. Periodic increases. 48-hour week with time and half over 40. AFL union initiation fee \$25 and monthly dues \$3. Cleveland, Ohio.

#1474--2 husky men as laborers to work in manufacture of camouflage nets. Sorting, loading and unloading, spreading out of nets. 44-48 hour week with time and half over 40. 70 cents per hour. Increases to 85 cents. 1 girl. Typing, receiving, checking incoming stocks. \$100 per month to start for 44-hour week. Cleveland, Ohio.

#1482--Laboratory technicians. \$100 to \$110 month to start. Applicants graduated from high school accepted. Hospital has one year laboratory technician training course. Students receive \$25 per month and board, but no room during training course. Applicants with 2 years college plus necessary science courses will be eligible for examination for national registry of laboratory technicians. Washington, D.C. EDC necessary.

#1481--1 truck driver and 1 kennel attendant. Truck driver must have good appearance, able to meet people. Both must like animals. Truck driver has charge of animal ambulance, pick up and deliver animals. Some inside work in kennel. Attendant takes care of about 100 pets. Work consists of feeding, cleaning cages and washing animals. Wages \$100 each. Des Moines, Iowa.

#1503--1 office worker. Must be neat typist. Some experience required. \$90 per month guarantee, plus 40 per cent of salary monthly on profit-sharing basis. Average \$125 per month. Chicago.

#1475--2 practical nurses or nurses' aides. \$100 to \$120 per month. Room and board for one; meals only for the other. Hospital will deduct \$10 to \$15 per month. Cleveland, Ohio.

#1477--2 nurses' aides. \$50 to \$80 per month with full maintenance. 2 assistant cooks. \$55 to \$75 per month with full maintenance. Peoria, Ill.

#1497--2 school graduates to read and select books to go into circulating libraries. \$20 per week during training period of month, more later. Philadelphia, Pa.

#1499--2 artists accustomed to poster work, film cutters experienced in silk screen, printers for factory. Salary depending on experience. Philadelphia.

#1485--Secretaries who can type, take dictation. 1 job is with Citizen's Cooperating committee for the Relocation of Japanese-Americans; another with Council of Social Agencies. Pay at least \$25 per week. Philadelphia, Pa.

#1496--1 secretary. \$25 per week to start. Other office workers, male or female 1 man to wash trucks at night, some helpers to go with drivers on trucks and possibly become drivers themselves. 1 girl for domestic work. \$15 per week. Philadelphia, Pa.

#1455--6 sewing machine operators to make trousers for government. 50 to 55 cent per hour to start. 48-hour week. Chicago.

#1454--2 girls to operate mangles in large steam laundry, night shift. Experienced preferred. 40 cents per hour; 48-hour week with straight pay. Chicago.

#1444--1 children's nurse to take care of children 1 month, 2, 3 and 6 years old. Clayton, Mo.

#1452--1 stenographer with at least one year experience. \$20 to \$22.50 per week. Chicago.

#1502--1 female office worker. Typing, long hand billing, comptometry if possible. 55 cents per hour to start, can go up to 75 cents. 44½ hours per week with time and half over 40. Chicago.

#1504--1 stenographer. \$145 per month. Hours 9 a.m. to 5 p.m.; 5½ days per week. Typing, shorthand, mimeograph, general secretarial work. Able to deal with people in general administration of office side of institutional life. Detroit, Mich.

#1509--6 men for work in timber mill. Work to last till December. 70 cents per hour with time and half over 40. Board costs \$1.20 per day. Bunkhouse, bed and mattress furnished. Painter, Wyo.

#1507--1 girl for housework and care of 2-year old baby. Not much other work besides child care. \$35 per month. Cody, Wyo.

#1508--2 men for harvesting hay and grain, fencing and some irrigating. Work to last till December. \$90 per month with room and board. Cody, Wyo.

#1506--1 cook for 6 to 10 adults on ranch. Work to last till December. \$50 per month, with room and board. Cody, Wyo.

#1467--1 girl for general housekeeping and cooking. \$35 per month. Graybull, Wyo.

(Continued on Page 3)

9- 轉任局管理指令第廿七號

一九四三年八月七日修正の轉任局管理指令第二十七號は既に當ハートマウンテンに於て其の效力を發生した。其の雇備並に報

別に關する主要項目は次の如し一基礎方針 就職を欲する者の

普通通するべき道は外部轉任である。轉任局は轉任に先立ち適當の働き口を見出す様に援助する。轉任所内殘留者にたいしては食料、住宅、醫療及初等並に中等教育を受け且つ全職働者及其の從屬者に被服料を給與する。轉任局の方針はその才能に応じて重要主職以外の總べての職階者に其へ

る。外部雇主への紹介及び昇格には所内雇取中心成績が影響する。求職者過剩の場合は一家族内より一名を限り就職せしめる。所内で私利營業は許されない。外部に働き口を得た者は出所を願ひ出て外部で生活をせねばならない。

二働き口必要数の決定 各轉任所の運営に關する働き口の必

要数は局長が決定する。各所長は長産物形に於ける如き非常緊急の場合には必要数の一割を越えざる範圍で臨時雇備の雇限が與へられて居る。

三 職階並に給料規定 就職者は食費以外に毎月A級は拾九弗を支持せられる。A級は未経験者、原習者見習徒弟の類でB級は就職者の大部分を占めC級は一班の長として責任ある職に就ける者及び特殊の智識技能を有する者である。斯くて何れの職質も此の規定に準じて分類されるのである。各轉任所に於ける就職者中十九弗の被給者数は全就職者数の一割五分を越ゆる事を得ない。但し左記の者は此の内に含まれず。(1)專門又は監督の地位に任命された者。(2)特別困難なる或は一般に好まれざる仕事に従事せる者但しその数は全就職者数の五分を越えぬ事。

(3)國籍事業部の従業員はWR

Aの報酬を受けてゐない。轉任所内の就職者は外部に於けると同等に毎日毎週忠實に能率的に働かねばならない。毎月の給料はその月始めに定められた等級に準じ月半ばに變更された等級は翌月の始めよりその效力を發生する。解雇は所長に依り任意決定され無届缺勤、常習的遅刻或は早引き粗雑無能機械器具の濫用等が含まれる。病氣でない缺勤は前以て許可を得ねばならない。三日以上の病氣缺勤は醫師の診断書を添へて届け出でねばならない。

四 就職者待遇の公平 雇備又は支給の規定に反し法の取扱ひを受けたと感ずる者の爲に就職者待遇の公平を期して疑問の途を開く但し政府任命の職員は解雇要求又は解雇反對の聲にたいしては耳を繕さぬ。

五 病氣手當の延費 正規就職者で病氣の爲に働けない者は缺勤許可日数の經過後は病者手當の特典に浴する

六 働きの時間 一週間の働きは四十四時間であるけれども所長は必要に應じて時間外の働きを要求する権能がある。時間外の働きを爲せし者はその時間数だけの休養を與へられる。休養者は班長と協議の上其の日程を決める事が出来る。但しそれは就職者の辭職以前に爲さるねばならない。休養時間を働きの時間に加算延長する事は出来るが職業の場合一部門より他の部門へ持ち越す事は出来ない。半日働きは時間割の手當で雇ひ入れられる。

七 十四歳より十八歳の雇ひ入れ標準 工場内の働きは十六歳より工場外の働きは十四歳よりである。学生は職業教育として課せられた以外は授業時間外のみ雇ひ入れ得らる。

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十 働きの時間 一週間の働きは四十四時間であるけれども所長は必要に應じて時間外の働きを要求する権能がある。時間外の働きを爲せし者はその時間数だけの休養を與へられる。休養者は班長と協議の上其の日程を決める事が出来る。但しそれは就職者の辭職以前に爲さるねばならない。休養時間を働きの時間に加算延長する事は出来るが職業の場合一部門より他の部門へ持ち越す事は出来ない。半日働きは時間割の手當で雇ひ入れられる。

製材所働きの様な危険の伴ふ職業は十八歳以上である。十八才以下就業者の最長時間は一日八時間一週四十時間である。働き日数は一週六日を越えられない。十六才以下は學校と働きを合せて毎日八時間を超えられない。十八才以下にして力行を要する職を求むる者は、体格検査を受けた上でなければならぬ。十六才以下の者は家族と同伴でなければ季節働きの就く事は出来ない。兩親同伴と否とに拘はらず十八才以下の者は申込まれたる働きに適するや否や醫師の証明を要する。十六才以下の者は近親或は保護者と同居するに非ざれば無期出所は許されない。

◎娯樂部主催の下に来る廿五、廿六兩日に互りカーニバルを開催する事に決定し委員長としてリツチー氏が選ばれた。

◎居住者の大部分は既に集合所で勵チプスの豫防注射をした記

縁かあるが若し最近三年間に同注射をせぬ人は病院で同注射を受ける様アイヴィン病院長から注意があつた。尙既に注射をした人でも希望があれば看護婦キース夫人に申込まれたいと。

◎左記の仕事口希望者は外部職部へ照會されたい

○四人から六人事務員遠記を
○美容院の仕事一週廿五弗昇給
○タイプライター遠記三十
○前後支配人代理として顧客と會談商議の役割ある者一千八百弗より一千九百弗年俸
トロイ
○タイビスト遠記
ある者一週廿七弗五十面デ
トロイ
○女子事務員兼電話係一週廿五弗カゴ
○女子事務員四十時間週廿五弗カゴ
○電気器具修繕所見習一時間四十仙三年位の経験者一時間一弗費府
○タイビスト遠記不要一名週廿二弗四十時間働カゴ
○婦人用ハンカチ圖案係、油繪の経験あれば尙好し週廿

弗保證腕次第五十弗迄カゴ
○四人水内のクック月給百弗
食室付のリーブラント
○三人家内のクック月四十五弗州内
グラリー
○温室仕事二、三名
野菜専門一時間五十仙
○州アシタパール
○セメント會社八十名一時間七十五仙、週四十時間
○ベセル
○洗濯屋仕分人週廿七弗室付
○レイキ
○皿洗ひ二名一時間四十仙食付十二時間迄働けるカゴ
○温室と十五英加の園丁月八十五弗
○ネアポリ
○發送係、荷造り、包裝係五十仙より五十五仙四十時間カゴ
○靴修繕人三十
五弗經驗次第四十弗に昇給カゴ
○夫婦者家庭働月百弗
○夫者田舎家庭働月百廿五弗
○夫者三人家族ニカस्ता
○夫婦者三人家族の家庭働妻は料理とハウスキ
ツパー
夫は庭園と雑務稀れに自動車運轉、食室あり、月給百六十弗
○ペンシルヴァニアライ
ト
○リネンルーム係
女一名要經驗月八十五弗八時

間働六日(五バンストン)印刷所植字工週廿五カゴ

◎ハトト山赤十字支部では今夜七時半廿三區廿五リソ事務所に於いて會合を開き應急手當家庭看護法講習に關する協議をする由なれば各區代表委員の出席を望むと。

◎小學校で三名の体育教師一名は男子受持二名は女子受持を招聘する由なれば志望者は廿二區廿五事務所へ申込まれたし。

◎リヨ洋服洗染所では注文殺到の爲今週はクリニング注文に應じる事が出来ないと四休事業部タガート氏から發表した。

◎紛失、里見八犬傳(黒表紙金文字)上中下三巻を紛失す、發見の方はセンテネル内情報部又は七區卅編輯局へ一報を乞ふ。
H.堀

◎要求、小型レオ及びビゴダック買ひ度し、センテネル内部保安課GWブラウンへ照會