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**MANHATTAN DISTRICT HISTORY**

**BOOK I -- GENERAL**

**VOLUME 8 - PERSONNEL**

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MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL



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FOREWORD

This volume is an account of the operations of the Manhattan District as of 31 December 1946, in the procurement and administration of the personnel required to design, construct, and operate its project, other than the Los Alamos Project, the History of which will be found in Book VIII. It covers the broad fields of Recruitment, Conservation and Utilization of Personnel Labor Relations, Wage and Salary Administration, Selective Service, and Procurement of Military and Naval Personnel. The statutes, regulations and policies affecting employment and the national wartime controls established for the conservation and efficient utilization of manpower are outlined and a brief description given of the agencies administering those controls.

The effects on the District of the wartime shortage of labor, and the controls established for efficient distribution of the available manpower in the Armed Forces and in Industry, are described in detail, with special emphasis on the unusual conditions prevailing on the District's projects and the actions taken to recruit and maintain sufficient personnel to accomplish its objectives.

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MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL

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SUMMARY

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SUMMARY

1. Introduction. - The primary objectives of the Manhattan District Personnel Program have been to recruit and maintain sufficient manpower for the rapid construction and efficient operation of its projects without interfering unnecessarily with other government and civilian activities. To obtain its objectives the District was required to recruit great numbers of employees of all types on a nationwide basis in competition with other important and highly publicized war programs and at a time when there was a critical shortage of manpower. After recruiting the workers the District was concerned with the problems of reducing labor turnover and absenteeism, providing suitable living and working conditions, establishing equitable wage and salary rates and maintaining harmonious labor relations. Other factors to be considered were the security of the program and compliance with the laws, regulations and policies established by the Congress and by the various agencies concerned with manpower. The principal statutes, regulations and policies affecting the District's program were: the Bacon-Davis Act, the Convict Labor Law, the Eight Hour Law, the Fair Labor Standards Act, the National Labor Relations Act, the Selective Training and Service Act, the Building and Construction Trades Wage Stabilization Agreement, the "Little Steel" Formula and various Executive Orders of the President and policies of the Chief of Engineers. The principal agencies which administered these laws and regulations or were concerned with manpower utilization were: The Commissioner of Internal Revenue, the Department of Labor, the Director of Economic Stabilization, the National Labor Relations

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Board, the National War Labor Board, the Selective Service System, the United States Employment Service, the Wage Adjustment Board, the Wage Administration Agency of the War Department, and the War Manpower Commission.

The organization established by the Manhattan District Office to administer the Personnel Program grew with the expanding scope of the District, reaching its peak in 1945 and present form early in 1946. Its activities throughout the several phases of development have been divided among the major fields of: Recruitment, Conservation and Utilization of Manpower, Labor Relations, Military and Naval Personnel Procurement and Administration, Selective Service operations, and Wage and Salary Administration. In all of these activities the District has received invaluable assistance and cooperation from other Government agencies as well as private business concerns and individuals.

8. Recruiting Program. - By the time the Manhattan District began its large-scale recruiting activities, control of the employment and utilization of manpower had been centralized in the War Manpower Commission. The District, therefore, operated in accordance with the regulations established by the Commission and utilized the services offered by subsidiary organizations of that agency. The types of personnel to be recruited covered almost every occupational classification from common laborers to Nobel Prize winners and the methods of recruitment, accordingly, varied widely. Scientific, professional and supervisory personnel were obtained through contracts with leading universities and industrial organizations or were released to the District by their employers. Plant operators were obtained through the U. S. Employment Service and by means of itinerant

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recruiters as were common laborers and unskilled workers. The Building and Construction Trades Department of the American Federation of Labor furnished the vast majority of skilled construction craftsmen. The Manhattan District was the first organization to utilize the system of manpower priorities whereby an applicant was directed by the U. S. Employment Service to a particular employer before being offered any other employment. Starting on an informal regional basis to supply common labor for the Clinton Engineer Works and later on a nationwide basis for the Hanford Engineer Works, manpower priorities were formally established by the War Mobilization Director on 14 September 1943 for a number of key industries. The Number 1 Priority given the Manhattan District under this system, together with the high rating granted by the War Production Board, greatly expedited the District's recruiting program.

The most effective recruiting method was the use of paid recruiters who covered itineraries selected by the War Manpower Commission, utilizing the facilities of the U. S. Employment Service. Supplementing this method was that of direct hire by the officials of the U. S. Employment Service who hired suitable applicants for the account of the employer. When ordinary recruiting methods failed, special programs were inaugurated, such as the Brown-Patterson Plan, whereby electricians were borrowed from their employers for a period of ninety days, and the recruiting plan, for urgently needed machinists and toolmakers, when the War Manpower Commission forced the release to the Manhattan District of craftsmen in these categories even over the protest of employers engaged in other urgent war programs.

3. Conservation and Utilization. - The conservation and utilization

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of manpower on the District's projects were complicated by the factors common to all industries under wartime conditions, such as high labor turnover and absenteeism due to greater demand for labor and higher wages than the peacetime normal. There were also other less common factors affecting the District, such as: isolation of the projects; unusual length of the construction period; expansions in the program; security restrictions; limited housing and crowded transportation facilities.

Exit interview offices were established to determine the causes of labor turnover and absenteeism and to conserve manpower by persuading employees to return to their jobs or by directing surplus workers from one contractor or project to another where their services were needed. Workers leaving their jobs while their services were still needed were refused certificates of availability by their employers, which technically prevented them from obtaining employment for a period of sixty days.

As a result of the lessons learned through exit interviews and other means every effort was made to reduce the causes of absenteeism and turnover by publicity campaigns appealing to the workers' patriotism, by the providing of adequate living and working conditions and facilities for recreation, and by enlisting the cooperation of local business firms and municipalities in establishing business hours and facilities to accommodate the employees outside of their normal working hours. The success of the District's program was attested by the reports of two special teams established at the Clinton Engineer Works and the Hanford Engineer Works to solve manpower problems. These teams each consisted of one representative from the War Manpower Commission, one from Headquarters Army Service Forces and one from the District, all of whom commended the program established

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by the Manhattan District.

4. Labor Relations. - In the field of labor relations the District followed common practices to the extent permitted by security requirements. Where such practices could not be followed other fair and impartial methods were adopted. Construction was carried on by the contractors under closed shop agreements with the unions affiliated with the Building and Construction Trades Department of the American Federation of Labor. An exception to this was made in the case of common laborers whose union could not supply all the men needed. The District reimbursed the contractors for hiring and transportation costs of such laborers recruited in the open market and it was therefore agreed by all concerned that such men would not be required to join the union. In general the operating contractors in restricted areas followed an open shop practice except for maintenance and service contractors, who usually had agreements, verbal or written, with the AFL Building Trades Department unions. Other contractors followed their usual practices, which for industrial concerns usually included union recognition and for university laboratories did not. Because of security requirements, full operation of the National Labor Relations Act could not be permitted since it involved public hearings and investigations that would reveal classified information. In some cases the District conducted elections for the National Labor Relations Board, as in the summer of 1944 and again in November of 1945 at Oak Ridge, and in other cases, the National Labor Relations Board agreed to suspend action on union petitions for elections or the unions involved were persuaded to withdraw their petitions.

At Oak Ridge the first NLRB petition was filed as early as the fall of 1943 for a construction contractor's non-manual employees and by the summer of 1944, two AFL craft unions had petitioned for representation at K-25.

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These petitions were held in abeyance by agreement with the unions concerned. In the fall of 1945 the Secretary of War and Chairman of the National Labor Relations Board agreed that no action should be taken on petitions at Manhattan Engineer District installations. In the spring of 1946, however, it was decided to open Clinton Engineer Works to the unions, but the NLRB, AFL, and CIO were all notified that security still prevented opening up of other installations. NLRB established special procedures to protect security after a thorough investigation of the situation. AFL, CIO and the IAM campaigned in Oak Ridge from May to September 1946. Three plant elections (E-25, Y-12 and X-10) held in August resulted in no decision so that a run-off election was held 10-12 September. The United Chemical Workers, CIO, was successful at the Carbide and Carbon Chemicals Corporation plant and with the help of the U. S. Conciliation Service had negotiated a contract by December 10. The Atomic Trades and Labor Council, AFL, became bargaining agent at Clinton Laboratory and had reached agreement with the Monsanto Chemical Company by December 18. AFL also negotiated written agreements with Reano-Anderson Company for its maintenance and service employees and for the Oak Ridge Firefighters after NLRB elections late in 1946 and with several maintenance and service companies. Elections are pending for the firefighters at Carbide and for the bus drivers and mechanics of the American Industrial Transit Company, as well as several concessionaires.

In spite of continued AFL activity at Hanford Engineer Works, both through the Metal Trades unions and the International Chemical Workers' Union, there has been no recognition of the unions at Hanford Engineer Works, and union petitions for election have either been withdrawn or held in abeyance. The potent organizing force since the summer of 1946 is the

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Columbia Power and Trades Council, AFL, bargaining agent with the Benneville Power Administration. Petitions for elections at Los Alamos (CIO) and at Argonne National Laboratory (IAM) during the summer of 1946 were also held in abeyance by the NLRB at the District's request. At Argonne the Professional and Office Workers, CIO, have shown a strong interest in laboratory employees. The General Electric Company has a nation-wide agreement with the United Radio and Electrical Workers, CIO, which will probably cover the work at Knolls Atomic Power Laboratory at Schenectady and will have some effect at Hanford Engineer Works. In addition, General Electric has union contracts at Schenectady with two small unions for the pattern makers and for draftsmen.

Among the special features brought about by security restrictions on the District's projects were the establishment of grievance procedures within the District to insure equitable adjustments without the necessity of public hearings, the attending of union and other group meetings and review of their correspondence at the restricted village of Oak Ridge and the action by District officials as agents of the Wage and Hour Division of the Department of Labor in making investigations to determine applicability of the Fair Labor Standards Act to certain of the District's contractors.

5. Wages and Salaries. - The administration by the Manhattan District of wages and salaries of its contractors has been such as to permit each contractor to follow his customary policies, provided he stayed within the limits imposed by the economy controls of the contracting officer and the national policies regarding wage and salary stabilization. These controls limited the contractors in their efforts to recruit and maintain the necessary working forces but were effective in preventing inflationary

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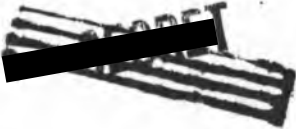
increases in wages and salaries.

The policy of the Manhattan District varies in details for the different types of contracts and the types of operations, such as construction, industrial operation and research, but the general policy in all cases was to permit contractors to pay wages and salaries high enough to perform their work efficiently without being unnecessarily handicapped by a poor quality of worker, excessive absenteeism and turnover, or by shortages of workers. At the same time the District took great care to prevent wages and salaries being raised higher than necessary and each cost-plus-fixed-fee contractor was required to obtain approval of wage and salary schedules by the War Department Wage Administration Agency. Increases were kept within the limits of the "Little Steel" Formula except where otherwise specifically authorized by higher authority. Salaries exceeding \$9,000 per year were authorized by the Under Secretary of War and Major General L. E. Groves and were paid in some cases, after careful investigation, to top professional and executive employees of certain contractors in accordance with their normal salaries.

Construction wage rates were established and adjusted from time to time by the Department of Labor whose decisions were based on prevailing rates paid in the vicinity. These rates were affected by local factors, such as the Tennessee Valley Authority's rates near the Clinton Engineer Works and the West Coast shipyard and aircraft industry rates in the vicinity of the Hanford Engineer Works. They were also influenced by union demands and by the necessity of paying rates high enough to recruit workers from other sections of the country where wages higher than the local rate were being paid.

For industrial contractors operating the District's plants, wage

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and salary schedules were normally established in accordance with the contractors' usual practice and approved by the War Department Wage Administration Agency. Industrial wages are customarily lower than construction wages. This was true at the Clinton Engineer Works and at other projects with the exception of the Hanford Engineer Works, where unusual conditions existed and the Director of Economic Stabilization accordingly approved industrial rates approximately the same as construction rates. The Tennessee Eastman Corporation brought to the Clinton Engineer Works a fully developed wage and salary schedule as a result of previous experience in the operation of privately-owned and Government-owned plants in nearby Tennessee towns. This plan was in general adopted by other industrial contractors at the site. At the Hanford Engineer Works the E. I. du Pont de Nemours Company also had a well developed industrial wage and salary policy as a result of previous experience in similar work. Industrial rates were affected by the same general influences as construction rates.

Research contractors, mostly universities and colleges, were permitted to follow their normal policies with the approval, where required, of the War Department Wage Administration Agency. The personnel of these contractors probably enjoyed the greatest increases in salaries of any of the District's employees. These were given to compensate for the loss of certain advantages and privileges inherent in academic positions and to adjust the salaries of these scientists to correspond with those of their colleagues in industry. In many cases the salaries demanded by scientific personnel were in excess of those considered justified by the Manhattan District, but the demands were met because the project could not succeed without their services.

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6. Selective Service Program. - The Selective Service System was established by the President pursuant to the authorization by the Congress contained in the Selective Training and Service Act of 1940. The system provided for the registration and classification of male citizens and certain resident aliens and their induction for training and service in the Armed Forces, or their deferment from such training and service where required by their employment in essential occupations. The system was directed by a National Headquarters through State Headquarters in each state and territory. The authority to induct or defer registrants was vested in local boards whose decisions could be appealed to local appeal boards and agents or, in certain cases, to a Presidential Appeal Board. The policies and regulations of the Selective Service System were revised periodically to meet the changing requirements of the Armed Forces.

The operations of the Selective Service System had a pronounced effect on the Manhattan District, as on other war projects. While the District made every effort to employ as many draft-exempt personnel as possible, it was necessary to request deferments to prevent serious crippling of the program. This was particularly true in the case of young scientists and technicians in the highly specialized research and operations programs and in cases where changes in Selective Service criteria made large groups of previously exempt employees eligible for induction and necessitated requests for deferments until non-eligible replacements could be obtained.

Beginning with a policy of limiting support of deferment applications to a few special cases, the District was soon forced to take direct action to screen all applications submitted by its contractors and actively support those found to be justified. The screening was done according to current

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Selective Service criteria by experienced personnel who submitted justified or doubtful applications, where necessary, to impartial boards of Army officers for final recommendation. The various State Directors and other officials of the Selective Service System were contacted and shown the importance of the District's program, the need for security which precluded detailed explanations ordinarily required to justify deferments, and the organization established by the District to insure impartial recommendations. In the great majority of cases the Selective Service officials were favorably impressed by the District's procedure and supported all requests which were endorsed by the District representatives. The operations of the Manhattan District in processing deferment cases were generally uniform for construction, operations, and research personnel, each individual's eligibility for occupational deferment being determined by his job classification and the availability of suitable replacements. In the case of supply contractors who, in addition to Manhattan District contracts, would also have work in process for other agencies, it was usually necessary, before recommendations could be made, to make a rather detailed survey of the contractor's plant to determine the particular men required to complete the District's contracts and the period for which they should be deferred. The success of the District's efforts to make impartial recommendations in all cases is evidenced by a survey made in June 1945 by Selective Service National Headquarters of deferment cases supported by sixteen authorized Government agencies. This survey indicated that the Manhattan District led all other agencies in supporting only merited cases.

7. Military Personnel. - When the Manhattan District was charged with the responsibility of developing atomic energy for military purposes, it

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was immediately necessary to recruit thousands of highly technical and specialized workers. Since many such men were already in the army, a military unit was established within the District to which qualified men already in the army could be transferred. Officer personnel were utilized to provide responsible supervision and control subject to military law. Enlisted men were utilized in technical positions to augment shortages in civilian personnel. Enlisted women were employed in positions where security demanded that personnel working therein be under close military control. The assignment of Counter Intelligence Corps personnel is covered in Book I, Volume 14, of this History. Military Police were placed on duty in three areas to furnish constant military guard for restricted areas and to provide for any unforeseen emergencies.

The Manhattan District was activated on 16 August 1942, by General Orders No. 35, Office, Chief of Engineers, dated 15 August 1942. The original authorization for 62 officers was supplemented as the need arose until the peak authorization of 699 officers was granted on 31 October 1945. The first enlisted authorization was for 334 men on 22 May 1943, and was increased until a total authorization of 6,032 was granted on 31 October 1945. The WAC authorization increased from 75 enlisted women on 5 June 1943 to 370 on 31 December 1945. These authorizations were reduced from time to time as demobilization and District requirements permitted. On 12 June 1944, an authorization was received which permitted the District to transfer a maximum of 565 of its enlisted personnel to the Enlisted Reserve Corps, thus permitting such men to be placed on special jobs as civilians, but still under military control.

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The procurement of technically qualified military personnel was a major function of the Personnel Division and required close liaison with personnel offices and centers under both private and government jurisdiction. The Army Specialized Training Headquarters, National Scientific Roster, private manufacturing concerns, and universities and colleges throughout the nation cooperated to the fullest extent in assisting interviewers and recruiters from the District Office in procuring military personnel to help carry on the District program. At the time the first Atomic Bomb was dropped on Japan, over 3500 scientific and technical men had been individually selected and procured.

The general administration of a military organization having its personnel assigned to duties all over the nation, many of which were in secret locations requiring the wearing of civilian clothing, involved many varied and unusual procedures not normally encountered in army administration. At first the administration of the men in the various areas was carried on by correspondence, but in April 1944 the strength had increased so much that it was necessary to decentralize the administrative functions. Originally, the Manhattan "Engineer" District, as it was called, was hidden behind the administrative cloak of the Office, Chief of Engineers, in order to attract a minimum of attention. Personnel authorizations came to the District from Headquarters, Army Service Forces, through the Chief of Engineers, until 31 July 1945, when they began to come direct from Army Service Forces Headquarters. While administratively under the Chief of Engineers, the designation 9812th Technical Service Unit-Corps of Engineers, Manhattan District, was made for the military phase of the Manhattan District and all military personnel were assigned to this unit. As an aid to personnel administration, the Personnel Division has main-

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tained a representative in Washington for the purpose of carrying on personnel business with other Army and Federal agencies in Washington. In October 1944, a loss of security due to the appearance of Military Occupational Specialty Numbers was discovered on the monthly Machine Records Roster from the 4th Service Command Machine Records Unit, which had been processing the District Morning Report. Corrective action taken resulted in a transfer from the 4th Service Command Machine Records Unit to the Military District of Washington Machine Records Unit, a unit set up for the express purpose of servicing morning reports of special and highly classified organizations. The administration of all officer personnel was carried by the Oak Ridge Office until 27 November 1948, when administrative authority was delegated to the Commanding Officer at Santa Fe, New Mexico. The administration of enlisted men was carried on by responsible non-commissioned officers, except in the larger areas at New York, Santa Fe, Richland, and Oak Ridge, where officer personnel were assigned. To avoid subjecting enlisted personnel to overseas replacement procedures, it was necessary to obtain exemptions from reporting District personnel on periodical availability reports required of other organizations by higher echelons. All WAC personnel at all areas, except New York, Santa Fe, and Richland, were administered by the Oak Ridge Office. The WAC personnel administered by the Oak Ridge Office were attached to the 1467th Service Command Unit at Fort Oglethorpe, Georgia, for finance, supply and rations. All WAC personnel received payment for quarters and rations except those stationed at Richland, Santa Fe, and Oak Ridge. Those stationed at Oak Ridge were furnished government quarters and received payment for rations. A large portion of the personnel at the secret Santa Fe Project belonged to an 8th Service Command Unit, over which the Oak Ridge Office exercised no

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jurisdiction. However, as soon as security permitted, it was transferred to the Manhattan District and shortly thereafter the Santa Fe Detachment was organized and the Commanding Officer there was delegated full administrative control. The Santa Fe detachment was granted a personnel allotment of 3355 officers and enlisted personnel.

The control of lost personnel has been an important part of the military personnel office at Oak Ridge. It was determined that future assignments of military personnel transferred from the Manhattan District would have to be controlled in such a manner as to preclude the possibility of their being assigned to a European theater of operations or any area where they might be subject to capture. In order to effect such a control, it was necessary to maintain an accurate locator system on all former personnel. Accordingly, a system was approved by the Adjutant General, and subsequently revised as the progress of the war permitted, which provided for the necessary control.

8. Naval Personnel. - Early in 1944 a number of specially trained personnel were required for operations. Accordingly, a complement of 150 Naval officers specially qualified in the fields of mechanical, chemical and electrical engineering and in chemistry and physics was assigned to the District. These officers filled positions in the operating plants, the District Personnel Division, Patents Section and other units where their qualifications could be utilized. The assignments were temporary, until such time as civilian replacements could be obtained. The first three officers reported in March 1944 and the number assigned rose to a maximum of 143 by July of that year. Beginning in November these officers were released from the District as replacements were obtained until as of 31 December 1945 only seventeen remained. By 31 December 1946 this number had been reduced to eight.



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SECT. 1

SECTION 1 - INTRODUCTION

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MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL  
SECTION 1 - INTRODUCTION

1-1. Objectives. - The objectives of the Manhattan District Personnel Program have been primarily to recruit and maintain sufficient manpower for the rapid construction and efficient operation of its projects without unnecessary interference with other essential activities. These objectives were to be attained in accordance with the provisions of the various statutes and in compliance with the regulations of national agencies concerned with labor practices and manpower utilization.

1-2. Situation. - The Manhattan District projects required great numbers of men and women for their design, construction and operations, 120,000 being employed by the construction contractors and the "fixed-fee" supply, operating and research contractors at the peak employment period (See App. A-1). These workers were drawn from all parts of the Nation in competition with other important and highly publicized war programs and were recruited at a time when the manpower situation was extremely critical. Once employed, it was necessary to keep workers on the job by insuring liberal treatment in matters of wages, hours and living conditions. The District, in common with similar organizations, was governed by the policies and regulations of the War Department, War Manpower Commission, Selective Service System, Department of Labor and other agencies concerned with manpower utilization. Although it was the most urgent program in the Nation, the high degree of security necessary prevented publicity aimed at keeping workers on their jobs

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by emphasizing the importance of the Project and the part played by the workers in attaining its objectives. Limited housing and transportation facilities on and in the vicinity of the projects added to the difficulties of recruiting and retaining employees. The rapidly changing requirements of Selective Service necessitated by the changing course of the war vitally affected the District's operation, often requiring the obtaining of temporary deferments to prevent crippling of the work before replacements for draft-eligible workers could be obtained.

1-3. Operations. - The personnel operations of the District comprised recruitment, establishment of equitable wage and salary policies, insuring compliance with the various wage and hour and Selective Service statutes and regulations, action to decrease labor turnover and absenteeism, and action on behalf of Government agencies charged with enforcement of such regulations when security prevented investigations by outside organizations. In general, contractors recruited their own personnel and established their own wage and hour schedules, subject to review, coordination and supervision by the District. The District also took steps to obtain special assistance from agencies controlling manpower when contractors' efforts to <sup>obtain</sup> obtain or retain personnel were unsuccessful. ✓

1-4. Applicable Statutes, Regulations and Policies. - The operations of the District have been subject to the existing labor laws, regulations, and policies. Certain of them were inaugurated in peace time but were applicable or were modified so as to be applicable to wartime work. Others were established specifically to meet wartime conditions. The principal statutes, regulations and policies controlling the employment practices of the District are contained in App. B-1.

1-5. Agencies Affecting Labor. - Certain of the national agencies involved in the administration of labor matters were established prior to the war program and continued to function within their respective authorities throughout the war program; others operated on an expanded basis to handle certain operations peculiar to the wartime economy; and certain new agencies were set up to handle specific phases of the war labor situation throughout the war program. Various reorganizations of the labor agencies occurred from time to time as well as realignment of the scopes and procedures of individual agencies. The principal agencies affecting the Manhattan District's manpower recruitment and utilization and the general scope and functions of each are shown in App. B-2.

1-6. Effects of Security Restrictions.- Rigid security was an ever-present factor in all phases of the District's program. The highly secret nature of the work prevented adequate publicity campaigns aimed at reducing labor turnover and absenteeism, required administration by the District of the Fair Labor Standards Act (See Section 4), the presence of District representatives at union and other group meetings, and, with the permission of the unions and labor groups, review of some of their official communications to insure that no information as to the size, scope or complexity of the projects was released to persons unauthorized to have it. Security restrictions also tended to make an "open shop" for operating contractors advantageous in the avoidance of public hearings by the National Labor Relations Board, with their resultant publicity; in lieu of such hearings a grievance procedure was established within the District. In the spring of 1946 Clinton Engineer Works was opened to unionization with appropriate modification of NLRB procedures to protect security.

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1-7. Manhattan District Personnel Organization, -

a. General, - The Personnel Division developed with the growth of the District, reaching its present form early in 1946. Prior to the transfer of the District Office to Oak Ridge in August 1943, the various personnel activities of the District were performed by the Administrative and Control Officers (See App. A-2), the more routine operations being distributed to those departments whose work was similar. A small Military Personnel office existed, which also carried on the liaison work with the Selective Service System. A small Labor Relations Office handled wage and salary schedules but was combined with the Safety Section (See Book I, Volume 1).

Subsequent to the move to Oak Ridge, the Control Office acquired the responsibility for the combined District and Clinton Engineer Works Military Personnel Sections and Labor Relations Sections and the organization began to expand to handle new responsibilities (See App. A-3). The work of the Safety Section became so great that it was set up separately.

In February of 1944, Lt. Col. C. A. Nelson was assigned the duties of Director of Personnel, taking over the existing sections as a basis for the Personnel Division that was to be built up. As Director of Personnel he reported to the District Engineer and the Control Office was relieved of the burden of detail involved (See App. A-4). In the year following its establishment, the Personnel Division expanded considerably. The Selective Service Section opened four field offices staffed by experienced enlisted men obtained from the Selective Service System's State Headquarters. These four offices, located in New York City; Chicago, Illinois; Pasco, Washington; and Oak Ridge, Tennessee; divided the United States into four large areas and provided immediately

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available assistance to Area Engineers and contractors located away from the District Office. The Labor Relations Section grew in a similar fashion and four Regional Labor Offices were also established in New York, N.Y.; Chicago, Illinois; Pasco, Washington; and Oak Ridge, Tennessee. Experienced personnel to meet the increasing demands for assistance in recruiting and handling labor relations were obtained from other offices of the War Department. The Military Personnel Section expanded rapidly to handle the increased number of enlisted personnel required to fill scientific and technical positions with the contractors and perform security measures. WAC personnel were required to handle cryptographic work and other classified clerical duties and a WAC Detachment Headquarters was established. The Military Personnel Section was subdivided into Enlisted and Officers' subsections and the Enlisted subsection established field units to administer those enlisted men assigned to other sections of the country. An Enlisted Man's Procurement, Assignment and Utilization Section was established to take over all functions not involved with the administration of enlisted men as a military unit. The assignment of Naval personnel required the establishment of a Naval Unit Headquarters, the administration of which was assigned to the Personnel Division.

After V-J Day the field Selective Service and Labor Offices were closed and their functions moved back to Oak Ridge except at Hanford Engineer Works and Los Alamos where labor officers remained on the staff of the Commanding Officer. The number of people in the Division at Oak Ridge was greatly reduced and functions consolidated (See App. A 4.1).

b. Key Personnel. - The key personnel concerned with the Manhattan District Personnel Program are shown in App. B-3.

1-8. Acknowledgments of Assistance. - The manpower problems of the

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Manhattan District could not have been solved without the whole-hearted assistance of many Government and private organizations and the outstanding cooperation of certain individuals in those organizations. While it is not possible to list all who gave valuable assistance, organizations and individuals who have been particularly helpful and cooperative are listed in App. B-4.

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SECT. 2

SECTION 2 - RECRUITING PROGRAM

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SECTION 2 - RECRUITING PROGRAM

2-1. General. - At the start of the War Construction Program in 1940 recruiting of construction workers was carried out with little Government direction through the unions affiliated with the Building and Construction Trades Department of the American Federation of Labor and the United States Employment Service. Following the outbreak of hostilities on 7 December 1941, manpower controls were gradually tightened, culminating in the establishment of the War Manpower Commission in April 1942 and the progressive extension of its powers coupled with its absorption of other agencies such as the Selective Service System and the United States Employment Service. By the time the Manhattan District began its large-scale recruiting activities in 1943 the procedures of the War Manpower Commission and its agencies were well established and labor recruiting was carried on through their services. The United States Employment Services continued to permit the American Federation of Labor unions to recruit and move skilled tradesmen, but the common laborers' unions did not have sufficient membership to supply demands so that unskilled labor was recruited through the United States Employment Service from the general labor market.

2-2. Types of Personnel. - The types of personnel necessary to carry on the work of the District were so varied that a compilation of them would make a fairly complete dictionary of occupational classifications. They included such dissimilar types as dredge crews and glass-blowers, carpenters and chemists, common laborers and Nobel prize winners. The bulk of personnel fell into two general classes, construction

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laborers and mechanics, and plant operators, but many difficult recruitment problems were presented by the chemists, physicists, laboratory technicians and others needed who, although fewer in number, were as difficult to find as the larger numbers of more common skills.

2-3. General Recruiting Methods.- Recruiting methods varied as much as the types of personnel required. The majority of skilled construction craftsmen came to the projects through the channels of unions affiliated with the Building and Construction Trades Department of the American Federation of Labor. Common labor, maids, cafeteria workers, production trainees and other less skilled personnel were recruited by paid recruiters following itineraries established by the War Manpower Commission as outlined in Par. 2-5. More skilled plant operators were often obtained by placing recruiters in places where plant outbacks were taking place. Such places were chosen by agreement between the War Manpower Commission, the contractor concerned and District officials. Information on outbacks came from other technical services of the Army, the War Manpower Commission, business friends of the contractors and other sources. In the cases of such scarce classifications as machinists and electricians it was necessary from time to time to institute special recruitment programs, which are discussed in detail in Par. 2-6.

Many of the supervisory and technical personnel were recruited by contractors within their own organization. The du Pont Company, for instance, took many of its top technical and supervisory personnel from other branches of its business and placed them on work at Hanford Engineer works, Clinton Engineer Works and Wilmington. The Tennessee Eastman Corporation drew upon its Kingsport, Tennessee, plant and upon the East-

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man Kodak Plants in Rochester, New York, for many top people. Research contracts placed with various universities brought many of the nation's top scientists to the Project. Other scientists and executives were obtained through releases negotiated by Project contractors with the assistance of the District and through the Office of Scientific Research and Development (See App. B-1). Large chemical firms, for instance, would release key persons to Project contractors in many cases upon representation by the Manhattan District that their services were vital to the war effort. When firms would not agree to releases, it was sometimes necessary to obtain releases by virtue of the District's high manpower rating. In these cases the War Manpower Commission issued statements of availability over the employer's protests if the District insisted that a man's contribution to the war effort would be greater with the District than with his regular employer (See App. B-5).

Another important source of technical personnel was a special recruiting program carried on by Dr. Samuel T. Arnold at educational institutions.

2-4. Manpower Priorities. - Formal manpower priorities, whereby applicants for employment are first referred to a certain employer before being offered any other employment, were not established until the fall of 1943, but an informal system of priorities was arranged for the Manhattan District several months earlier. Early in 1943, a critical shortage of common labor developed at Clinton Engineer Works and by June of that year the situation was such that the work was in danger of dropping behind schedule. Some three hundred laborers were required at once (See App. C-1). Since the common laborers' union was unable to

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supply when needed, recruiting was done through the U. S. Employment Services. A special representative was assigned to the Project by the War Manpower Commission to aid the District contractors in recruiting laborers in the six southern states of Alabama, Florida, Georgia, Mississippi, South Carolina and Tennessee. These states comprised WAC Region VII, one of the few areas in the Nation having a labor excess. Arrangements were made to have all applicants referred to the contractor's interviewer before any other offer of employment was made, and the WAC representative had full authority to issue Certificates of Availability which permitted men working for non-essential employers to accept work at Clinton Engineer Works even against the wishes of the employers. This arrangement was the first use of such a "priority" for manpower. When the supply of laborers in Region VII was found to be insufficient, operations were extended to neighboring areas until the required number was obtained (See App. C-2). A similar plan on a nationwide basis was authorized to supply the Hanford Engineer Works located in WAC Region XIII where severe labor shortage existed. Formal manpower priorities were established by the War Mobilization Director on 4 September 1943 when Area Production Urgency and Manpower Priorities Committees were set up in certain key West Coast cities (See App. C-3). Manhattan District projects were not at first included in the so-called "West Coast Plan", but the plan was later extended until by July 1944 it had a nationwide application (See App. C-4). With the extension of the manpower priorities system, the District was assigned Number 1 Priority by War Manpower Commission Field Instruction No. 416,

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Supplement 1 of 21 June 1944. This, with Supplement No. 2, issued on 27 November 1944 (See App. B-6) gave the Manhattan District undisputed precedence in both local and inter-regional recruiting. The War Production Board also cooperated in this by placing the District's projects at the top of a list of twelve urgent programs in its Program Bureau Bulletin No. 7 of 2 March 1944 (See App. C-5).

2-5. Itinerant Recruitment and U. S. Employment Service Direct Hire Programs.- Recruiting of labor by hired recruiters following regular itineraries established by the War Manpower Commission was used wherever possible. Under this system, the recruiter spent the necessary time in the U. S. Employment Service offices along his route interviewing and hiring applicants for the employer. This was used particularly for Hanford Engineer Works where only one contractor was involved. The second method was direct hire by the U. S. Employment Service for the account of the employer. Recruiting agents for the contractor or for the Army where several contractors were involved on a project, were stationed in key cities to receive and forward employees hired by the U. S. Employment Service offices in the surrounding areas. The latter method was not so effective as the use of itinerant recruiters, because USES recruiters, having many other duties, could not make the concentrated effort which was possible for full-time paid recruiters of the contractor, but it did form a valuable supplement to their efforts. An example of the relative effectiveness is indicated by the hires at Hanford Engineer Works during the period 20 November 1943 to 20 December 1943. Of the 9,870 hires made, 86% were made by recruiters and 12% by the USES offices.

2-6. Special Programs.

as General. A few occasions arose when an urgent need de-

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veloped for skilled workers in certain trades which could not be met by the usual recruiting methods. Extraordinary measures were then taken to secure the craftsmen required. The two principal programs carried out to meet such emergencies are shown in the following subparagraphs.

b. Brown-Patterson Plan. - By 15 June 1944 it had become obvious that all ordinary recruitment procedures were failing to procure 2500 additional electricians needed to complete the work at Hanford and Clinton Engineer Works on schedule. To solve this difficulty, a plan was worked out by Under Secretary of War Robert P. Patterson, Mr. Edward J. Brown, President of the International Brotherhood of Electrical Workers, AFL, and General Groves whereby electricians would be "borrowed" from other employers for a period of ninety days. The cooperation of the National Electrical Contractors' Association was enlisted and a news release was issued by the War Department setting forth the needs of the District (See App. B-7). This plan produced the workers needed in two months but was continued to provide replacements at Clinton Engineer Works.

g. Machinists and Toolmakers Program. - Machinists and toolmakers have always been difficult to find in numbers sufficient for the District's needs. Accordingly, when 190 additional men in these classifications were required late in 1944 for Project "Y", extraordinary measures were taken to obtain them. The War Manpower Commission had issued instructions to its Regional Directors on 21 October 1943 (See App. B-5), authorizing them to certify certain workers as available to the Manhattan District even over the protests of their employers in other urgent war programs and this authority was continued to provide

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the machinists and toolmakers needed (See App. C-6). With this authority as a basis, special recruiting teams, each composed of one Army officer, one recruiter and one security agent, were sent out by the District into WAC Regions I, II, III, V, VI, VII and procured the workers needed for the Project in a period of one month.

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SECT. 3

SECTION 3 - CONSERVATION AND UTILIZATION

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### SECTION 3 - CONSERVATION AND UTILIZATION

3-1. General. - After workers had been recruited and placed on the job the next problem was that of creating and maintaining conditions which would induce them to remain as long as needed. To accomplish this end it was necessary to establish procedures to discover grievances and difficulties, analyze the factors involved and take necessary corrective action in so far as possible, consistent with the best overall interests of the Government. The various factors deterrent to maintaining sufficient manpower on the various projects and the actions taken to overcome them and others are outlined in the following paragraphs.

3-2. Deterrent Factors. - As on most war projects, turnover and absenteeism were higher on the District's projects than the peacetime normal. Some of the major factors affecting labor turnover were; (1) isolation of the projects, which particularly affected operations personnel accustomed to living in larger cities; (2) length of construction period, extending over several years, which made it difficult to retain construction workers accustomed to completing a job and moving on every few months; (3) expansions in the program which were inherent in a project of such a unique type, but which caused changes in the employment program by creating new and unexpected demands for various types of workers; (4) security, which precluded conduct of normal publicity campaigns emphasizing the importance of the Project in the war effort and sustaining the workers' interests; and (5) limited housing and crowded transportation facilities.

3-3. Exit Interviews. - It was to the best interests of the projects to reduce labor turnover to the minimum as it was easier to obtain

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a competent worker by keeping on the job one who was already employed than by recruiting a new one to take his place. The exit interview was one of the principal techniques used to accomplish this retention. Exit interview offices were established in August 1943 for the purpose of interviewing those voluntarily leaving their jobs, those terminated as forces were reduced, and those discharged for cause. This system encouraged each employee in these categories to visit an exit interview office before being finally terminated. Each employee voluntarily leaving his job was to be interviewed to determine his reason for quitting and if his record was good an attempt was made to persuade him to return to his former job or, if this failed, to take another job on the same project where his services were needed. Employees terminated for reduction in force were to be directed to other jobs on the Project, if their services were required, or to other essential war projects. Employees discharged for cause were interviewed to determine if they could qualify for work with some other contractor on the same project. Unless cleared by the exit interview offices, discharged workers were not eligible for employment on the same project.

Not only did the exit interview offices serve as a weapon to attack turnover by sending workers directly back to the jobs they planned to leave, but they furnished valuable information on the principal causes of turnover on each project (See App. A-5 & Par. 3-5). This information enabled those in charge of the work to plan necessary corrective action. In addition to problems involving turnover, the exit interview offices served as clearing houses to direct surplus workers of one contractor to another on the same project who had need for them. In other cases,

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they were utilized by individual contractors to effect transfers between departments or divisions of a single activity.

g. Hours of Work. - In addition to the usual causes of turnover on construction, such factors as the hours of work often had important bearing. At Hanford Engineer Works, for instance, construction followed a 58-hour week schedule until 1 August 1943, when the du Pont Company reduced the schedule to 48 hours per week against the advice of General Groves. Turnover among steamfitters, electricians and other critically needed trades rose sharply. In September, General Groves ordered du Pont to increase working hours to 9 per day, resulting in a 54-hour week. This not only reduced turnover, but increased the recruitment rate. Longer hours, with more take-home pay, often proved more effective than exit interviews and extensive recruiting programs.

3-4. Absenteeism. - The companion problem of turnover was absenteeism. "Chronic" absenteeism was the greatest single reason for terminations of employees for cause and thus constituted the most important factor in turnover. Absenteeism and turnover were both symptoms of the wartime economy. When there are more jobs than persons, it is natural for employees to go from job to job seeking higher wages or better living conditions. Larger incomes, resulting from higher wages and longer hours, provided less compulsion for steady work than the lower incomes of peacetime. Under these conditions, corrective action was directed toward making living and working conditions as attractive as possible and appealing to the workers' sense of patriotic duty

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through "presenteeism" contests, company newspapers aimed at developing job interest, use of billboards, movie trailers and any other media available for reaching the public. (See App. B-8).

3-5. Recreation, Living and Working Conditions. - Exit interviews at Hanford and Clinton revealed that one of the major factors in job dissatisfaction was the lack of facilities present in normal American towns and cities. To the seasoned construction workers, the projects offered conditions above the average, but to the man engaged in a construction job for the first time and to the men and women who took production jobs, life on the two projects represented a marked change from that in the cities from which many of the recruits came. To meet this need, the Army constructed housing believed to be reasonably adequate for the various classes of personnel and provided such recreation facilities as movie houses, baseball diamonds, tennis courts and recreation halls. The recreation halls provided facilities for bowling, dancing, pool and other activities. These are described in detail in Book I, Volume 12 and Book IV, Volume 3. While these facilities failed to take the place completely of the "bright lights" that cities provided, they did assist a great deal in keeping workers on the job.

Other steps taken to combat absenteeism and turnover were the provision of subsidized transportation, establishment of nursery schools for working mothers, location of tire and gas rationing offices on the job, and construction of conveniently located shopping facilities. There were also instituted community relationship programs in cities and towns near the various projects. Merchants and proprietors of service establishments were persuaded to keep their places of business open at night so that workers would not have to take a day off to shop or have their

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cars repaired. City officials were encouraged and assisted in developing recreation programs.

3-6. Special Project Teams. - By May 1944, the labor supply and labor conservation problems at both Hanford and Clinton had become of such concern to the Manhattan District and the National Office of War Manpower Commission that special project teams were established to deal with the situation. The teams were not to write reports, but to take action in correcting any manpower problems which were interfering with construction. Each of the two teams was made up of a representative of W. M. C., a labor officer from Headquarters, ASF, and a Project representative. After carefully studying the problems, the teams reached the conclusion (See App. B-9 and B-10) that those directly in charge of the work were already doing an excellent job.

3-7. Reductions in Force. -The recruiting and personnel conservation programs accomplished their objectives in that the plants were built and staffed with operating personnel. Construction forces which reached a peak of about 90,000 in April 1944 began to decline rapidly, numbering 46,726 at the end of the year, 8,153 at the end of 1945, and 3,003 on December 31, 1946. (See App. A-1). Many of the construction people, as their jobs were completed, took jobs in operation and maintenance. Operations and research forces at the plants and laboratories numbered 68,928 in May 1945. Due to the end of hostilities, the closing of some installations, greater production and increasing individual skills, it became possible to make drastic reductions in personnel at some of

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the plants. Lay-offs occurred at the Tennessee Eastman Corporation in Oak Ridge, the Radiation Laboratory at University of California, the SAM Laboratory in New York, and at Houdialle Hershey in Decatur. In an effort to save needed personnel for atomic energy work, a procedure was developed whereby the Labor Branch served as a clearing house or a referral agency which referred all personnel made available at these plants to other projects. This program was of great value in that many of these people, particularly in the scientific and technical fields, were employed at Los Alamos, Clinton Laboratory and Carbon and Carbide Chemicals Corporation at Oak Ridge, the Metallurgical Laboratory at Chicago and Monsanto at Dayton. From the peak of employment in operation and research of approximately 69,000 people in May 1945, employment was reduced to about 38,000 at the end of 1946. (See App. A-1). A table shows employment strength for both construction and operation by the month since the peak of construction in April 1944. (See App. A-1.1).

3-8. Statistical Data. - Appendix A-6 contains a series of charts showing in graphic form the experience of principal Manhattan District projects in labor turnover, absenteeism, etc.

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SECTION 4 - LABOR RELATIONS

SECT. 4

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SECTION 4 - LABOR RELATIONS

4-1. General. - Labor Relations, as used in this section, may be defined as those policies and activities concerned with the maintenance of harmonious relations and the equitable settlement of disputes between management and labor. In the Manhattan District common practices were followed to the extent that security permitted and where such practices could not be followed without jeopardizing security, other fair and impartial methods were adopted.

4-2. Construction.

a. General. - Construction work for the Manhattan District, like almost all other war construction work, was carried out under closed shop understandings between construction contractors and the unions affiliated with the Building and Construction Trades Department of the American Federation of Labor. These understandings, generally oral but definite and well enforced, provided that the contractor would obtain his labor (with the exception of office workers and field engineers) from the unions as long as the unions were able to supply men. When the supply of union men was exhausted, the contractor was free to hire whom he desired, but these new hires were generally required to join the union. An exception to this policy of requiring union membership as a qualification for work was instituted on 14 December 1943 at Clinton Engineer Works for common laborers as a result of a directive from General Groves (See App. C-7). As mentioned in Par. 2-1, the common laborers' union was able to supply only a fraction of the labor needed to carry out the work at this Project. All contractors recruited laborers through the War Manpower Commission and in accordance with its regulations, paid transportation from point of hire to the Project.



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Since the Manhattan District was reimbursing the fixed-fee contractors for this recruiting and transportation expense, it was not deemed proper to permit the contractors to require these laborers to join the union. If union membership was required, it placed the Government in the position of recruiting members for a union.

b. Work Stoppages. - From the start of the Manhattan District construction program until 31 December 1946, there occurred fifty-one work stoppages because of labor disputes on construction, involving the loss of 374,867 man-hours. An analysis of the stoppages is shown in App. A-7. The loss resulted in one-tenth of one percent of potential working time. Work stoppages resulting from labor disputes were confined to five projects: Clinton Engineer Works, where there were thirty-two work stoppages involving the loss of 343,157 man-hours of .15 percent of potential working time; Hanford Engineer Works, where there were four work stoppages with 14,899 man-hours lost resulting in .012 percent of potential time; Decatur with twelve stoppages involving the loss of 13,387 man-hours or .313 percent; St. Louis with two stoppages totaling 800 man-hours lost or .075 percent; and Tenawanda with one stoppage and a loss of 2,624 man-hours or .177 percent. While the Decatur project at its completion in November 1944 had accounted for only 1.5 percent of the construction man-hours worked, it experienced a loss of thirteen percent of the District wide potential working time up to that point. The most common single reason for stoppages was jurisdictional disputes between crafts. Next in frequency were strikes resulting from protests over the discharge or transfer of individual employees and dissatisfaction with wage rates, the latter becoming more pronounced following V-J Day, because of the reduction in overtime hours.

4-3. Operations.

a. General. - Throughout the war, operating and research contractors at Clinton Engineer Works, Hanford Engineer Works, the Metallurgical Laboratory (later Argonne National Laboratory) in Chicago, SSM Laboratory in New York and Los Alamos generally maintained an open shop. Other contractors, whose Manhattan District work was a small part of their production, maintained their usual labor policies which, in the case of manufacturing concerns, like Allis-Chalmers, Chrysler, Hooker Electrochemical Co., Electro-Metallurgical Co., and Linde Air Products were union and, in the case of most of the university research laboratories, were non-union. The University of California at Berkeley, however, recognized the Alameda County Building Trades Council unions as setting the rates and employment conditions for all of the maintenance employees at the University, who were paid the same rates as construction laborers and mechanics. The University of Chicago had a written agreement with CIO's State, County and Municipal Workers of America for maintenance and service employees but the contract required little more than recognition and has never been a factor in Manhattan District work. Two of the principal Manhattan Engineer District contractors, the Du Pont Company at Clinton Engineer Works and Hanford Engineer Works and Tennessee Eastman Corporation at Clinton Engineer Works, had never been unionized except in one or two isolated cases. The service companies, like Roane-Anderson at Clinton Engineer Works, Robert E. McKee and later the Sia Company at Los Alamos and Morrison-Knudsen at Hanford Engineer Works, were all fundamentally construction contractors used to dealing with the construction unions so that although they usually

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did not have written agreements, they had else understandings with the Building Trades unions to furnish most of their men. The Houdaille-Hershey plant at Decatur, Illinois, also had an agreement with the Building Trades Unions, AFL.

In order to protect security during the war period, the usual peacetime activity of the unions in organization could not be permitted in restricted areas, such as Clinton Engineer Works, and the full operation of the National Labor Relations Act was suspended. Unless an agreement with an employer could be reached, a union had to petition for a hearing before the National Labor Relations Board in order to be recognized as a bargaining agent for a new plant. Since the hearing was public and at that time the very names, classifications and the number of people involved were secret, such a proceeding would endanger the security of the District program. In the same way the ordinary procedures of the Wage and Hour Division in investigating alleged violations of the Fair Labor Standards or Walsh-Healey Acts and the investigations of Fair Employment Practices Committee were likely to reveal classified information. In most cases, the District persuaded the federal agency concerned or the unions involved to waive the usual procedures and if an investigation or election was required, the District conducted the investigation or election for the agency concerned. As agents of the Wage and Hour Division, Manhattan District officials made two investigations. These involved the Metallurgical Laboratory of the University of Chicago (See App. C-10) and the operations of the Reane-Anderson Company at Clinton Engineer Works (See App. C-11). In both cases, it was determined that the work was covered by the Act, and steps were taken to bring about compliance by the contractors involved. Similarly, District labor officers reported to the

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President's Committee on Fair Employment Practices on the hiring, housing and transportation of negroes at Hanford and Clinton Engineer Works.

b. Clinton Engineer Works. - By the summer of 1944 two AFL craft unions had asked for recognition in the Carbide and Carbon Chemicals Corporation plant and were showing an interest in the Tennessee Eastman Corporation operations. The first NLRB petition was filed by the International Brotherhood of Firemen and Oilers in August, 1944, for the Carbide power plant, which the following month was amended to include the International Brotherhood of Electrical Workers. The National Labor Relations Board scheduled a hearing for 24 October 1944, which was postponed several times at the request of the Army. On 30 November 1944 a meeting was held in New York City, attended by General Groves, Colonel Nichols, Lt. Flaherty and representatives of Carbide and Carbon Chemicals Corporation, Tennessee Eastman Corporation and the Feroleve Corporation, at which the entire problem of security was discussed and plans were made to request a postponement of any NLRB proceeding. On 5 December 1944, Undersecretary of War Patterson, Edward McGrady, Labor Adviser to the Undersecretary, General Groves, A. L. Wegener of the International Brotherhood of Electrical Workers, and Joseph P. Clark of the International Brotherhood of Firemen and Oilers met at the White House with James F. Byrnes, War Mobilization Director. The labor representatives of these two organizations agreed to a postponement of NLRB hearings provided they were permitted to represent their membership in the handling of grievances. I.B.F. & O.'s John F. McNamara notified Mr. McGrady, by letter dated 6 December 1944, of his understanding of the agreement reached. The International Brotherhood of Electrical Workers' understanding was confirmed by a meeting on 9 December 1944, attended by General Groves, Mr. McGrady, Colonel Nichols, Colonel Barker,

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Lt. Flaherty, Mr. Wegener and the two I.B.E.W. local representatives, Mr. Clarence McMillian and Mr. Dewey Davis. A few days later a meeting was held with the president of the International Association of Machinists, Mr. Harvey Brown, and another representative, Eric Petersen, who agreed to postpone action on a petition they had filed for bargaining rights with Roane-Anderson Company (See App. C-9), and to see General Groves before any action was taken on other Cases. The I.A.M. also expressed an interest in Tennessee Eastman Corporation and filed a petition 6 February 1945, which was held in abeyance.


The grievance procedures referred to had already been outlined in a letter 27 September 1944 (See App. B-11) to all the operating contractors at Oak Ridge, which established procedures similar to those used in government-owned, privately-operated plants of the War and Navy Departments (statement of labor policy of 22 June 1942). The procedures permitted an employee to take up his grievance through various levels of supervision and to be represented in the final step by a representative of his own choosing with final review before representatives of the District Engineer. It was originally intended that the unions be given an opportunity to represent their membership in settling grievances in this last step, but because of the classified nature of the work at Clinton Engineer Works, the Army had to insist that the representative chosen be an employee of the contractor, who would thus not gain any further knowledge of the work by hearing any grievance. Satisfactory grievance procedures were filed by all the contractors at Oak Ridge in late 1944 except Carbide and Carbon Chemicals Corporation, which objected to permitting a union steward to represent its employees. At a meeting on 3 March 1945

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the position of Carbide was thoroughly explored in the presence of Colonel Nichols, Colonel Hodgson, Lt. Col. Nelson, Major Stagg, Lt. Flaherty, Messrs. Center and Lane of Carbide and Carbon Chemicals Corporation and Mr. Baker of Tennessee Eastman Corporation. Colonel Nichols finally decided that it would not be necessary for Carbide to deal with the unions at all since all the grievance procedures provided for arbitration of such grievances by the District Engineer where the unions were free to represent their membership.

At this time the International Brotherhood of Electrical Workers' members in the power house had a number of complaints against Carbide supervisors, which led to several investigations but made no fundamental change in the hearing of grievances. The bad feeling between Carbide and the I.B.E.W. members finally led to an incident, in June of 1945, which resulted in the walkoff and subsequent discharge of a Mr. Swain and fourteen other employees. This case became the first unfair labor practice charge filed with the National Labor Relations Board, October, 1945. A few days later, the International Brotherhood of Firemen and Oilers petitioned the NLRB for a strike vote under the Smith-Connally Act. This vote was taken by mail by the tenth Regional Director of the NLRB and ballots were counted 2 December, 1945. Thirteen voted to strike and fourteen voted against striking but most of the men polled did not return the ballots.

Meanwhile, discussions were held with the NLRB and it was finally decided that in spite of the end of the war, security did not permit the holding of NLRB elections in the plants. The Secretary of War wrote the Chairman of the NLRB to that effect on 26 September 1945 (See Exhibit B-22),



and Chairman Paul Herzog replied 1 October 1945, promising continued cooperation.

By December, 1945, however, meetings of unions, chartered locally, were permitted at Oak Ridge on the same basis as other organizations; that is, the meetings were attended by an Intelligence Officer who insured that discussions did not reveal classified information. Communications between the local unions and their national organizations were likewise reviewed for the same reason.

In the meantime the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, who had organized the bus drivers employed by American Industrial Transit Company while they were under Roane-Anderson Company, demanded a written agreement, filing a strike notice under the War Disputes Act after the contractor's refusal to negotiate. An NLRB poll showed 93.7% of the valid ballots in favor of striking. An NLRB consent election conducted by District officials with NLRB procedures was held 2 November 1945, and the union was certified as bargaining agent. An agreement was reached by 1 February 1946, the first written union contract at Oak Ridge to become effective.

In the spring of 1946 it was decided to permit regular National Labor Relations Board procedures to function at Oak Ridge but, in the Secretary of War's letter of 22 March 1946 (App. B-23) to Mr. Herzog, Chairman of the National Labor Relations Board, announcing this decision, it was pointed out that security still prevented processing of NLRB cases at all other MED installations. A preparatory meeting was held with the Building and Metal Trades unions, AFL, on 9 April in Washington, and the unions agreed to hold up cases at other installations other than Oak Ridge. The

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Secretary of War outlined this policy to the presidents of AFL and CIO in letters dated 19 April 1946 (App. B-24). Mr. Daniel Leary was chosen by the NLRB to handle the Oak Ridge cases and after several weeks' investigation at Oak Ridge, in May 1946 drafted a secret report, which became the basis of the NLRB policy and procedure at Clinton Engineer Works. He was succeeded in early July by Mr. Charles Brooks, who conducted all the negotiations preparatory to the holding of elections in the two plants and the laboratory. Arrangements for elections among the service contractors and concessionaires were handled by the Regional NLRB Representative, Mr. Louis M. Greeniger. The protection of security during the negotiations involved many compromises of regular NLRB procedures. The three principal contractors maintained that while their work did not affect interstate commerce, they were willing to accept Board jurisdiction at the Army's request.

In the meantime, AFL, IAM, and CIO had begun in May to conduct strenuous organizing campaigns at X-25, Y-12 and X-10 and the service companies. The principal organizing device was distribution of handbills and weekly newspapers put out by each organization and distributed at the plant gates to outgoing employees on specified days, which were scheduled by the CEW Labor Office so that each union would have the same number of days but would not be distributing at the same time. Toward the end of the campaign there were also parades, loud speakers and public meetings. The three plant elections held 20-22 August 1946 resulted in no decision in all three cases so that runoff elections had to be held on 10-12 September 1946. AFL finally won the Monsanto laboratory, CIO the Carbide plant by 25 votes, while TEC remained without a



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union. CIO and Carbide started bargaining immediately but reached a deadlock late in October, which required the assistance of U. S. Conciliator Hitchcock until agreement was finally reached on 10 December. AFL and Monsanto started bargaining late in October and reached agreement 18 December. The approval of these union agreements, in view of the impending transfer to the Atomic Energy Commission the end of December, presented a problem since Manhattan District authorities felt that the Commission itself should give the approval for the agreements. The Commission appointed three consultants to study the agreements and make recommendations, and conferences were held in Washington with these consultants and Manhattan District labor relations personnel and former War Department Wage Administration heads to explain the background and labor policies of the District.

In the meantime, elections were held at Roane-Anderson Company for the maintenance and service employees 22 October 1946, with the AFL's Knoxville Building Trades Council successful, and for the Oak Ridge Fire Department on 24 and 25 October, which the International Association of Firefighters, AFL, won. The International Association of Machinists was certified as bargaining agent for the mechanics of the American Industrial Transit Company by an election held 26 November 1946. The AFL also was successful in signing up Oak Ridge Housing Company, Galbreath and Moore, the Area Laundry, Gibson Service Company and about five restaurants. Complete tabulations of NLRB representation cases, complaint cases and elections are in Appendix A (14-16).

c. Hanford Engineer Works. - AFL building trades workers, who staffed construction work, went into operations and maintenance under the

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Du Pont Company in the summer of 1944 and began almost immediately to ask for recognition. Their fight was taken over by the Pasco-Kemewick Metal Trades Council, under the leadership of Mr. Vincent Larrish, business agent for the Plumbers and Steamfitters' Union. By December, 1944, the council had drafted a proposed agreement, which was discussed at Pasco various times during the winter and spring of 1945. In the meantime, the International Chemical Workers' Union, AFL, established a local union at Pasco in February, 1945, and attempted to organize the operations and maintenance personnel. The Machinists also became interested, through the local Metal Trades Council, and throughout the spring and summer a jurisdictional fight between the Metal Trades Council and the International Chemical Workers was waged, which involved calling in Messrs. Kennan and Williams of the War Production Board, Labor Production Division. The International Chemical Workers finally filed a petition with the NLRB in October, 1945, and after the exchange of letters between the Chairman of the NLRB and the Secretary of War (26 September 1945 and 1 October 1945), the Regional Director asked the International Chemical Workers to withdraw its petition. The Metal Trades Council then petitioned on 5 December to the NLRB, War Production Board and Department of Labor, under the Smith-Connally Act, for a strike vote. The Metal Trades Department in Washington was requested by Lt. Flaherty to withdraw this petition but before action was taken, Congress passed a deficiency appropriation for NLRB, attaching a rider denying the Board the right to use any of its funds to conduct strike votes. The U. S. Conciliation Service and the Washington State Department of Labor and Industry both sent men to discuss the difficulties

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with the Council, and Mr. Larrish, with all other avenues failing him, opened the campaign to get recognition by writing letters to senators and congressmen.

When meetings were held with the unions in early 1946 to plan the opening of Clinton Engineer Works, it was stressed that security still prevented organisational drives at Hanford Engineer Works. On 19 April the Secretary of War requested both Mr. William Green, President of the AFL, and Mr. Philip Murray, President of the CIO, (See App. B-24) to withhold organisational efforts at Hanford Engineer Works. The International Brotherhood of Electrical Workers in the meantime had filed a petition with the NLRB, but this petition had been dismissed.

The International Chemical Workers reorganized their local at Richland and petitioned for approval of public meetings, which was not granted although informal meetings in the homes were not controlled. Because of the agitation of the various AFL unions in Pasco, Mr. Curtis of the District met with AFL officials in Washington on 19 July 1946, to renew their pledge not to organize Hanford Engineer Works, and was successful with the Building and Metal Trades Departments. A later meeting with the national officers of the International Chemical Workers in Akron on 8 August was not so successful immediately, but the chief AFL organizer in Pasco area finally announced on 16 August that AFL was holding its organisational drive at Hanford in abeyance at Army request.

Also late in July and August the Columbia Power and Trades Council took over as the principal AFL organization, including both the craft unions of the Metal Trades Council and the International Chemical Workers. As the bargaining agent for Bonneville Power Administration, it had experience with unionization of government employees and handling the jurisdictional

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rivalries among various AFL unions. Replacement of Du Pont by General Electric Company as the contractor on 1 September 1946 served to quiet down AFL's organizational activities because of the fear that GE would favor CIO since it had a nation-wide agreement with the United Radio and Electrical Workers, CIO. Mr. Alan Haywood, Director of Organization for CIO, was informed by the Administrative Assistant to the Secretary of War on 5 September 1946, (App. B-25) that security requirements still prevented organizational drives at Hanford Engineer Works.

d. Other Installations. - The change in District labor policy early in 1946 at Oak Ridge had repercussions at other installations. CIO petitioned NLRB for representation of the Machinists in the University of California machine shops at Los Alamos in August 1946, but NLRB held the petition in abeyance at District request. The Kia Company at Los Alamos meanwhile operated closed shop with New Mexico Building and Construction Trades Unions and had signed agreements with five AFL craft unions and verbal understandings with the rest. Monsanto Chemical Company at its Dayton Laboratories likewise had verbal understandings with the unions of the Dayton Building and Construction Trades Council. At Argonne National Laboratory (formerly Metallurgical Laboratory) the International Association of Machinists asked the University of Chicago to recognize it as bargaining agent for the machine shops and finally on 26 August 1946 petitioned NLRB for an election. The union was persuaded to withdraw its petition by 1 October. At the same time the Professional and Office Workers, CIO, started a local for Argonne laboratory employees and published a mimeographed paper "Fission Chips." While it has asked the University for recognition, it has never filed with NLRB. As of December 1946, nine active operations,

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maintenance and research contractors on a reimbursement-type contract had agreements with twelve different unions or union groups, such as a Building Trades Council. The state of unionization in the District is outlined in App. A-17.

e. Work Stoppages. - As of 31 December 1946 there had been fourteen work stoppages on all District operations, research and maintenance contracts, involving the loss of 86,003 man-hours or .028% of potential working time. Except for single strikes at the U. S. Vanadium Corporation Mines in Colorado and the Chrysler Plant in Detroit, Clinton Engineer Works and the Decatur, Illinois, plant of Houdaille-Hershey accounted for all the stoppages. In both places the work stoppages involved AFL craft unions striking for more money (7), jurisdictional reasons (3) or discharge of a fellow worker (2). At Clinton Engineer Works the eight stoppages were all on work of service companies, Roane-Anderson Company or American Industrial Transit, except for one case at Carbide and Carbon Chemicals Corporation, and caused the loss of only .0026% of potential working time. The four stoppages at Decatur accounted for a loss of .63% of potential working time or 73,467 man-hours. A complete analysis is made in App. A-7.

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SECTION 5 - WAGES AND SALARIES

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SECTION 5 - WAGES AND SALARIES

5-1. Introduction. The administration by the Manhattan District of wages, salaries and employment policies of its contractors has been such as to permit each contractor to follow his customary policies provided he stayed within the limits imposed by the economy controls of the contracting officer and met the requirements imposed by the manpower regulations and the nationwide wage stabilization policy established by the President's Executive Order 9250 (See App. B-1). The Contractors' policies, as established during their normal peacetime work, and the controls of the contracting officer would, in normal times, be sufficient to determine wage and salary policies. During the period of national emergency, however, the anti-inflation controls of the Government plus the pressing requirements of employee recruitment (See Section 2) exerted powerful influences and often became determining factors in wage and salary administration.

5-2. National Controls. - The wage and hour and employee recruitment controls are listed in Appendix B-1. Briefly, they include:

a. The Bacon-Davis Act, which imposed minimum wage rates for construction laborers and mechanics.

b. The Stabilization Agreement of 1941, between the Building Trades Council of the American Federation of Labor and various Government agencies, establishing standard employment policies (overtime and shift rates) for construction laborers and mechanics. This agreement was terminated 18 November 1945.

c. Executive Order 9240, the rules governing premium wage payments for overtime work as outlined in Executive Order 9240, which was in effect from 1 October 1942 to 21 August 1945.

d. The Federal wage and hour laws which include the Fair Labor Standards Act, the Walsh-Healey Act, and the Eight-Hour Law.

e. Regulations of the Commissioner of Internal Revenue and National War Labor Board, issued to hold all wage and salary rates at the levels existing on 2 October 1942, the day Congress passed the "Act to Stabilise Wages, Salaries, and Prices", and the day preceding the issuance of Executive Order 9250.

f. Policies of the National War Manpower Commission and the United States Employment Service, established to facilitate employee recruitment during the war.

5-3. National Agencies. - The several agencies which administered the controls listed in the preceding paragraph are listed in Appendix B-2. They were:

a. The Director of Economic Stabilisation, appointed by the President to control the nationwide tendencies leading toward inflation, whose authority terminated 9 November 1946, by Executive Order #9801.

b. The War Manpower Commission and United States Employment Service, which controlled employment and recruitment. For all practical purposes both agencies became unimportant to the District after August 1945.

c. The Department of Labor, which establishes minimum wage rates for construction laborers and mechanics engaged on public works. The Department worked closely with the Wage Adjustment Board and its Wage and Hour Division administers the various wage and hour laws mentioned in sub-paragraph 5-2d. The Secretary of Labor had authority to interpret Executive Order 9240.

d. The National War Labor Board, which had the authority and



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responsibility to control all wages and most salaries less than \$5,000 per year, and to settle disputes between labor and management. This board was dissolved 31 December 1945, after which wage and salary controls were passed on to the Wage Stabilization Board. (See App. B-1 & B-2). The Wage Stabilization Board operated under very much the same policies and procedures as the National War Labor Board but with decreasing authority, until the agency was abolished by Executive Order #9801, 9 November 1946.

f. The Commissioner of Internal Revenue, within the Treasury Department, who had the authority and responsibility to control salaries other than those subject to the jurisdiction of the National War Labor Board. In November 1946 it took over the prosecution of all pending violations of wage and salary stabilization but its responsibility for salary approvals ended 9 November 1946.

g. The Wage Adjustment Board, within the Department of Labor, which controlled wage rates for construction laborers and mechanics originally under an agreement between Federal Construction Agencies and the Building Trades Unions in July 1942 but later as an arm of the National War Labor Board for the construction industry.

g. The Board of Review, established by the Building and Construction Trades Stabilization Agreement of 1941 to interpret the provisions of that agreement, which was disbanded 18 November 1945 when the unions and Government Agencies concerned decided that the agreement had served its purpose and was no longer necessary.

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h. The War Department Wage Administration Agency, which was delegated authority by both the War Labor Board and the Commissioner of Internal Revenue to control wages and salaries of contractors over whom the War Department had contractual authority. Generally, this included "cost-plus" contracts (See Par. 5-5b). It was dissolved 1 February 1946, to be succeeded by the Wage Coordination Board.

i. The War Department Wage Coordination Board, which had over-all jurisdiction of War Department wages and salaries but had authority to approve only ungraded government employee's rates, was established February 1946. Thus, from February until November 1946, the Wage Coordination Board, on reimbursement-type contracts, merely acted as a channel to the Wage Stabilization Board or the Commissioner of Internal Revenue. When federal wage stabilization was abandoned in November 1946, the Wage Coordination Board then became the approving authority for all War Department reimbursement-type contracts, except for wages of laborers and mechanics on construction contracts, which continued to be approved by Wage Adjustment Orders of the Chief of Engineers.

5-4. Situation. - As a result of the controls mentioned in Par. 5-2, each District contractor found himself caught between two opposing forces. On one hand, the critical shortages of workers of all types (See Section 2) and the resulting efforts of employers to attract workers by means of high wages and salaries, difficult living conditions and demands of organized labor made it necessary for the contractors to raise wages and salaries to attract and retain employees. On the other hand, wage and salary regulations of the Commissioner of Internal Revenue and the War Labor Board restrained such raises and imposed many restrictions and limits on employee benefits which could be offered by the contractors.

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In addition, there were the problems of organization and training of personnel for the new plants--plants which were different from any others previously built, much larger than average-sized plants, and located at sites which increased personnel problems. (Project locations are discussed in Book I, Volume 10, and Book IV, Volume 4).

5-5. District Policy.

a. General. - The Manhattan District adopted the policy of permitting contractors to pay wages and salaries high enough to perform their work efficiently and to reduce as much as possible the handicaps resulting from a poor quality of workers, excessive absenteeism and turnover, or by shortages of workers. Care has been taken, however, to assure that the wages and salaries paid by the contractors were not raised higher than necessary. The District has refused to permit reimbursement of wage and salary payments which obviously violated the regulations of the Commissioner of Internal Revenue and the National War Labor Board; however, the War Department was not responsible for enforcing those regulations. In this connection, the War Department Procurement Regulations state in Paragraph 962; "The technical services are neither required nor authorized to determine that a prime contractor has violated the Executive Order or the regulations thereunder." Each Manhattan District cost-plus-fixed-fee contractor was required to obtain approval by the War Department Wage Administration Agency or its successor, the Wage Coordination Board, of his wage and salary schedule, consisting of a list of wage or salary rates or rate ranges for all job classifications used by the contractor and a description of his policies relating to overtime payments, holidays and vacation privileges, and other employee benefits.

b. Types of Contracts. - The actual responsibility of the Manhattan District with regard to wage and salary stabilization depended

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on the type of contract. A brief outline of their responsibilities for each general type of contract is listed below:

(1) Cost-plus-fixed-fee construction contracts: For laborers and mechanics, the minimum wage rates determined by the Department of Labor pursuant to the Bacon-Davis Act and listed in each contract were enforced. Rates in excess of these were not reimbursed unless higher rates were authorized by the Wage Adjustment Board (acting under General Order 13 of the War Labor Board) and the Chief of Engineers by Wage Adjustment Order. For employees other than laborers and mechanics, the contractors were required to conform with schedules approved by the War Department Wage Administration Agency and its successors.

(2) Cost-plus-fixed-fee industrial contracts: Approval of wage and salary schedules by the War Department Wage Administration Agency was required until January 1946, by Salary Stabilization Unit and Wage Stabilization Board until 9 November 1946, and by War Department Wage Coordination Board until 31 December 1946.

(3) Cost-plus-overhead research contracts: Approval of wage and salary schedules by the War Department Wage Administration Agency and the other agencies listed in 5-5b (2) above was required except in certain cases where the contractor could show that such approval was unnecessary. This is discussed further in Paragraph 5-8 below.

(4) Lump-sum or unit-price contracts for construction, industrial operations, research, or services: Since the War Department had no contractual interest in or responsibility for rates paid by these contractors beyond the minimums required by federal wage and hour laws, no approvals were required and it was assumed that each contractor obtained necessary approvals direct from the Commissioner of Internal Revenue and

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the National War Labor Board or its successor. This type of contractor was not subject to the jurisdiction of the War Department Wage Administration Agency or the War Department Wage Coordination Board.

g. Construction.

(1) General.- Wage rates for construction are traditionally higher than industrial wages because construction work is presumed to be intermittent and subject to the inconveniences of the weather. This was not strictly true on most of the work performed by the Manhattan District, since these factors were applicable as much to industrial operations as to construction. During the war the industrial work was not considered any more permanent than construction work and a large portion of the construction work was performed after walls and roofs were erected.

(2) Mechanics and Laborers. - The craft unions representing construction workers frequently took action to obtain higher rates (See Par. 5-6b). Increases were permitted only when approved by the Wage Adjustment Board and the Chief of Engineers. The Wage Adjustment Board generally stayed within the limits of the "Little Steel" Formula, which permitted a 15% increase above wage rates which existed 1 January 1941, until 1945 when it became more liberal. Overtime payments and shift differentials were governed by the Stabilization Agreement (See App. B-1) until 18 November 1945 and questions of interpretation were submitted to the Board of Review for decision. After that date, overtime and shift rates were approved by the Chief of Engineers on the basis of local prevailing practice among construction contractors.

(3) Non-Manual Employees. - Salary schedules and policies

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for non-manual employees (those other than laborers and mechanics) of cost-plus-fixed-fee contractors were established by the Office, Chief of Engineers, in Circular Letter 2390 and incorporated in War Department Procurement Regulations. Variations from this standard were permitted only when approved by the War Department Wage Administration Agency or its successors. In the spring of 1946 the Chief of Engineers rewrote this schedule, Appendix C, which became the basis for subsequent District construction and design contracts.

d. Industrial.- The various industrial contractors of the Manhattan District had well-established policies and procedures on wage and salary administration and personnel trained to administer them. In most cases, the District contracts provided for the continuation of the contractors' policies. However, certain variations in those policies were required at Clinton Engineer Works, where several contractors were brought together on the same project. For the most part, the industrial operators were subject to, and complied with, the Fair Labor Standards Act, the Walsh-Healey Act, Executive Order 9240, and the stabilization regulations of the Commissioner of Internal Revenue and of the National War Labor Board and its successor.

g. Salaries Exceeding \$9,000 per Year. The Under Secretary of War, in a memorandum dated 4 October 1943 (See App. C-12), authorized the Chief of Engineers to approve reimbursement of salaries up to \$25,000 a year paid by Manhattan District contractors. On 7 October 1943, he re-delegated this authority to the District Engineer (See App. C-13). On construction, the Manhattan District adopted the Chief of Engineers' policy of placing a limit of \$9,000 a year on the reimbursable amount

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of any individual's salary. In approximately 12 cases, involving up to \$17,500 per year, exceptions to this policy were permitted when technical and engineering specialists on the home office staff of construction contractors were called on to work part time on the Manhattan District Project. The salaries of these specialists were reimbursed according to the amount of time devoted to the work at their regular rates of salary. Also, in order to obtain the process design engineers and industrial specialists and managers essential to the design and operation of the plants, the contractors found it necessary to pay a few salaries considerably in excess of \$9,000 per year. There were approximately 150 such cases involving salaries between \$9,000 and \$26,500 per year.

5-6. Operations - Clinton Engineer Works.

g. Local Factors. - Established policies of the contractors, economy controls of the contracting officers, shortages of manpower, and wage and salary regulations have already been mentioned as factors affecting wages and salaries. In addition, there were local factors at each plant which exerted influence. The principal local factors affecting the Clinton Engineer Works are described below.

(1) The Clinton Engineer Works is located within fifty miles of at least ten major installations of the Tennessee Valley Authority, which in its several years of operation had developed definite personnel policies. The policies and wages of the TVA continually affected the Clinton Engineer Works even though the general TVA policies were not adopted by the District's contractors. TVA had two wage scales--a high scale for construction work and a lower scale for maintenance and operating work. It has been generally true that those

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two scales are approximately equal to the construction and industrial scales at the Clinton Engineer Works, and that when either the TVA or the contractors at Clinton Engineer Works changed a wage rate, the other soon made a similar change. However, the tendency has been towards higher rates at CEW.

(2) Manpower shortages also exerted their influence.

Because it was necessary to employ many persons in the northern and western parts of the country, it became necessary to pay wage and salary rates comparable with rates paid in those sections.

b. Construction.

(1) General.- Wage rates for laborers and mechanics were tentatively established by the Department of Labor in October 1942 and definitely established in a determination dated 19 November 1942 (See App. B-12) after making a survey of prevailing rates in the area. The rates established in the 19 November determination were substantially the same as those paid for construction by the Tennessee Valley Authority. Requests for new wage rates or changes in wage rates were normally initiated by the contractors and submitted to the Wage Adjustment Board through the Manhattan District and the Chief of Engineers.

(2) Common Labor. - In mid-1943, the tempo of construction reached the point where thousands of additional common laborers were needed. The difficulties in obtaining those laborers and the danger that the job as a whole might be delayed by the labor shortage made it advisable to increase the common labor rate. On request of the Manhattan District, the Wage Adjustment Board granted an increase from \$.50 to \$.57½ per hour, an increase which was within the limits of the "Little Steel" formula. That common labor rate prevailed until 9 June 1944, at



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which time an increase to \$.625 per hour was granted. The Wage Adjustment Board approved this increase in its decision No. 3097, dated 9 June 1944, to bring the rate in proper relation with wages paid by the industrial contractors (See App. B-13).

(3) Union Influence. - Other wage increases were granted by the Wage Adjustment Board for asbestos workers, truck drivers, power equipment operators, gas and diesel mechanics, plumbers, and steamfitters. Similar increases for these jobs had previously been put into effect by the Tennessee Valley Authority. Carpenters and millwrights were increased from \$1.25 per hour to \$1.30 per hour, on the basis that it came within the limits of "Little Steel". All of these increases were requested by the unions involved and approved by the Wage Adjustment Board without the support of the Manhattan District. During the period of the critical shortage of electricians (See Section 2), the Manhattan District found it advisable to join with the International Brotherhood of Electrical Workers and construction contractors in efforts to increase the rate from \$1.50 and \$1.62½. This increase was not permitted by "Little Steel" and would place the rate above Tennessee Valley Authority, but was necessary to help alleviate a critical labor shortage which threatened to delay work on the K-25 Plant at a time when a delay could not be permitted. The Wage Adjustment Board approved the increase after the War Manpower Commission, the Navy, and the Army had certified to its importance and urgency. (See App. B-14). After a strike of the carpenters throughout the Knoxville Area, including the Clinton Engineer Works, the wage rate for carpenters was increased to \$1.40 per hour on 20 December 1945 after approval by the Wage Adjustment Board and the Director of Economic Stabilization. A complete revision of wage rates was authorized by the

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Wage Adjustment Board on 25 January 1946 (Case #52-8852) which remained the scale for the rest of the year.

(4) Non-Manual Employees. - The wages for laborers and mechanics were uniform for all construction contractors; however, for jobs other than those of laborers and mechanics (referred to as "non-manual") each contractor had different rate schedules. The "non-manual" salary schedule for the Stone and Webster Engineering Corporation and its sub-contractors was established in the negotiations for the contract. Since the negotiations were held before the date of the Stabilization Act, the acceptance of the contracting officer was the only approval required. After salary stabilization became effective, changes in the schedule were submitted to the War Department Wage Administration Agency for approval. The non-manual salary schedule for J. A. Jones Construction Company and its sub-contractors was based on Office, Chief of Engineers, Circular Letter 2390, dated 13 May 1943, subject: "Policy for Non-Manual Employees on Cost-Plus-Fixed-Fee Architect-Engineer, and Construction Contracts". Non-manual employees of the E. I. du Pont de Nemours Company were paid in accordance with a salary schedule prepared by that contractor and approved by the War Department Wage Administration Agency. Since du Pont was performing construction work at the Hanford Engineer Works (See Par. 5-7p) as well as the Clinton Engineer Works, this schedule was established to cover work performed by that contractor at both projects.

g. Industrial.

(1) General. - All industrial contractors prepared their own wage and salary schedules and personnel policies and submitted them

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to the District Engineer for his concurrence. The schedules and policies were checked to assure that they were approximately the same as those previously established for industrial contractors at the Clinton Engineers Works, and approval was obtained from the War Department Wage Administration Agency or its successor. Both the Agency and the Manhattan District attempted to maintain all wage and salary rates and employee benefits among industrial contractors at Clinton Engineer Works at a uniform level, except for Clinton Laboratories where special conditions existed.

(2) Clinton Laboratories. - The first industrial rates at the Clinton Engineer Works were established in July 1943 by the Clinton Laboratories and the Tennessee Eastman Corporation. Under the University of Chicago Clinton Laboratories adopted a policy of paying for each manual and clerical job classification a single trainee rate with an automatic increase to a single job rate after completion of the training period following DuPont practice. The rates paid by Clinton Laboratories were somewhat higher than those paid elsewhere at Clinton Engineer Works. The type of work at the plant and the relatively small number of employees required that diversified duties be assigned to most employees. A more versatile grade of worker was therefore needed. When in June 1945, Monsanto Chemical Company took over the laboratory, it continued the policies already in effect.

(3) Tennessee Eastman Corporation. - The Tennessee Eastman Corporation brought to the Clinton Engineer Works a very complete and fully developed job evaluation and merit rating plan which had been used for several years by Eastman Kodak Company in Rochester, N. Y., and by Tennessee Eastman Corporation in its plant at Kingsport, Tennessee.

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Under this plan, each job was carefully studied for such factors as physical exertion, mental application, supervision, responsibility, prerequisite training and working conditions, and then classified into groups of equivalent jobs which varied in uniform steps from the group containing the simplest jobs such as janitors, bus boys, and trainees to the group in which the Works Manager was classified. Uniform wages were paid all jobs in each group and the amount of the wages varied directly with the relative evaluation of the group. Instead of single rates such as those paid by the Clinton Laboratories, Tennessee Eastman Corporation used a range of rates to allow for rating each individual employee in accordance with his own merits. The rates originally established by Tennessee Eastman at Clinton Engineer Works were at the same level as those in effect at the Holston Ordnance Works, a Government-owned powder plant operated by Tennessee Eastman Corporation. The Holston Ordnance Works is located at Kingsport, Tennessee, approximately 75 miles northeast of the Clinton Engineer Works. Those rates were also approximately the same as those paid industrial workers by Tennessee Valley Authority and by the Aluminum Company of America at Alcoa, Tennessee.

(4) Other Contractors. - When other operating contractors besides Tennessee Eastman Corporation, such as Carbide & Carbon Chemicals Corporation, Ford, Bacon & Davis, Inc., and the Fercleve Corporation began work, they adopted the same rates as those established by Tennessee Eastman. A very determined effort was made to maintain wages paid by all operating contractors except the Clinton Laboratories at exactly the same level.

(5) Service Contractors. - Probably the most perplexing

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wage and salary problems arose in connection with the work performed by the Roane-Anderson Company, which included some industrial and maintenance work, some construction work, and the operation of services such as the fire department, the hospital, the dormitories, public transportation, cafeterias, laundries, and other community utilities. Wages and salaries for this work were established at the same rates as those for equivalent jobs of the Tennessee Eastman Corporation and Carbide & Carbon Chemicals Corporation. The rates for overtime were doubtful because the applicability of the Fair Labor Standards Act and Executive Order 9240 was questionable. At first, the Manhattan District considered that the work performed by Roane-Anderson was not sufficiently connected with the production of goods for interstate commerce to place it within the scope of the Fair Labor Standards Act. Later, complaints of workers and inquiries from the Wage and Hour Division of the Department of Labor made it advisable to investigate the matter further. The question was discussed at length with William R. McComb, Deputy Administrator of the Wage and Hour Division, and with local officials of that organization, and it was finally determined that since the services operated by the Roane-Anderson Company were intended exclusively for the benefit of employees in the plants which were producing goods for interstate commerce, the probability of coverage by the Act was great enough to make full compliance advisable. Arrangements were made for this contractor to pay overtime earnings and otherwise comply with the act (See App. C-14). The majority of the employees affected by the change were in the hospital and the fire department, who were eventually paid time and one-half for work performed in excess of 40 hours per week. The question

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as to the applicability of Executive Order 9240 was decided by a ruling dated 3 July 1944 from Robert T. Amis, Special Assistant to the Secretary of Labor (See App. C-15), who determined that the order did not apply to the operations of the Roane-Anderson Company. Thereafter, the company did not pay double time for work on the seventh consecutive day as required by the Order.

The Roane-Anderson Company employed for building maintenance work many craftsmen from the Knoxville Building and Construction Trades Council. In order to utilize this source of labor, the contractor found it advisable to adopt single wage rates instead of rate ranges, according to the standards of the Trades Council. The establishment of these wages at rates which did not interfere with the industrial contractors presented difficulties which had to be ultimately settled by the War Labor Board. The War Department Wage Administration Agency could approve rates for Roane-Anderson only as long as any union involved was in agreement with the contractor; since the unions were not in agreement with the contractor, the question of wages had to be submitted to the War Labor Board for decision. The Board established rates which were slightly higher than the average rates paid similar crafts by the operating contractors.

(6) Influence of Wage Scales in Other Areas. - When the operating contractors began building up their force of workers at Clinton, it was necessary to recruit in all parts of the country. Many types of skilled workers were not available in the south and had to be brought from other sections of the country. It soon became obvious that wages based on those prevailing in East Tennessee would be inadequate and that it would be necessary to pay wages comparable to those in the North, where many of the workers had to be hired. The wages were brought

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up in two steps. In December 1943, a 10% increase in the rates for skilled maintenance craftsmen was approved by the War Department Wage Administration Agency. Later, in June of 1944, a general 5% increase for all hourly employees was effected. The latter increase was approved by Fred M. Vinson, Director of Economic Stabilization, after having been recommended by William H. Davis and George W. Taylor, Chairman and Vice-Chairman of the National War Labor Board, and the Under Secretary of War, Robert P. Patterson, and after the War Manpower Commission, the War Production Board, and the Army and the Navy had certified that the increase was necessary for the successful prosecution of the war (See App. B-15). In November, 1945 all contractors at Clinton Engineer Works were authorized to increase their rates by 10%, at the time of a reduction of the work week from 48 to 40 hours, in accordance with the national pattern. A further over-all increase was granted for all contractors except construction manuals in February, 1946, of an additional 5% of the original 40-hour rate. These increases were approved by the War Department Wage Administration Agency in the fall of 1945 and by the Wage Stabilization Board and the Salary Stabilization Unit of the Treasury Department in the spring of 1946. With the advent of industrial unions (See Section 4) in late 1946, rates for manual workers were subject to collective bargaining. By mid-December 1946 Carbide & Carbon Chemicals Corporation and Monsanto Chemical Company had completed bargaining with an average increase of ten cents per hour, which was roughly the average for industry throughout the country. This amount was expected to set the limits for contractors' employees not in a bargaining unit and for the negotiations of Roane-Anderson and American Industrial Transit Company early in 1947.

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5-7. Operations - Hanford Engineer Works.

a. Local Factors. - Perhaps the dominant local condition at the Hanford Engineer Works was its isolated location, which made it necessary to import from other parts of the country practically all employees. This condition made it necessary to make special arrangements to pay transportation and living expenses as explained in Book IV of this history. It also led to difficult living conditions, a high employee turnover rate, and a high rate of absenteeism, which are discussed in Section 3, all of which influenced the contractor to pay high wages and salaries. Competition with the West Coast aircraft industry and shipyards seriously affected employment problems and made it necessary to pay salaries and wages comparable to their rates. The Consolidated Vultee Aircraft Corporation at Spokane, Washington, Boeing Aircraft Company at Seattle, Washington, and the Kaiser Shipyards at Portland, Oregon, and others in Seattle, Washington, offered the greatest competition.

b. Construction.

(1) General. - The E. I. du Pont de Nemours and Company, Inc., administered the construction at the Hanford Engineer Works in very much the same way as it did the construction at the Clinton Engineer Works. Wages for laborers and mechanics were, of course, established by the Department of Labor on the basis of rates prevailing in the area. Other workers were paid according to du Pont's salary schedule, which had been prepared especially for the Hanford Engineer Works and the Clinton Engineer Works and had been approved by the War Department Wage Administration Agency. The single schedule for both projects facilitated transfer of personnel from one to the other. The Department of Labor

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issued its wage determination on 18 February 1943. (See App. B-16). Common labor was established at \$1.00 per hour because agricultural workers in the vicinity were paid that rate or higher. The rates for other job classifications varied upward to \$1.55 per hour for electricians, \$1.75 per hour for bricklayers, and \$2.00 per hour for leadburners. The only significant wage increases during construction applied to plumbers, steamfitters, and electricians, and related job classifications, which were increased from \$1.55 to \$1.65 per hour by the Wage Adjustment Board in decision No. 577, dated 25 March 1943, and No. 3794, dated 16 June 1944.

(2) Incentive Plans. - During construction at Hanford Engineer Works, a novel attendance incentive plan was used with very profitable results, after the Manhattan District had granted the necessary authority. This plan provided that mechanics with satisfactory attendance records for three months would be paid a bonus equal to the cost of their initial travel from their home to the job. After three additional months of satisfactory attendance, an additional bonus equal to the first was awarded. The plan proved to be an effective incentive for recruiting workers from various parts of the United States.

The Olympic Commissary Company, which operated the barracks and mess hall, included free room and board as a part of the compensation to its employees. The actual pay rates were set so that when the estimated value of the room and board was added, the total compensation equaled that paid by du Pont.

g. Industrial. - The du Pont Company had well-established personnel policies which it had developed during many years of operating its private plants and which it had used in several ordnance plants.

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These policies were used at Hanford with practically no variations. The schedule of wages and salaries included salary ranges for all monthly-salaried positions and single salary rates for the other jobs. The construction rates were retained and converted into equivalent weekly salaries; for instance, the common labor rate became \$40.00 per week and an additional \$4.00 per week was added to permit length-of-service increases to \$44.00 per week. It was unusual that the wage rates for industrial operations should be as high as those for construction, but the isolation and difficult living conditions, together with the hazardous working conditions, made it necessary that such a rate be adopted in order that employees could be obtained. The wage rates for operations were approved by the War Department Wage Administration Agency, after consultations with members of the War Labor Board, as a rare and unusual case, necessary for the successful prosecution of the war (See App. B-17). When the work week was reduced to 40 hours, a 10% increase in all wages and salaries was approved, effective 26 August 1945, as at Clinton Engineer Works and Los Alamos. A further 5% increase on the resulting 40-hour rate was approved effective 1 March 1946. On 1 September 1946, the General Electric Company took over the operation, retaining du Pont Policies and rates with the exception that the du Pont retirement system was converted to the General Electric System and return travel obligations of du Pont were to be paid off or used by September 1947. It is expected that gradually other employment policies will be modified to conform with General Electric's nation-wide policies.

5-6. Operations - Research Contracts.

a. General. - Each of the colleges, universities and industrial laboratories with which the Manhattan District had research contracts

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followed their usual rates and methods of payment. The large contractors of this type, such as the Universities of California and Chicago, who had separate departments or laboratories devoted exclusively to work for the Manhattan District found it necessary to establish many new job classifications and a few new policies, such as shift premiums, because of the nature of the work. Although these contracts were not cost-plus-fixed fee, they involved reimbursement by the Government of their wage and salary payments and so were subject to the War Department Wage Administration Agency; therefore, the approval of all wages, salaries, and personnel policies by that agency was obtained. On some of the smaller contracts, the number of persons involved was so few, that in lieu of approval by the War Department Wage Administration Agency, the District accepted a statement from the contractor that persons paid for work under the contract were paid in accordance with the previously established practices of the contractor. The acceptance of such statements in lieu of Wage Agency approval was considered justified by General Order 12B and General Order 26 of the War Labor Board, which respectively state that political subdivisions of a state do not require the approval of the War Labor Board and that educational institutions are subject to the Stabilization Act but are not required to submit their policies to the War Labor Board for approval. The War Department Wage Administration Agency concurred in this policy (See App. C-16).

b. University Salaries. - Probably the greatest increases in salaries were enjoyed by the university personnel who became connected with the Project. Although the Manhattan District considered the salaries of scientists too high in some cases, payments were approved because the services of the men were necessary. These men had previously been assoc-

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lated with the various colleges and universities where the general level of salaries has been traditionally low but where only nine or ten months of work was involved each year and where additional advantages were enjoyed in the form of "academic freedom", royalties on books, fees for lectures, and prestige incidental to such work. When they became associated with work for the Manhattan District, most of these advantages no longer existed; they had to work long, exacting hours and they were thrown in close contact with employees of industries which have traditionally paid higher salaries. The District has attempted to hold the salary increases enjoyed by university personnel to the minimum possible, but at the same time recognized the critical importance of such men to the Project.

g. Loomis Report.— Complaints of District scientific personnel as to salaries and working conditions led to the appointment of a committee to investigate and recommend corrections. The Committee was headed by Professor Loomis of the University of Illinois and included Dr. Joyce E. Stearns, Washington University, St. Louis, Dr. John T. Tate, University of Minnesota, Dr. Robert M. Underhill, University of California at Berkeley, and Mr. William B. Harrell, Business Manager, University of Chicago. They recommended increases in rates and liberalization of employment policies in report dated March 19, 1946 (See App. C-33), which became the ceiling for future salary increases after careful study by the District, adopted 18 June 1946. When policies had to be established for Brookhaven National Laboratory under Associated Universities, Inc., in the fall of 1946, this report was used as a guide.

However, throughout 1946 it became increasingly obvious that a more comprehensive study should be made, particularly with a view toward

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uniformity in salary administration and employment policies at the national atomic energy laboratories: Brookhaven under Associated Universities Inc., Argonne under the University of Chicago, Clinton under Monsanto Chemical Company, Los Alamos and the University of California Radiation Laboratory under the University of California, and Knolls Laboratory at Schenectady under General Electric Company. Such uniformity would run counter to the University's or the Contractor's established policies but would decrease competition for personnel among the laboratories (proselyting became a common complaint after the end of the War and manpower controls), improve morale at each laboratory and facilitate exchange of personnel.

5-9. Problems for the Future. - The knowledge that federal stabilization controls would be abolished during 1946 and the impending transfer from the War Department to the Atomic Energy Commission had led the District Personnel Division to study various types of wage administration as early as the summer of 1946 to have ready when the Atomic Energy Commission took over on January 11, 1947. By late in 1946, it was decided that the patterns established by the War Department for construction and design contracts should be continued under the Commission and that for all other types of contract a similar set of procedures should be set up but with different standards (fundamentally, the War Department standard was the prevailing practice in the immediate area). This system would center all authority for wages, salaries, control systems, and employment policies in Personnel Division (Wage Administration Branch). The basic authority for each contractor would be contained in general provisions in the contract with all specific employment policies and rates in an

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appendix to the contract, negotiated before work started. Any revisions, additions to, or exceptions to these approved policies would be approved on a standard form called a Reimbursement Order, which had the force of a contract document. The standards for approval would be fundamentally these:

a. The contractor's own policies in all cases where the employees on the reimbursable payroll were fewer than 50% of the contractor's employment at the site of the work.

b. In cases where the employees were 50% or more of the contractor's employment at the site, first consideration would be given to the contractor's home office policies if well established and not in conflict with Atomic Energy Commission policies for an Area, such as Clinton or Hanford Engineer Works or Los Alamos.

c. Otherwise, the policies prevailing in the area were given the most weight.

d. In a few cases and for certain skills, national industrial patterns or average rates for principal industrial cities would be taken as the standard.

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SECTION 6 - SELECTIVE SERVICE PROGRAM

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## SECTION 6 - SELECTIVE SERVICE PROGRAM

6-1. Selective Service System. - The Selective Training and Service Act of 1940, approved 16 September 1940 (Public No. 783, 76th Congress; Chapter 720, 3d Session) authorized the President to select, induct, and train men for the Armed Forces, and to provide for the deferment from training and service of men considered necessary in employment essential to the war effort and national interest. In accordance with this act and subsequent amendments thereto, the Selective Service System was established to administer the powers granted the President as above. The system was set up under a National Director at the National Headquarters in Washington, D. C., with State Directors in charge of each State Headquarters and with Local Selective Service Boards, commonly referred to as "Draft Boards" or "Local Boards" within each state. There were 6,270 Local Boards, manned by approximately 125,000 compensated personnel and volunteers, organized to act within the continental limits of the United States. These Local Boards had the sole right, subject to appeal, to determine all questions or claims regarding the selection for, or deferment from, service of the individuals within their jurisdiction. Appeal Boards were established (at least one for each 70,000 registrants of the first registration) to review the actions of the Local Boards. One or more Government Appeal Agents were appointed for each Local Board to protect the interest of the Government on one hand, and of the registrants on the other, by appealing any classifications by the Local Board, which, in their opinion, required review by the Board of Appeal. In addition, the law provided

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that the decisions of the Boards of Appeal could be appealed to the President under certain circumstances.

6-2. Policies.

A. General Policies.

(1) Selective Service System. - The primary objective of the Selective Service System was to select and forward for induction the number and type of men required to bring the Armed Forces to their authorized strength, and at the same time to accomplish this result in such a manner as to interfere as little as possible with activities in war production or in support of national health, safety or interest. The classification policies by which men were selected for induction and for deferment for occupational reasons were elastic and were subject to adjustment to conform with the ever-changing needs of the Armed Forces and war production. Generally, men were classified on the basis of their physical fitness, the essentiality of their employment to the war program, and their personal status insofar as dependents were concerned.

No deferments were allowed of individuals by occupational groups or of any groups of individuals in any plant (project) or institution (Public Law 197, 78th Congress: Chapter 342, 1st Session).

As the war progressed and the personnel requirements of the Armed Forces increased, deferment regulations became more stringent. Selective Service adopted a number of certification procedures at various intervals to effectuate and control the release from industry of the maximum number of men for service in the Armed Forces. On 4 June 1943, the Replacement Schedule Plan was adopted to provide for release on

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an agreed schedule basis of employees in industry for whom Replacement Schedules were certified by individual State Directors; on 6 November 1943, a procedure called the "West Coast Plan" (See App. E-18) was put into effect. The plan was originally developed for application only to all aircraft industries located on the Pacific Coast, and was extended on 31 December 1943 to certain industries of high priority throughout the nation, among which were thirteen top Manhattan District programs. (See App. A-9). The plan provided for certifications by approved representatives of the War and Navy Departments, to be considered as additional authoritative evidence concerning the manpower situation within the industry involved, which, together with other information of supporting nature, would furnish the Local Board with the basis for granting occupational deferment for registrants. On 6 January 1944, deferments for men under 22 were prohibited unless exceptions were made in the individual case by a State Director. A certification, executed by the State Director and attached to the original application for deferment, constituted the evidence required by the Local Board in their considerations; on 12 May 1944, this restriction was extended to men who had not reached their 28th birthday; on 21 February 1945, under the direction of the Office of War Mobilization and Reconversion, a plan was devised by the Director of Selective Service under which applications for deferment were prepared by employers, and certified by various government agencies having jurisdiction over activities in war production. Manhattan District Project was designated as one of the sixteen agencies authorized to certify deferment applications.

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in case of contractor employees engaged in work for the project. Here, again, the certification made constituted independent authoritative information for the use of the Local Boards to aid in their determination of individual cases.

(2) Manhattan District. - The Manhattan District as a War Department agency had a dual obligation in dealing with its Selective Service problems. First, it was obliged to insure that every eligible man not absolutely essential to the project was made available to the Armed Forces; and, second, it had the responsibility to retain in their jobs those men considered necessary to complete the objective of the project at the earliest possible date. Inasmuch as blanket deferments were illegal (See Par. 6-2g), decisions in cases could only be made by the individual Local Boards of registration (See 6-1), and a full presentation to the Local Boards of the merits of the case could not be made because of the secrecy of the work; it became necessary to guide and instruct contractors on their Selective Service procedures, to inform Selective Service officials of the importance of the project (without disclosing restricted and secret information) and eventually to aid in obtaining the required deferments. The policies and procedures of the District varied with the ever-changing policies of the Selective Service System. Decisions by the District to support deferments were based on the facts of each individual case, the manpower requirements of the District, and the existing Selective Service criteria for occupational deferments. Deferment applications were not supported for the following men regardless of their importance to the project: morale cases; conscientious objectors; employees

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guilty of excessive absenteeism, tardiness, in-plant idleness; unauthorized strikers; and job jumpers. Draft eligible men considered morale cases by their Local Boards, whose services were essential in key positions, were assigned to the Special Engineer Detachment or Enlisted Reserve Corps after their induction, and thereafter returned to their jobs.

b. Policies Prior to October 1943.

(1) Selective Service. - The policies of the Selective Service System prior to October 1943 were to induct men in the following order: (a) single men; (b) single man with dependents; (c) married men; (d) married men with dependents. Local Boards were instructed not to induct married men who were maintaining bona-fide homes for "pre-Pearl Harbor" children.

(2) Manhattan District. - The prohibition of inductions of "pre-Pearl Harbor" fathers by the Selective Service System created a large manpower reserve in the country, from which replacements could be obtained. Contractors were instructed to employ "pre-Pearl Harbor" fathers insofar as possible to minimize personnel turnover. Although the District adopted and maintained a "hands-off" attitude towards the contractors' Selective Service problems, in the spring of 1943 it became apparent that many justifiable deferments of certain personnel who were not "pre-Pearl Harbor" fathers, but qualified to fill key positions, particularly in technical and scientific fields, were not being obtained, largely because of rigid security regulations imposed on the contractors prohibiting their revelation of any significant information pertaining to the District work. Manhattan District aid,

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therefore, was necessary in individual cases. A total of thirty-one cases of young scientists and highly skilled technicians holding key positions with the project, were supported by General Groves and handled as administrative matters. Area Engineers were also permitted to lend supporting statements in cases where the desired deferments were justifiable in the interest of the District program. Contractors were advised, and in many instances were aided, by the District in establishing Replacement Schedules with the Selective Service System.

g. Policies - October 1943 to December 1943.

(1) Selective Service. - On 1 October 1943, Local Boards, because of changed Selective Service regulations, began to induct "pre-Pearl Harbor" fathers to fill their quota. Although "pre-Pearl Harbor" fathers could still obtain deferments because of dependents, those employed on the project and the others, constituting the major manpower reserve in the country from which replacements were being obtained, were now subject to reclassification and induction.

(2) Manhattan District. - The new procedure to induct fathers affected thousands of workers on the District project, particularly at the Clinton Engineer Works where there were many local men in draft age who were already fathers of several children. The District emphasized the importance of effecting and procuring Replacement Schedules to meet this new critical situation. In all, twenty-four prime contractors were aided by the District in obtaining Replacement Schedules in an attempt to control the loss to Selective Service of the most vitally needed employees in construction, operation, and

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research (See list, App. A-10).

g. Policies - December 1943 to May 1944.

(1) Selective Service. - On 11 December 1943, all dependency deferments were revoked. Therefore, men working for the project who had previously been deferred for dependency reasons, in addition to "pre-Pearl Harbor" fathers, were made subject to immediate reclassification and induction unless they received deferments for occupational reasons. At the same time, Selective Service regulations were amended, giving jurisdiction of occupational deferments to the Appeal Board in the locality of the registrant's principal place of employment, instead of the Appeal Board at the place of registration. (Public Law 197, 78th Congress; Chapter 342, 1st Session). This was known as "appeal by law" and required Local Boards to forward the case to the Appeal Board in the locality where the registrant was employed.

The change in dependency deferments particularly affected the young technical assistants, scientific personnel and key skilled craftsmen because of the pressure placed on the Local Boards by public opinion to induct young single men in preference to family men. State Directors, who had personally assumed responsibility of individual deferments under the Replacement Schedule plan, displayed increasing concern about Manhattan District deferments because of their limited knowledge of the purpose or objective of the project.

The West Coast Plan certification procedure was extended on 31 December 1943 to industries and establishments where production urgency existed. The Army and the Navy assumed jointly the responsibility under this plan with employers and Selective Service in ob-

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taining occupational deferments (See Par. 6-2g and App. B-19).

On 6 January 1944, deferments for registrants who had not reached their 22nd birthday were restricted unless the State Director in the state of employment certified to the Local Board that, in his opinion, exception be made in the individual case.

(2) Manhattan District. - The stringent policies adopted by the Selective Service System on 11 December 1943 created a critical manpower problem which threatened to deplete the rolls of all Manhattan District contractors of their highly skilled technicians, scientific and professional personnel, engaged in research, operation, manufacture and supply of complex machinery and scientific equipment; and critically needed men of all trades engaged in the construction of the three main sites at Clinton, Hanford and Los Alamos.

On 1 December 1943, the District abandoned its "hands-off" policy and immediately made preparation to handle the screening and endorsement of each individual deferment considered necessary in the maintenance of essential work for the District. A deferment review board, staffed by three Army Officers assigned to the Clinton Engineer Works, was established to review and recommend to the District Engineer as to whether or not specific individuals engaged in Manhattan District work should be deferred because of their occupation. The District Engineer, in turn, made recommendations, based on the findings of the board of officers, to the Selective Service System. Each case was handled individually. The considerations important to the Selective Service System, as well as the requirements of the project, were borne

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in mind and the operations were carried out to coordinate the objectives of the two agencies in the best interest of the over-all war effort.

Of particular concern was the need for retaining in the District work, many young physicists, chemists, metallurgists, and other scientific and technical personnel who were engaged in research in various parts of the country and in the operation of the industrial plants. The war effort had, of course, increased the demand for such personnel in all war-time industrial activities throughout the country. The Armed Forces had already drawn on certain numbers of these personnel, and men already trained in these fields were, generally, entrenched in operating industrial organizations; consequently, a relatively large percentage of such personnel employed in this comparatively new program undertaken by Manhattan District were young men who had completed their academic training recently. It was necessary to conserve these men for the project operations because of the scarcity of older non-vulnerable men. A second situation also made this young and scientific personnel particularly valuable to the District program. The fundamental process and design problems were so new that only men who had recently finished college had any chance to be trained or know anything about them -- except a relatively small number of older professors and instructors.

The District program involved the procurement of tremendous quantities of materials, equipment, and other supplies, some items of which constituted the major effort of various industrial plants in the country for a period of several months. The changes in Selective

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Service regulations during this period of time threatened to reduce the number of personnel available to suppliers and thereby delay scheduled deliveries of important equipment. The problems involved in the case of supplier organizations were peculiar to them in that in most cases they were not entirely devoted to the operations of Manhattan District. It was, therefore, impossible for District officials to judge the merits of each case and to certify that any particular employee was engaged in the work of the Manhattan District without making a detailed survey of the individual plant. The procedure generally adopted was to make general surveys of the plants involved to determine the amount and importance of the Manhattan District work undertaken, the probable duration of the work, the specific personnel for whom deferments were requested, the possibility of readjusting manpower assignments within the plant to absorb the jobs of those eligible for induction. Appropriate recommendations were eventually made to the Selective Service officials by the District Engineer based on the results of these surveys. The Selective Service effort undertaken by Manhattan District in furtherance of its program was nationwide inasmuch as it affected 344 contractors and sub-contractors, situated in 31 states of the Union plus the District of Columbia and the Dominion of Canada. (See list, App. A-11). Thousands of Local Boards of the individual employees concerned were located and scattered in every one of the 48 states.

In order to offset the concern of the State Directors and other officials of Selective Service System who had in the past assumed personal responsibility for Manhattan District deferments, certifi-

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cations under the West Coast Plan were obtained for thirteen (13) programs of the District (See App. A-9). Special District policies and procedures were adopted to administer the West Coast certification plan.

In the period from 6 January 1944 through 12 May 1944, Selective Service Directors and Local Boards made exceptions from the general rule prohibiting deferments of men under 22 years of age, where deferment applications were supported by the District. There were 566 cases in the Manhattan District where contractor employees, all young scientists engaged in research or operations, were so deferred.

g. Policies - May 1944 to February 1945.

(1) Selective Service. - A more stringent policy on the occupational deferment of men under the age of 26, physically fit for combat, was adopted on 4 May 1944 because the indicated needs of the Armed Forces were greatest for such men. Again, the State Director was required to recommend personally any such deferments. All Local Boards were requested to concentrate on this young age group and were allowed to fill their monthly quota from the ranks of the older registrants, and particularly from the age group 26 through 29.

Selective Service regulations were amended 2 December 1944 to provide for the induction of "job jumpers" who left their employment without the consent of the Local Boards. Men who had been found disqualified for military service or who had been qualified for limited service only were subject to induction for violation of this rule -- as well as other registrants.

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(2) Manhattan District. - Recommendations were made for the deferment of 2,799 men under the age of 26 who were found to be engaged in highly essential work in research, operation, and supply. Each case was again judged on an individual basis at which time the educational background, work experience, and contribution to the project were deciding elements in judging District support. Men in the age group 26 through 29 were supported for deferment if they were found to be "necessary to and regularly engaged" in work for the project. Men 30 to 37 received support of the District if they were "regularly engaged" in work for the project.

Contractors were urged to support deferments through the District Office for all men employed who were classified 4-F (disqualified for military service) or 1A-1 (found acceptable for limited military service). The District undertook to aggressively control "job jumpers", absenteeism, in-plant idleness, and unauthorized strikes through its own interpretation of the job jumper clause of the Selective Service Act.

g. Policies - February 1945 to August 1945.

(1) Selective Service. - The Selective Service System adopted new restrictions on occupational deferments on 21 February 1945 as follows: (a) Men under 30 years of age must be "necessary to, regularly engaged in, indispensable and irreplaceable" to the war program or to national safety, health or interest: (b) men 30 to 33 must be "regularly engaged in and necessary to" the war program activities: (c) men 34 to 37 must be "regularly engaged" in such work.

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Under the direction of the Office of War Mobilization and Re-conversion, a plan was devised by the Director of Selective Service under which Manhattan District project was designated as one of the agencies authorized to certify deferment applications in the cases of contractor employees engaged in work for the project (See S-2. a.). Under the plan, a fixed quota not to exceed 6,000 deferments was allocated to the District.

Victory in the European theatre of war resulted in changed manpower requirements of the Armed Forces and resulted in the lowering of Selective Service inductions. The demand for men under 30 years of age continued as before with the corresponding strict criteria for their occupational deferments. On 21 June 1945, however, deferment standards for men over 30 years of age were relaxed again to provide for deferment if "regularly engaged" in war production.

(2) Manhattan District, - New applications for deferment of men under 30 years of age were processed through the District Office and were screened under the new Selective Service policies stated as above. A total of 5,789 deferments were certified by Manhattan District project as an authorized Government agency and forwarded to the Local Boards from 21 February through 31 August 1945. The superior manner in which Manhattan District handled its authority to certify deferments is attested in letter from National Selective Service Headquarters, dated 23 June 1945 (See App. B-20).

In the period from 21 February 1945 through 22 June 1945, the District supported deferments for 3,892 in the age group 30 to 33 considered necessary to its program.

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g. Policies - August 1945 to December 1945.

(1) Selective Service. - Total victory again changed the manpower requirements of the Armed Forces and brought about a reduction in Selective Service calls. At the direction of the President, only registrants under 26 were subject to selection and induction by Local Boards for service in the Armed Forces. The certification procedure in force since 21 February 1945 was revoked.

(2) Manhattan District. - Pending final decision by the Executive and Legislative Branches of our Government as to the future of the Atomic Project, Manhattan District adopted the policy to keep intact the team of scientists and highly skilled technicians, whose efforts greatly aided the District in achieving its objective. In all 1,160 deferments were supported in this period for young scientists and engineers, whose services were required for the continued running of the project.

h. Policies - January 1, 1946 to December 31, 1946.

(1) Selective Service. - In May 1946 Selective Service included the age group 26 to 29 (except fathers and veterans) with registrants who were subject to induction into the Armed Forces. Then in August, because of increased military requirements, Selective Service inaugurated a new certification plan whereby certain government agencies were given authority to certify and recommend the deferment of registrants considered "irreplaceable and indispensable to activities essential to the National existence". The Manhattan District was authorized to act as the certifying agency for registrants engaged in work on its projects.

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(2) Manhattan District. - Following the May revision of Selective Service policy, the District extended to the 26-29 age group the same policies, procedures and criteria for support for deferment as had been in effect for the under-26 age group. Also, contractors were requested to secure clearance from the District Office Selective Service Section before the hiring of men now vulnerable to the draft who had formerly been employed on District work. This was done to safe-guard against the employment of men who had left the project when draft policies had been relaxed. When the more stringent requirements for deferment were put into effect in August, the District adhered to the spirit and letter of the new regulations by rejecting the cases which did not clearly qualify and certifying for deferment only a select group who were determined to be eligible under the new criteria.

6-3. Manhattan District Selective Service Organization. When it became apparent, in the fall of 1943, that steps must be taken to centralize control of deferment procedures in order to prevent the loss of essential men and relieve the various areas of the increasing administrative work required of them, a Selective Service Section was established in the District Office. On 1 December 1943, the Selective Service Section of the District Office and the former Area Office at the Clinton Engineer Works were consolidated and the new section undertook to process all requests for deferment submitted by the contractors. Policies and procedures were made known to contractors and Area Engineers by District circular letters issued from time to time. The District Selective Service Section was made up of personnel familiar with

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Selective Service procedure by reason of previous employment in various State Selective Service Headquarters and other agencies of the System. Applications for deferment were screened in accordance with the needs of the District and current Selective Service regulations, and forwarded to the District review board when necessary. It also maintained liaison with Selective Service Headquarters in various states and explained the District importance in the war program and its need for special consideration to guard the security of its projects.

Early in 1944, a similar organization was established at Hanford Engineer Works to process deferments of operating personnel at that project. Branch offices, each manned with experienced Selective Service men, were established in New York City, Chicago and Hanford to facilitate and give prompt aid to District matters in and surrounding the locations of these branch offices.

The District Selective Service Office was planned and organized in the same efficient manner as a State Selective Service Headquarters. Cases were processed, considered and judged in the same manner as a State Headquarters would if it had all the facts and secret information available regarding the registrant's job and the activity of the company. After decision had been made to support deferment, aggressive action was taken in each case to secure the deferment requested. It must be understood that the District did not have, and never assumed, any authority over the Selective Service System, but set up its own Selective Service administrative unit to serve in an advisory capacity to the District engineer in connection with his recommendations for deferment.

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non-derogation of the individuals concerned.

While Selective Service gradually learned to respect and accept the recommendation of the District Engineer, his recommendations to the Local Boards were his own and the functions and powers of the Selective Service System were in no way usurped by the District.

The maximum information allowed by Security was made available to all levels of the Selective Service System, and particularly to the Local Appeal Boards near the three main sites of the project at Knoxville, Tennessee; Santa Fe, New Mexico; and Hanford, Washington.

6-4. Manhattan District Government Civilian Employees. - Deferments for Government civilian employees of Manhattan District of draft age were handled under the procedures and policies set up by Executive Order No. 9309, dated 6 March 1943 (Public Law 23, 78th Congress; Chapter 33, 1st Session). Regional Deferment Committee No. 184, composed of three commissioned Manhattan District officers, was designated by the Secretary of War to act for the Manhattan District project. A total of 600 cases were handled by this committee from the date of its inception until the date it was disbanded by Government order.

Reflection of the manner in which these deferments were accomplished is contained in letter from the National Director of Selective Service dated 23 June 1945 (See App. B-20).

6-5. Results.

a. From the date of centralization of the District deferment activities in December 1943 and through December 1946, a total of 61,219 original and renewal applications were approved by the District and forwarded to the Selective Service System (See App. A-12).

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The total cases handled as stated above include: (a) 38,487 original applications investigated and given support by the District (of these 14,904 were approved for disqualified and limited service men, to enable control of job jumping, unwarranted absenteeism, tardiness, in-plant idleness, and unauthorized strikes); (b) 8,572 cases submitted direct to the Local Boards by Area Engineers under District supervision; (c) 13,560 renewal applications; (d) 600 Manhattan District Government employees applications.

There were 209 men, whose services were considered essential, but for whom deferments were not supported because of District policies (See Section 6-2g). These cases were referred to the District Enlisted Men's Procurement, Assignment and Utilization Branch, and the subject employees were eventually brought back to their jobs as members of the Special Engineer Detachment or the Enlisted Reserve Corps.

The records of the District Selective Service Section disclose only one instance where a draft eligible employee, whose services were needed by a contractor, was not kept in his job either by District deferment action or military assignment through the Special Engineer Detachment or Enlisted Reserve Corps.

p. The number of men of draft age employed on Manhattan District work cannot be accurately stated. Affirmative steps were taken, however, to make available to Selective Service as many draft eligible men as possible. Contractors who availed themselves of the privilege to obtain District support for their necessary men were informed that the District Engineer was not in favor of their filing

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applications for deferments for men who did not meet the District criteria. All contractors engaged 100 percent on District work restricted their Selective Service applications to only those cases submitted through the District Office. It is safe to say that this policy, together with the rigid criteria for deferments established by the District, resulted in the induction of many draft eligible workers.

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**SECTION 7 - MILITARY PERSONNEL**

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SECTION 7 - MILITARY PERSONNEL

7-1. Reason for Assignment of Military Personnel to the Manhattan District.

a. General. - When the responsibility of developing atomic energy for military purposes was charged to the Manhattan Engineer District, there immediately developed the problem of recruiting thousands of highly technical and specialized workers. The work to be done was so different from anything ever attempted before, that a large percentage of the personnel obtained had to be trained. Even more difficult to find was the personnel who would carry on the actual research, and here again many had to be specially trained in order to assist those scientists who were directly in charge. Obviously, such a project had to be under military control; therefore, officers were assigned to control and report on all activities of the Manhattan District wherever they were located (See Par. 7-4g). The enlisted personnel who were assigned to the District to supplement the shortage of technical civilian personnel, were retained in the military service for two specific reasons: (1) to divert attention and subdue hard-feelings that would be focused on the authorities concerned if the men were discharged during war time for the purpose of accepting employment on a secret project; (2) in order to retain certain technical and specialist personnel under military control for security reasons.

b. Officer Personnel. - The primary purpose for the assignment of Army officers to the Manhattan District was to provide responsible supervision and administration, subject to Army control and military law, of security, construction, operations and research; of materials and

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equipment; and of several thousand contracts.

**g. Enlisted Men.** - The Manhattan Engineer District having been assigned the task of developing atomic energy for military purposes was, in its early stages, confronted with the problem of finding special technically qualified personnel to assure its success. As the draft regulations of the Selective Service Act grew more and more severe, the problem of finding sufficient civilian personnel became critical. On 22 May 1943, approval was obtained from the Commanding General, Army Service Forces, authorizing the establishment of the Special Engineer Detachment as a unit in the Manhattan District, to which essential technical men could be assigned upon being drafted (See App. C-1E). With the personnel authorization of 334 enlisted men this new organization began to function immediately as certain technical personnel were drafted and directly reassigned to the Manhattan District to continue in their jobs. The enlisted personnel assigned to the Manhattan District to alleviate the manpower shortage were placed on duty in the various areas (See Par. 7-4g) of the Manhattan District and with many private contractors.

**g. Enlisted Women.** - Enlisted women were assigned to duties in the Manhattan District for one primary reason, to provide clerical personnel in positions where security was of such vital importance as to make it desirable to have the personnel working in such positions subject to military law and procedure.

**g. Counter Intelligence Corps (CIC).** - See Book I, Volume 14 of this History.

**g. Military Police.** - It was apparent that the assignment of regular military police companies to the Hanford and Clinton projects

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was necessary, both from the standpoint of providing constant military guard over certain technical and restricted areas and to provide for any unforeseen emergencies which might arise. Accordingly, arrangements were made between Major General L. R. Groves and the Chief of Staff, Army Service Forces, on 24 June 1944, providing for the assignment of one military police company to Hanford Engineer Works and another to Clinton Engineer Works. Orders were duly received from the Adjutant General, and the military police company designated for Hanford Engineer Works at Richland, Washington, arrived on 4 July 1944, and the company designated for Clinton Engineer Works at Oak Ridge, Tennessee, arrived on 2 July 1944. (Information pertaining to the Military Police originally assigned to the Los Alamos Project will appear in Book VIII of the History).

7-2. Activation and Authorizations. - The Manhattan District was activated on 16 August 1942, by General Order No. 33, Office, Chief of Engineers, dated 13 August 1942 (See App. C-19). An original authorization of 62 officers was made by the Office, Chief of Engineers, on 14 August 1942 (See App. C-20). Subsequent authorizations were granted by letters, memoranda, verbal commitments and Army Service Forces Personnel Control Forms as the need arose, until the peak authorization of 699 officers and warrant officers was granted by Army Service Forces on 31 October 1945 (See App. C-21). This authorization was carried through December 1945, after which small reductions were made each month as permitted by the demobilization program and diminishing requirements of the District. The establishment of the military organization known as the Special Engineer Detachment was approved by the Commanding General, Army Service Forces, on 22 May 1943, with an authorization

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of 334 enlisted men (See App. C-1E). The progress of the Manhattan District was so rapid and the demand for technical personnel so great that subsequent increasing authorities, both verbal and written, were granted until the peak authorization of 6032 was granted by The Army Service Forces on 31 October 1945 (See App. C-21), and was carried until December 1945. The authority for 3 WAC officers and 75 enlisted women came from the Adjutant General on 5 June 1943 (See App. C-22). Later the authorization for WAC officers and enlisted women was included in the bulk authorization for military personnel, except that a maximum of 370 enlisted women was authorized by Headquarters, Army Service Forces, on 31 December 1945 (See App. C-23). After 1 January 1946, the total authorization of 6032 enlisted personnel was reduced from time to time as demobilization and District requirements permitted, until on 9 December 1946 the authorization was lowered to 2203. An authority which enabled the District to place enlisted men on duty with private contractors and in small towns without attracting attention to the work being done was received on 12 June 1944 (See App. C-24). This authorized the District to transfer a total of 365 enlisted men to the Enlisted Reserve Corps, thus permitting them to be placed on special jobs as civilians, but still under military control.

7-3. Procurement. - The procurement of qualified military personnel to fill the technical requirements of operating contractors at the various areas (See Par. 7-4g) was a major function of the Personnel Division. The Army Specialized Training Program Headquarters in Washington, D. C., placed the facilities of their organization at the disposal of the Manhattan District and arranged clearances with Universities

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for screening and interviewing qualified Army Specialized Training Program students. The Office of the National Scientific Roster in Washington, D. C., made available names, educational and industrial background and military status of qualified scientific personnel as recorded in their files. Many universities and engineering colleges throughout the country furnished the names and draft status of qualified graduating students. Representatives of the District screened and interviewed personnel at army camps throughout the country in an effort to procure the technical personnel needed to accomplish the purpose of the Project. The tremendous scope and growth of the District made it necessary to recruit men with experience in nearly every trade and profession. Contacts were made with other government agencies and private manufacturing concerns for information pertaining to former employees in the Armed Forces. The immediate response by these private agencies, the Ordnance Department and the War Manpower Commission contributed greatly toward fulfilling the urgent requirements. At the time the first atomic bomb was dropped on Japan, over 3500 scientific and technical men had been individually selected and procured. The peak enlisted personnel strength, a total of 4976 was reached on 1 November 1945. This number includes, in addition to the scientific and technical men, service troops, military police and enlisted women. During 1946 procurement continued at an active rate as discharge criteria were lowered and military replacements were still necessary. Transfer of 1449 enlisted men to the District was requested of the Adjutant General during this year. These replacements, in the main were assigned to the Santa Fe Area and to the military

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forces at Hanford Engineer Works and Clinton Engineer Works. The enlisted strength on 31 December 1946, was 2326.

7.4. Administration.

a. General. - The Manhattan District, established without geographical limits, has assigned military personnel to "Areas" located at Oak Ridge, Tenn. (Headquarters); Washington, D. C.; Boston, Mass.; Berkeley and Los Angeles, Calif.; Chicago, Ill.; Richland, Washington; Ames, Iowa; Milwaukee, Wis.; New York, N.Y.; Rochester, N.Y.; Tonawanda, N.Y.; St. Louis, Mo.; Wilmington, Del.; Santa Fe, N.M.; Albuquerque, N.M.; and various minor locations in the United States and foreign countries. The many problems of administering of small units of military personnel in such widely scattered, and in most places highly secret, locations, became immediately apparent as the men were dispersed to the various areas. The possibility of attaching these units to nearby Service Command Headquarters for administration was seriously considered until it became apparent that the amount of classified information that would have to be made available to the Service Commands for proper administration was prohibitive. For instance, in some secret locations, the men were required to wear civilian clothing and they traveled to other secret installations under secret orders. This information could not be revealed to outsiders. Until April 1944, the number of personnel assigned to each area was quite small and it was possible to carry on administrative and supply functions by correspondence from the Headquarters at Oak Ridge. However, in April 1944, the Army personnel assigned to each area increased so rapidly as to necessitate the decentralization of administrative functions. When

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originally established, the Manhattan "Engineer" District, as it was called, was hidden behind the administrative cloak of the Office, Chief of Engineers, this being the most feasible place to hide it in order to attract a minimum of attention. Personnel authorizations came from Headquarters, Army Service Forces, to the Chief of Engineers and were suballotted to the District. The Office, Chief of Engineers, acted as a higher echelon channel for general administrative functions and it assisted the District in its early efforts to become acquainted in various higher Army divisions. Under the Chief of Engineers, the District received its first true military designation: 9612th Technical Service Unit-Corps of Engineers, Manhattan District (See App. C-25). This designation was effective 1 February 1945, and all military personnel assigned to the District regardless of location were assigned to this unit. As time passed, and the District was able to operate more and more on its own, the Office, Chief of Engineers, began to fade into the background. On 31 July 1945, the District received its last personnel allotment from the Chief of Engineers (See App. C-26) and began to receive them direct from Headquarters, Army Service Forces. However, the old designation of 9612th TSU-CE, Manhattan District, was retained, since the Congress had not determined what position the Manhattan District should hold within the Army. As an aid to personnel administration, the Personnel Division has maintained a representative in Washington for the purpose of carrying on personnel business with other Army and Federal agencies in Washington. One other administrative item of noteworthy importance was the change over from the 4th Service Command Machine Records Unit to the Mil-

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tary District of Washington on 1 October 1944 (See App. C-27). This change was made because a loss of security was being suffered because of the appearance of military occupational specialty numbers on monthly machine records rosters. These military occupational specialty numbers indicated the general type of work being done by the District, which was highly classified information at that time. By changing to the Military District of Washington Machine Records Unit, the District was able to eliminate all such security breaks, since that Unit was established for the purpose of servicing all unusual and secret organizations.

b. Officer Personnel. - Because officer personnel required less direct supervision, and since it was contemplated that the number of officers assigned to the District would never reach excessive proportions (See App. A-13), it was decided to retain the central administrative office at Oak Ridge for officer personnel. However, the administration of the officer personnel at Santa Fe by the Oak Ridge Office was discontinued on 27 November 1945 (See Par. 7-4g).

c. Enlisted Men. - For the purpose of administering the enlisted men stationed at the various areas, qualified noncommissioned officers were procured, and after having been instructed in the peculiar administrative problems encountered in such an organization, they were assigned to these areas to establish administrative offices there (See Par. 7-4g). These administrative noncommissioned officers, although directly responsible to the Headquarters Office at Oak Ridge, were placed in full charge of the administrative functions at their respective locations, and were responsible for making arrangements with nearby Army installations for finance and supply. However, the larger areas at New York, Santa Fe, Richland and Oak Ridge were under the

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supervision of officers assigned there. The enlisted men at all areas except Santa Fe, New Mexico, and Richland, Washington, were placed on a commutation of rations and quarters status, thus eliminating the necessity for providing housing and messing facilities, but those stationed at Oak Ridge received commutation in lieu of rations only, since they were furnished government housing. From the beginning, it was made known to all concerned that the importance of security in the District program could never be overemphasized. In order to operate under this policy, it was necessary from time to time to obtain exemptions from reporting personnel on availability reports and various other administrative reports required of other organizations by higher echelons. Such exemptions were usually obtained without difficulty, but at times, depending on the nature of the report, skeleton reports not revealing classified information were made in order to divert undue attention.

g. Enlisted Women - The WAC administrative office was maintained in New York along with other District activities until 12 August 1943, when it was transferred to Oak Ridge, Tennessee. Administrative functions were performed by the Oak Ridge office for WAC personnel at all areas except New York, Richland, and Santa Fe, where administrative control was delegated on 19 November 1944, 2 October 1943 and 27 November 1945, respectively. Payrolls for the WAC personnel administered by the Oak Ridge office were accomplished by the 1467th Service Command Unit at Fort Oglethorpe, Ga. WAC personnel administered by Oak Ridge were also attached to the 1467th Service Command Unit for supply and rations. All WAC personnel were

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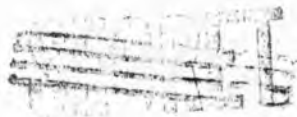
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on a commutation of rations and quarters status except those stationed at Richland, Santa Fe, Oak Ridge, and New York. Those stationed at Oak Ridge and New York were furnished government quarters but received commutation in lieu of rations. After reaching a peak strength of 273 in August 1945 the detachment gradually decreased in strength until transfer of the last enlisted personnel from the District had been made and records were officially closed on 8 October 1946.

g. Military Personnel at Santa Fe, New Mexico. - The extreme secrecy and isolation of the Los Alamos project at Santa Fe, N. M., made it necessary to assign a large number of officer and enlisted personnel to that Area. A large portion of this personnel was assigned to an 6th Service Command Unit known as the 4817th Service Command Unit. The Oak Ridge office exercised no jurisdiction over this unit, until it was transferred to the Manhattan District on 31 October 1945 (See App. C-2E). This Unit is covered by the Los Alamos History in Book VIII of the Manhattan District History. By November 1945, the military personnel strength at Los Alamos had reached 108 officers, 2517 enlisted men and 236 enlisted women. Controlling the administration of this large military unit from so great a distance was an extremely difficult task. Therefore, in order to expedite administrative procedures, and since security had relaxed sufficiently to permit it, the Santa Fe Detachment was organized on 27 November 1945, with the Commanding Officer at the Los Alamos Project in full administrative control over the military personnel at that area (See App. C-29). He was granted a personnel authorization of 155 officers, 2960 enlisted men and 240 enlisted women. A breakdown of this authorization by grades

appears in the Appendix (See App. B-21).

7-5. Control of Lost Personnel. - From the time the first men were transferred out of the Manhattan District there developed the need of a control system whereby the assignments of military personnel who had been transferred to other units of the Army could be controlled. It would have been a definite hazard to the security of the project to have had its former personnel captured by an enemy and subjected to questioning thereby. This was especially true in the case of the European theater. Therefore, in an effort to protect the project as well as the men concerned, a policy and procedure was established and approved by the Adjutant General, and subsequently revised as made necessary by the progress of the war, which provided for a constant and accurate check on a man from the time he left the District until he died, or was discharged from the Army (See App. C-30). As provided by the policy, no men could be assigned to an European theater of operations, nor could they be assigned to any Pacific theater where they might be subject to capture by the enemy. Areas and cities such as Hawaii, with cosmopolitan populations were also restricted by this policy. Exceptions to the policy were made for men who had not had access to highly classified technical information. The system provided for a report by the man's commanding officer and the man concerned upon each change of address. In the case of officers and enlisted women, the individual made the only report. The information compiled from these reports was invaluable in furnishing information to intelligence authorities and in enabling the District to forward letters of gratitude and commendation to all its former military personnel after the atomic bomb was dropped.



**SECTION 8 - NAVAL PERSONNEL**



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SECTION 8 - NAVAL PERSONNEL

8-1. Introduction. - Early in 1944 a number of specially trained personnel were required for operations. The primary purpose of the assignment of Naval personnel to the District was to provide, on a temporary basis, junior officers trained in the fields of mechanical, chemical and electrical engineering and in chemistry and physics, in the operation of the electromagnetic plant at Clinton Engineer Works, in lieu of adequate similarly trained civilian personnel which the plant operator, the Tennessee Eastman Corporation, experienced great difficulty in mobilizing. In addition, a relatively small number were assigned to other units of the District organization to fill vacancies in technical positions for which satisfactory civilian or military personnel could not be readily procured.

8-2. Authorization. - An oral agreement to assign Naval Officers to the Manhattan District resulted from conferences held in January 1944 by Major General L. R. Groves, with Rear Admiral W. R. Purnell, Assistant Chief of Naval Operations, and with officials of the Tennessee Eastman Corporation. A complement of electrical and mechanical engineers to be assigned to Special Project (CNO) was defined in a memorandum of 26 January 1944 from Rear Admiral L. E. Denfield, USN, to Captain T. R. Cooley, USN (App. C-30). Naval Personnel Form 350, dated 28 February 1944, provided an authorized complement of 150 officers designated electrical and mechanical engineers (App. C-31).

8-3. Organization. - Officer personnel were chosen either from officers already commissioned or prospective applicants for commission. The latter were obtained through the regional offices of Naval Officer



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Procurement which were advised that certain types of qualified engineers were required for "Special Project No. 157". The first three officers reported for duty on 16 March 1944. The number rose to a maximum of 143 by July 1944. Beginning 15 November 1944 the number of officers on duty steadily declined until by 31 December 1945 only 17 remained on the roster. Of this number 9 were detached during the ensuing year leaving a total of 8 officers assigned to duty with the District on 31 December 1946.

8-4. Assignments. - Upon reporting to the District Engineer, Naval officers were assigned to the Tennessee Eastman Corporation for duty. They were distributed in so far as their qualifications indicated and the needs of the corporation required, to a variety of assignments, supervisory, research, technical, etc. Their performance of duty was, in general, under the immediate direction of the civilian officials of the Tennessee Eastman Corporation, with administrative supervision by the Commanding Officer of the Unit under the District Engineer. These officers performed a variety of tasks in numerous departments of the Tennessee Eastman Corporation, in many cases moving to positions of increased responsibility. In addition, Naval officers were assigned to the District Officer Personnel Division, Patents Section and other units where their experience and training could be utilized to advantage.

8-5. Administration. - For administration, Naval personnel were under the jurisdiction of the Eighth Naval District. Local administration was carried out first by the District Office as part of the Military Personnel Section, then by the Commander, U. S. Naval

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Detachment, and later by U. S. Naval Unit, Special Project No. 157,  
which was established by Special Order No. 104 of the District  
Engineer, dated 17 June 1944 (See App. C-32).

MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL

APPENDIX "A"

CHARTS AND TABLES

<u>No.</u>	<u>Title</u>
1	Manhattan District Employment Chart for Contractors, August 1942 - December 1946.
1.1	Contractor Employment since April 1944.
2	Manhattan District Organization Chart -- Personnel Services, August 1942 - August 1943
3	Manhattan District Organization Chart -- Personnel Services, August 1943 - February 1944
4	Manhattan District Organization Chart -- Personnel Division, February 1944 - December 1945
4.1	Manhattan District Organization Chart -- Personnel Division, January - December 1946.
5	Principal causes of Labor turnover
6	Graphic experience of principal Manhattan District projects in labor turnover, absenteeism, etc.
7	Analysis of Work Stoppages for Construction and for Operations and Maintenance Contractors
8	Key Wage and Salary Rates for Non-Exempt Employees (as of 1 July 1945)
9	Establishments Approved for Certification Procedure under West Coast Plan.
10	Contractors for Whom Replacement Schedules were Certified by the Selective Service System, with the Aid of Manhattan District
11	Manhattan District Contractors and Sub-contractors who have Received District Aid in Selective Service Matters
12	Statistics of Deferment cases approved by the Manhattan District Engineer and forwarded to the Selective Service System

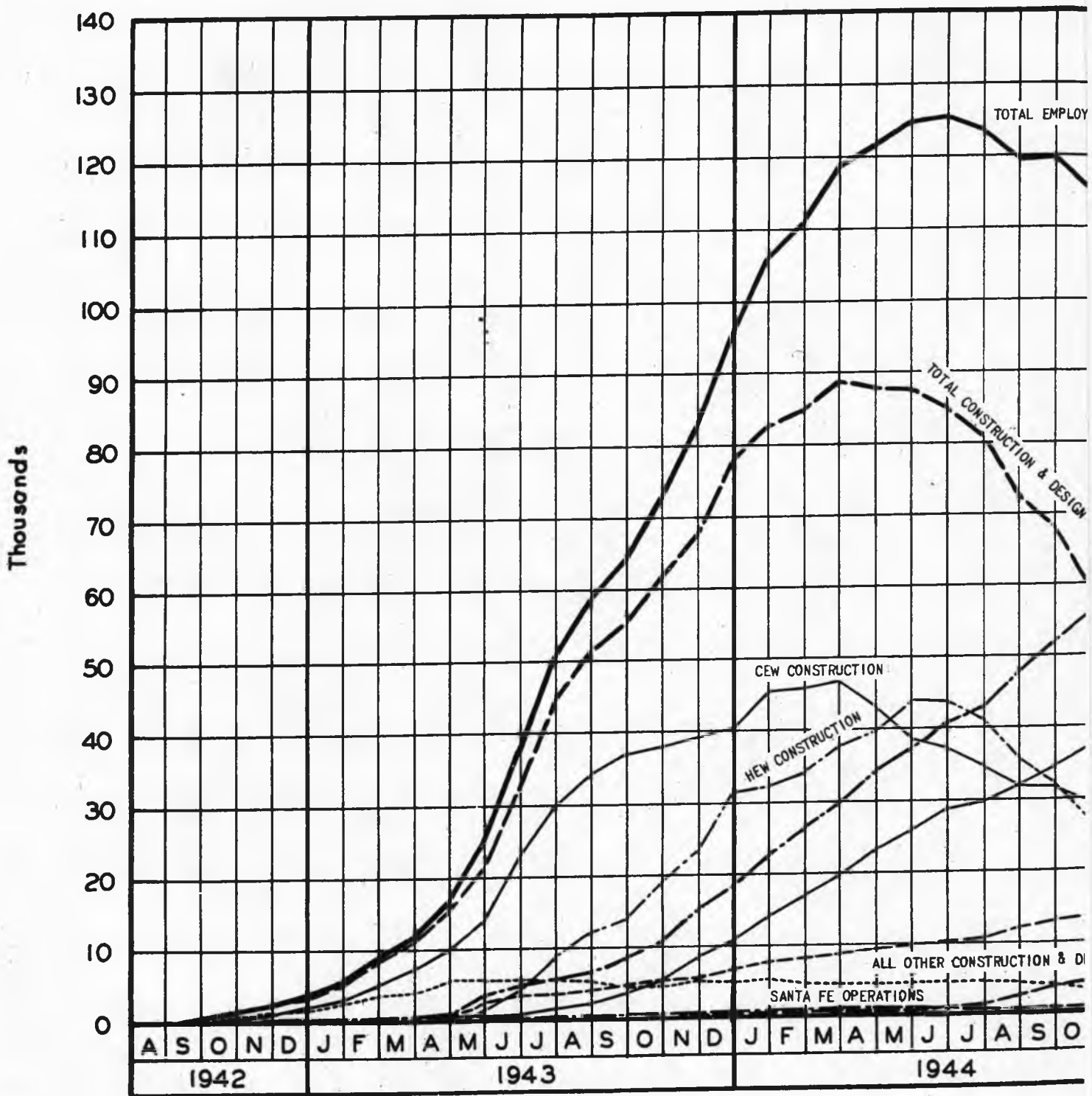
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<u>No.</u>	<u>Title</u>
13	Military Personnel Strength, July 1942 through December 1946
14	List of NLRB Representation Cases, as of 31 December 1946
15	List of NLRB Elections, as of 31 December 1946
16	List of NLRB Complaint Cases, as of 31 December 1946
17	State of Unionization on MED Contracts, 31 December 1946

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CONTRACTORS'  
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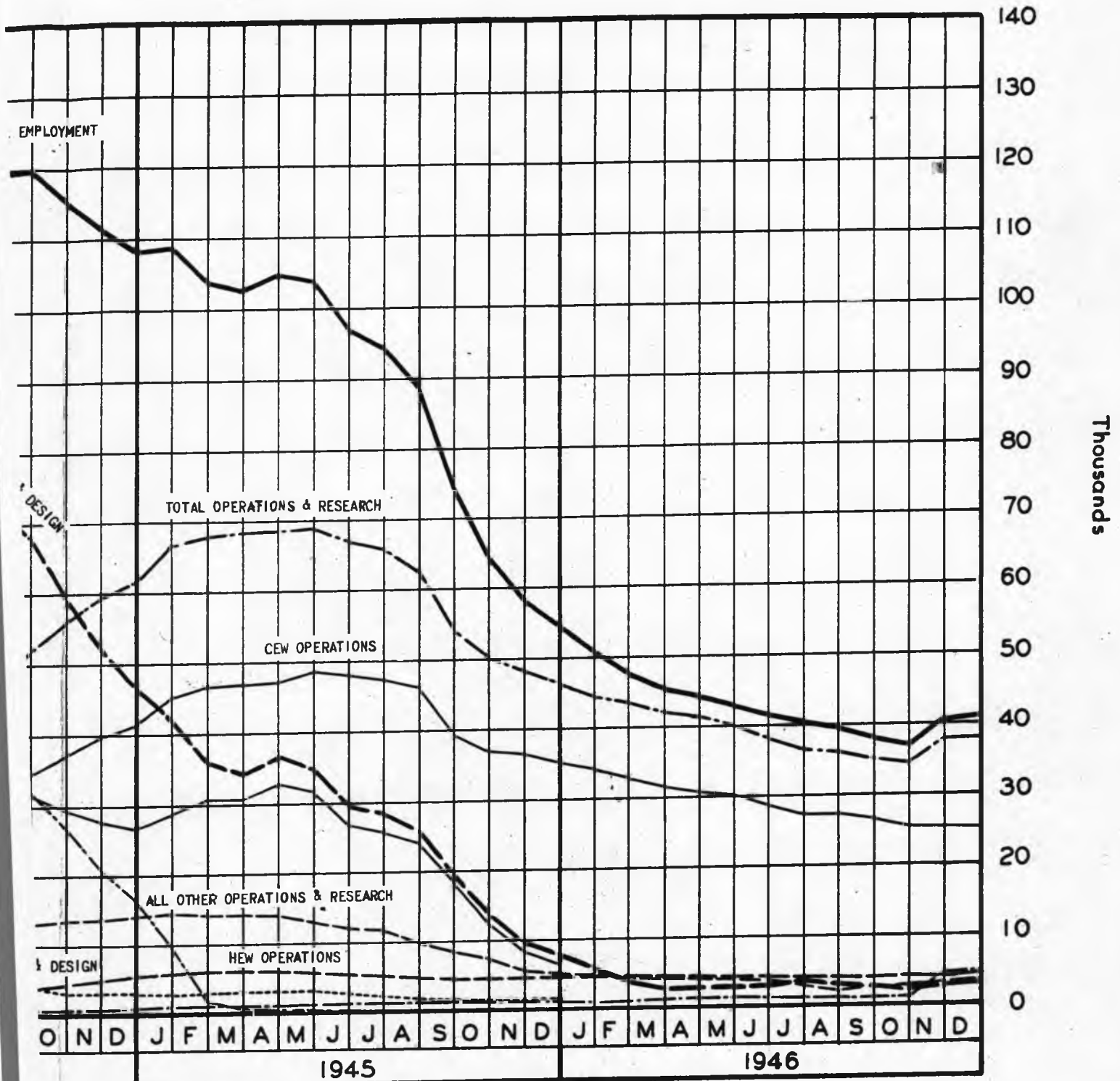


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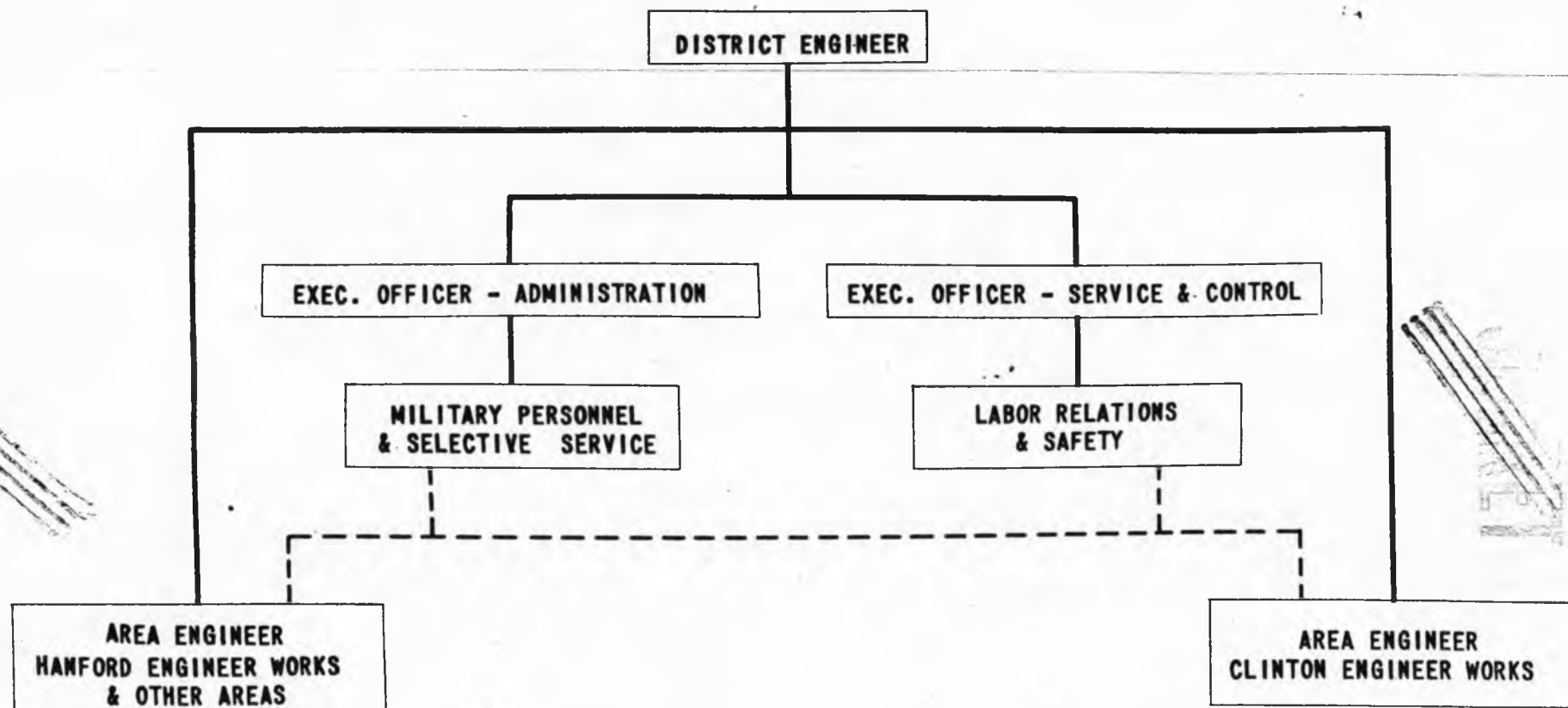
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APPENDIX A-1.1

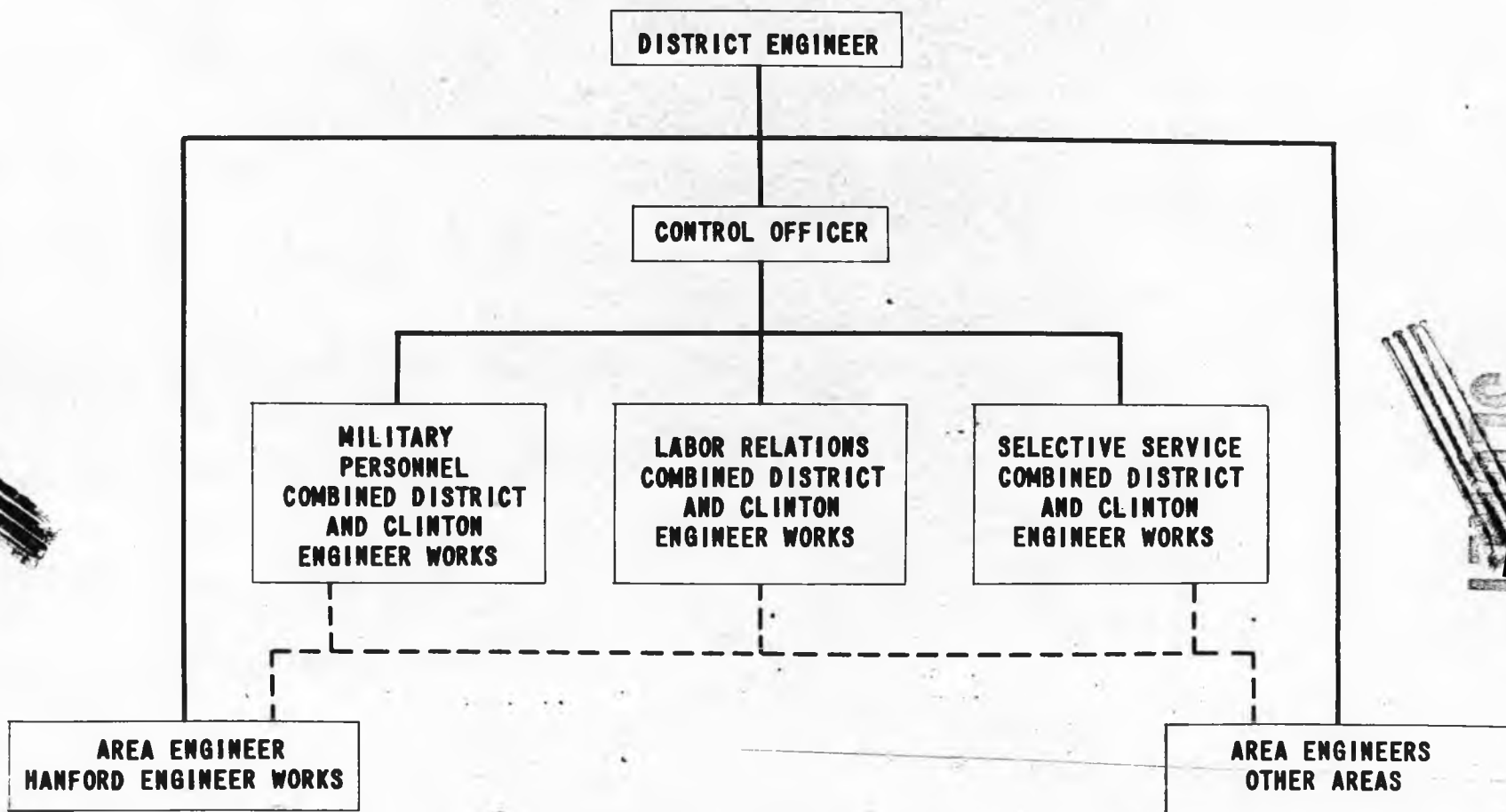
EMPLOYMENT SINCE APRIL 1944

<u>1944</u>	<u>Construction</u>	<u>Operation &amp; Research</u>	<u>Total</u>
April Peak	90,000		121,820
April	87,732	33,907	121,639
May	87,422	37,093	124,515
June	84,547	40,763	125,310
July	80,483	42,836	123,319
August	72,250	47,502	119,752
September	67,995	51,870	119,865
October	59,327	55,826	115,153
November	51,937	59,289	111,226
December	46,726	61,449	108,175
 <u>1945</u>			
January	41,796	66,812	108,608
February	35,829	67,928	103,757
March	34,091	68,366	102,457
April	36,357	68,469	104,826
May	34,815	68,928	103,743
June	29,629	67,195	96,824
July	28,268	65,984	94,252
August	25,903	62,490	88,393
September	19,790	54,261	74,051
October	13,710	50,404	64,114
November	9,693	48,352	58,045
December	8,153	46,564	54,717
 <u>1946</u>			
January	5,956	44,813	50,769
February	3,810	43,597	47,407
March	2,992	42,180	45,172
April	2,746	41,472	44,218
May	2,743	40,234	42,977
June	3,015	38,312	41,327
July	3,618	36,620	40,238
August	3,182	36,176	39,358
September	2,798	35,163	37,961
October	2,296	34,654	36,950
November	2,732	37,715	40,447
December	3,003	38,057	41,060

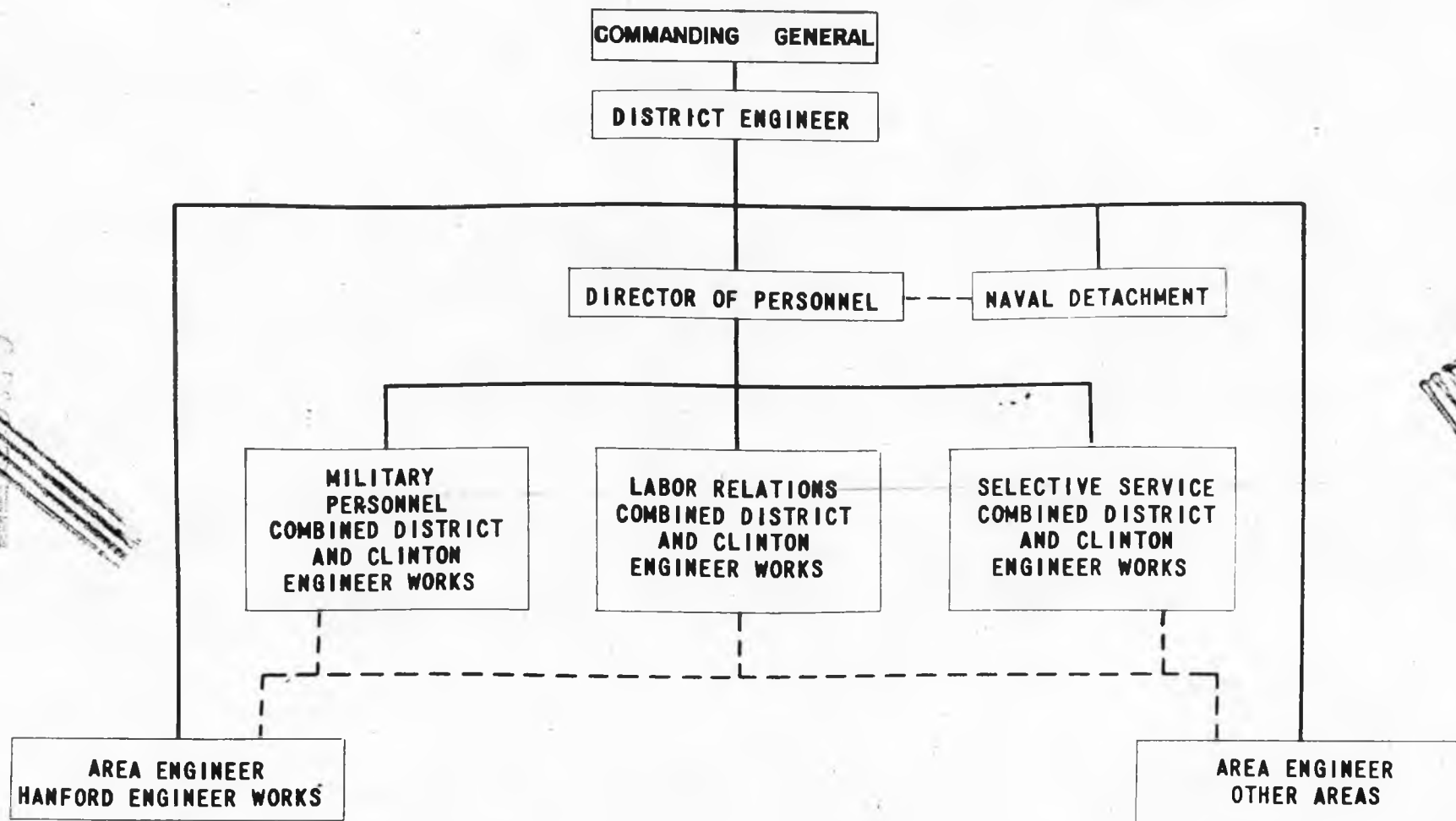


MANHATTAN DISTRICT  
ORGANIZATION CHART -- PERSONNEL SERVICES  
August 1942 - August 1943



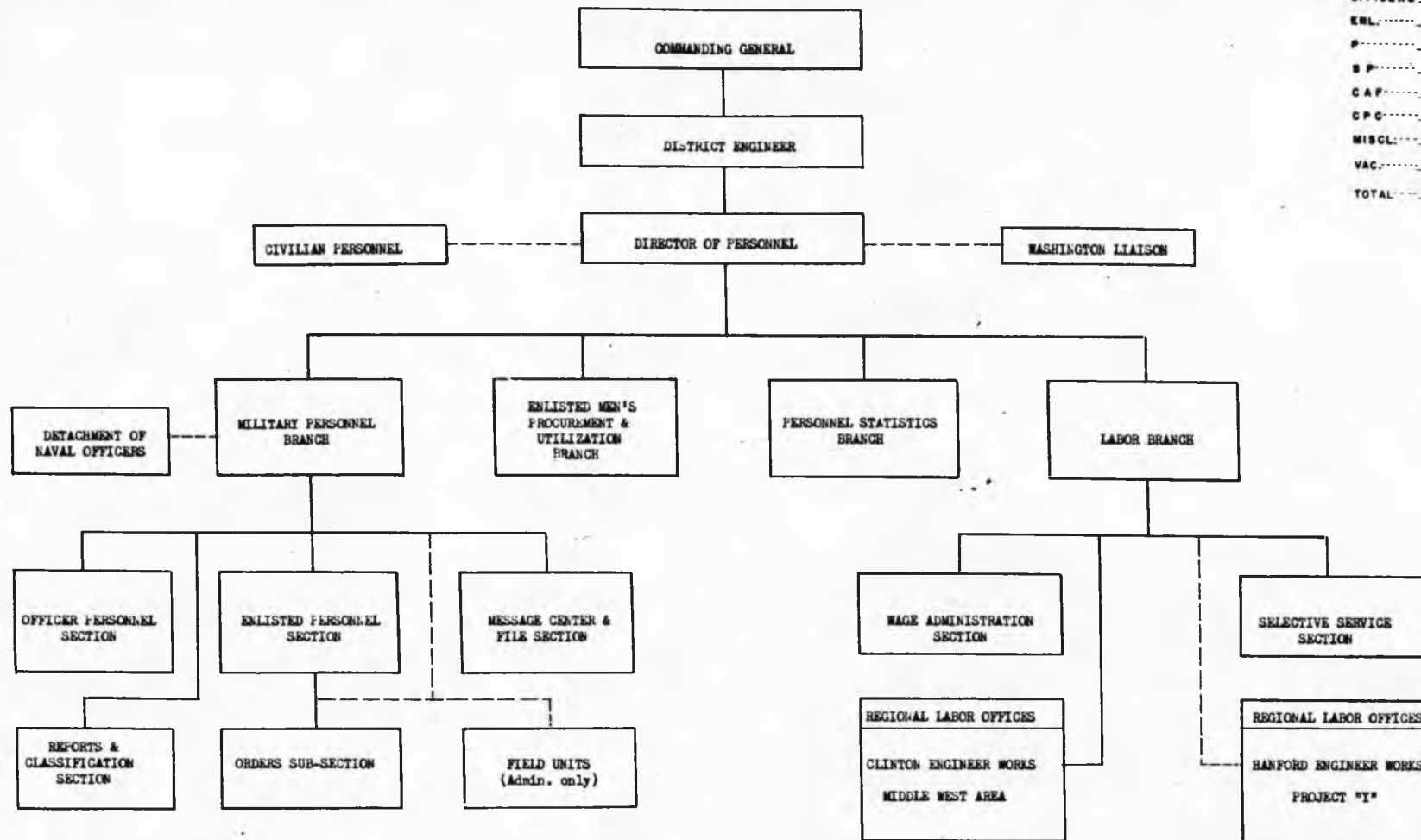


**MANHATTAN DISTRICT**  
**ORGANIZATION CHART -- PERSONNEL SERVICES**  
**August 1943 - February 1944**



MANHATTAN DISTRICT  
 ORGANIZATION CHART -- PERSONNEL DIVISION  
 February 1944 - 31 December 1945

PERSONNEL  
 OFFICERS -----  
 ENL. ....  
 P. ....  
 S P. ....  
 C A F. ....  
 C P C. ....  
 MISCL. ....  
 VAC. ....  
 TOTAL .....



ORGANIZATION CHART  
 MANHATTAN DISTRICT

UNIT PERSONNEL DIVISION

Period 1 Jan 46 - 31 Dec 46

SUBMITTED \_\_\_\_\_ DATE \_\_\_\_\_

RECOMMENDED \_\_\_\_\_ DATE \_\_\_\_\_

APPROVED \_\_\_\_\_ DATE \_\_\_\_\_

MANHATTAN DISTRICT  
LABOR TURNOVER

Construction - Hanford Engineer works  
April to June 1944  
Peak Employment - 43,800 (June 1944)  
Average Monthly Turnover Rate - 20%  
Ratio of Resignations to Discharges - 3 to 1

<u>Reasons for Terminations</u>	
<u>Resignations</u>	<u>%</u>
Illness of worker	26*
To move to another location**	19
Working Conditions	13
Illness in Family	13
Another Job	14
Living Conditions	7
Military Service	6
Wages	2
	<u>100</u>
<u>Discharges</u>	
Absenteeism	76
Unsatisfactory Worker	24
	<u>100</u>

Construction - Clinton Engineer works  
February to April 1944  
Peak Employment - 46,600 (April 1944)  
Average Monthly Turnover Rate - 17%  
Ratio of Resignations to Discharges - 2 to 1

<u>Reasons for Terminations</u>	
<u>Resignations</u>	<u>%</u>
To move to another location**	25
Illness of worker	22
Working Conditions	14
Living Conditions	12
Another Job	10
Illness in Family	8
Military Service	6
Wages	3
	<u>100</u>
<u>Discharges</u>	
Absenteeism	72
Unsatisfactory worker	28
	<u>100</u>

Operations - Tennessee Eastman Corp. (GEM)  
January to March 1945  
Peak Employment - 22,500 (August 1945)  
Average Monthly Turnover Rate - 6.6%  
Ratio of Resignations to Discharges - 1.3 to 1

<u>Reasons for Terminations</u>		<u>Total</u>	<u>M</u>	<u>F</u>
<u>Resignations</u>	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>
To move to another location**	31	17	50	
Working Conditions	21	24	16	
Illness of worker	20	20	20	
Another Job	8	13	2	
Living Conditions	7	8	5	
Wages	5	7	2	
Military Service	4	8	-	
School	2	1	4	
Illness in Family	2	2	1	
	<u>100</u>	<u>100</u>	<u>100</u>	
<u>Discharges</u>				
Absenteeism	63	50	79	
Unsatisfactory Worker	23	29	15	
Security	14	21	6	
	<u>100</u>	<u>100</u>	<u>100</u>	

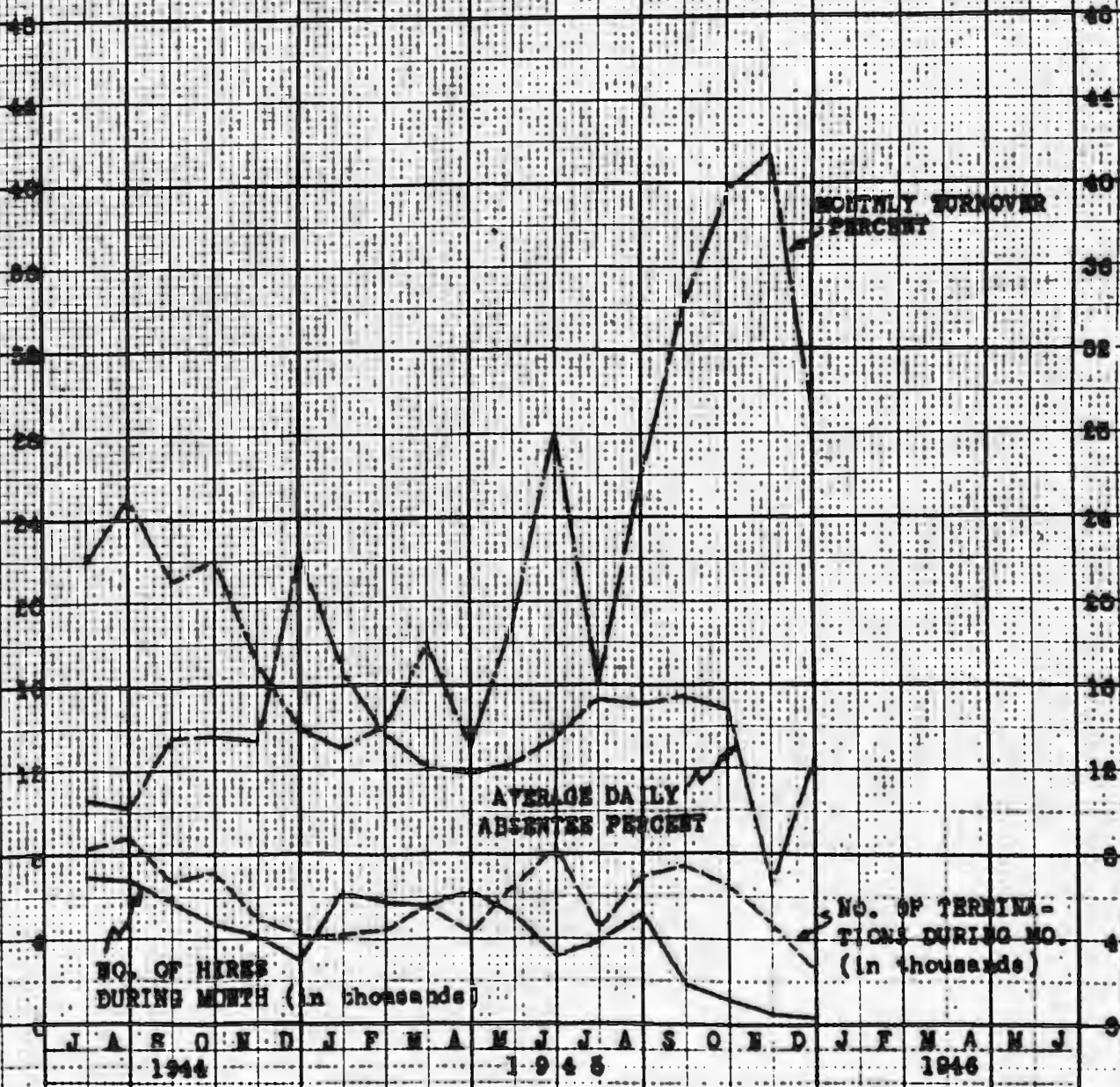
\*One-Fourth of such illnesses were due to excessive dust.

\*\*Includes "To return home", "Join Husband", etc.

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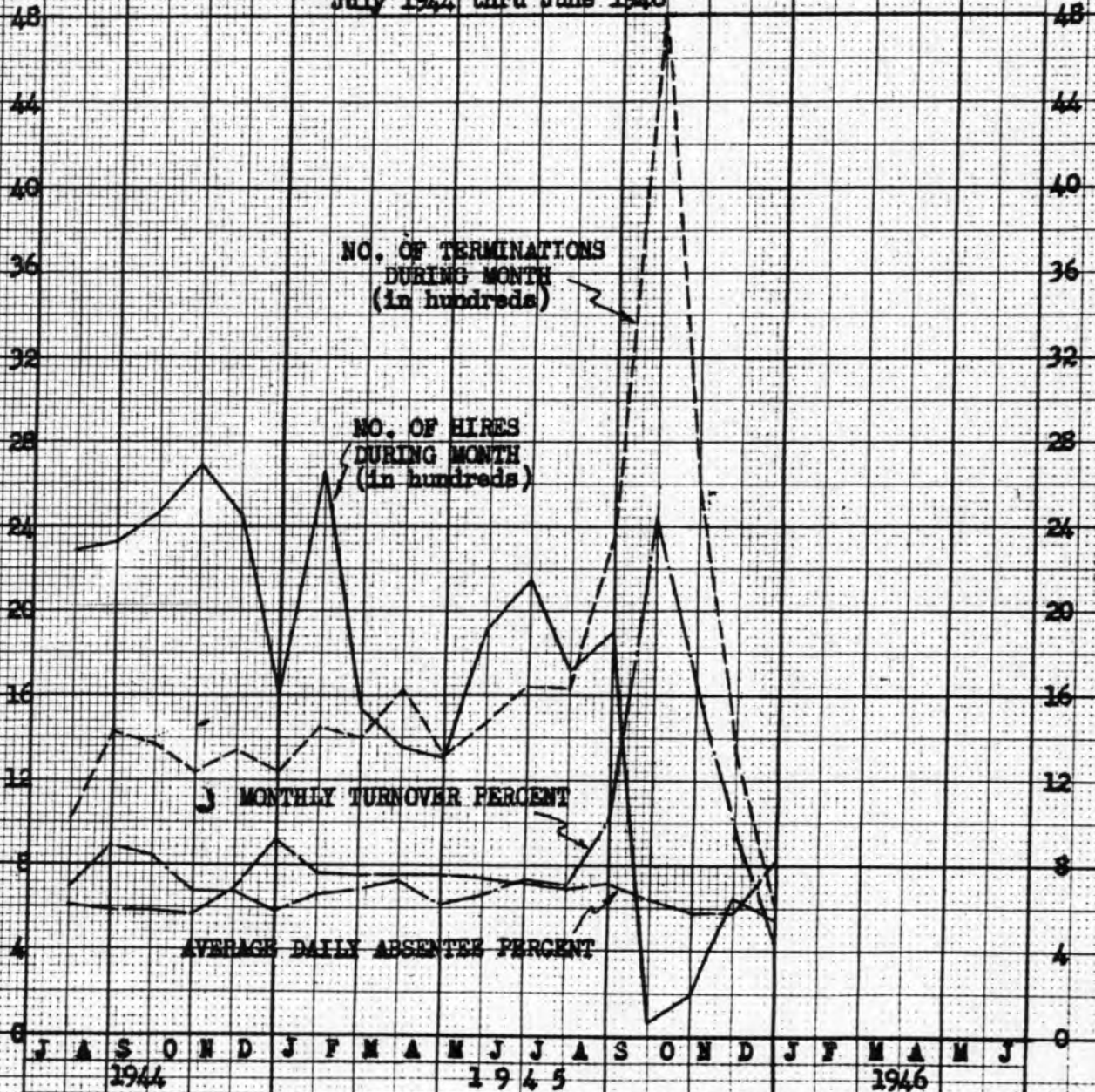
**CLINTON ENGINEER WORKS  
ALL CONSTRUCTION CONTRACTORS**

Employment Data  
July 1944 thru June 1946



**CLINTON ENGINEER WORKS  
TENNESSEE EASTMAN CORPORATION**

Employment Data  
July 1944 thru June 1946



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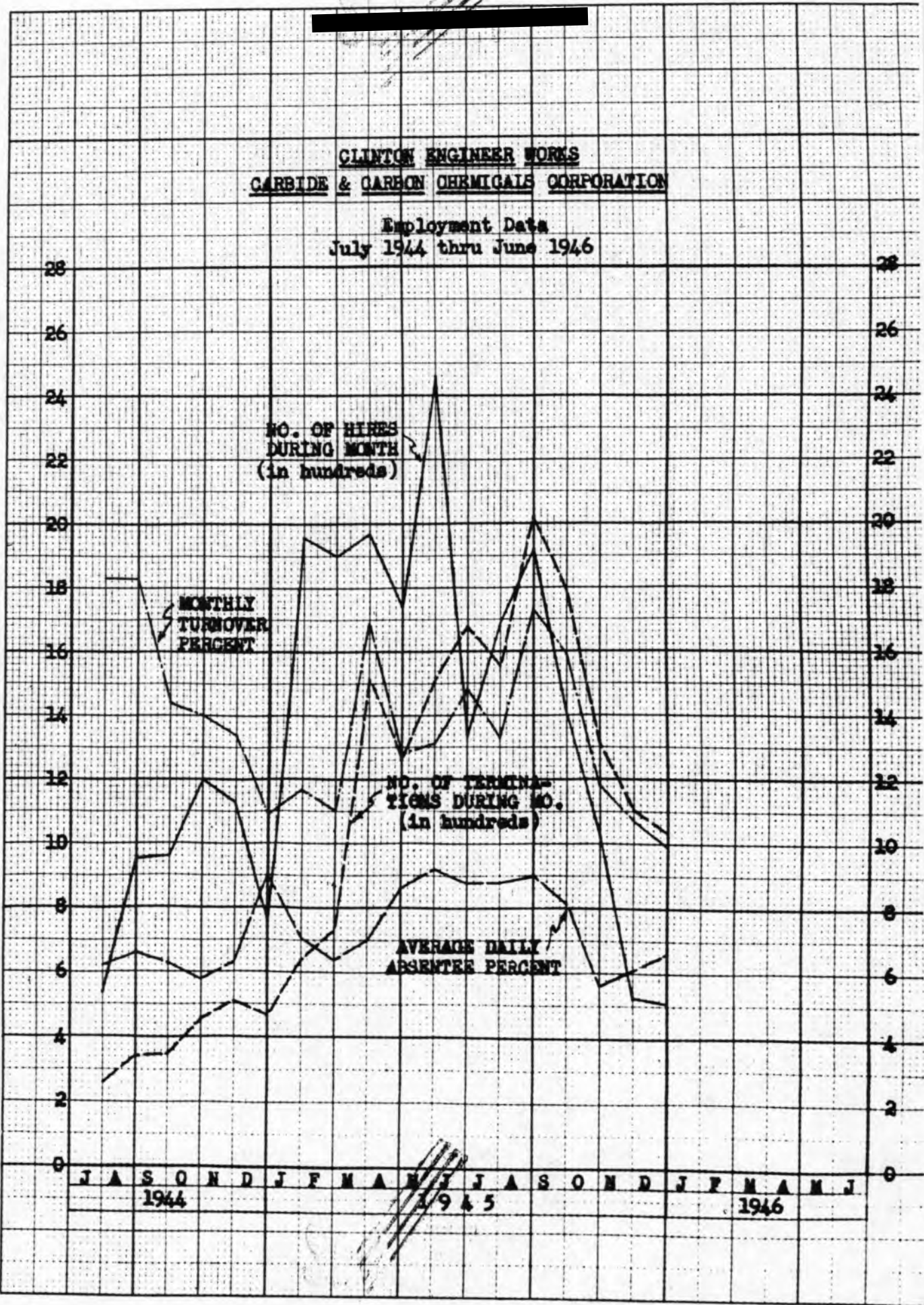
NO. 340-20 DIETZGEN GRAPH PAPER  
20 X 20 PER INCH

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CLINTON ENGINEER WORKS  
CARBIDE & CARBON CHEMICALS CORPORATION

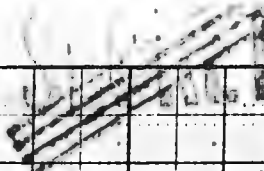
Employment Data  
July 1944 thru June 1946



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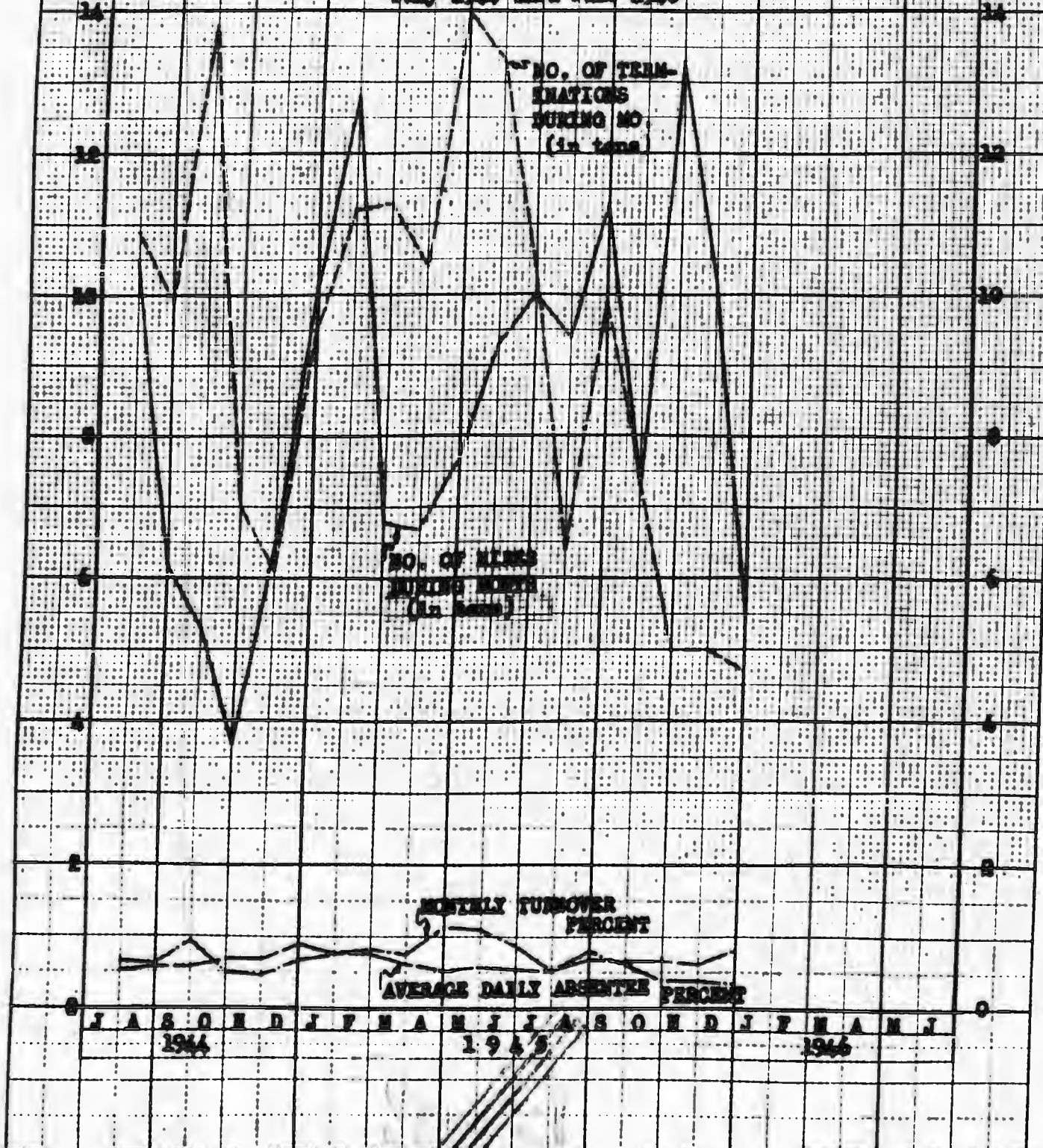
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20 X 20 PER INCH

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**CLINTON ENGINEER ROOMS**  
**CLINTON LABS - MONSANTO CHEMICAL CO.**

Employment Data  
 July 1944 thru June 1946



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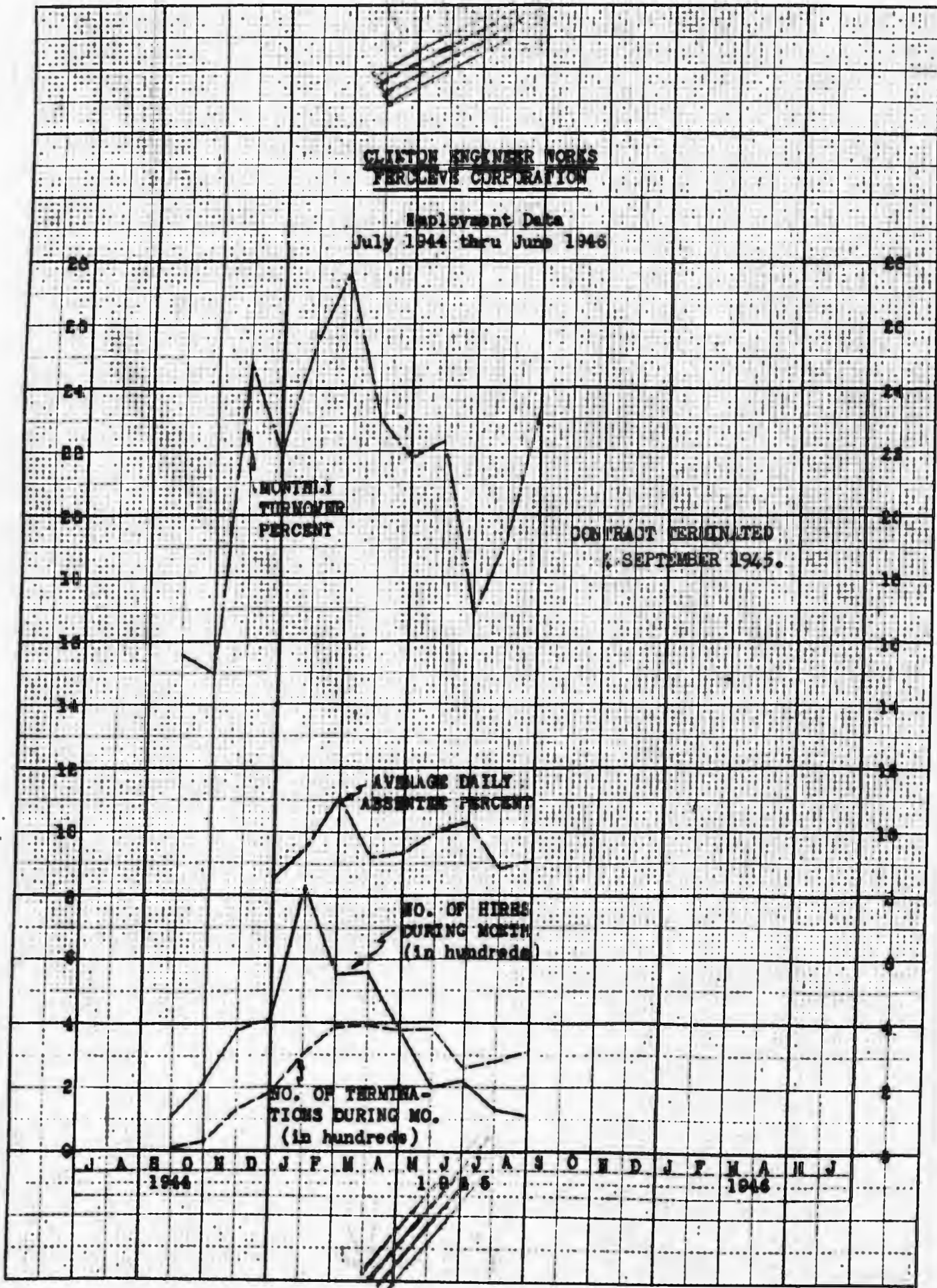
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**CLINTON ENGINEER WORKS  
PERCEVE CORPORATION**

Employment Data  
July 1944 thru June 1946

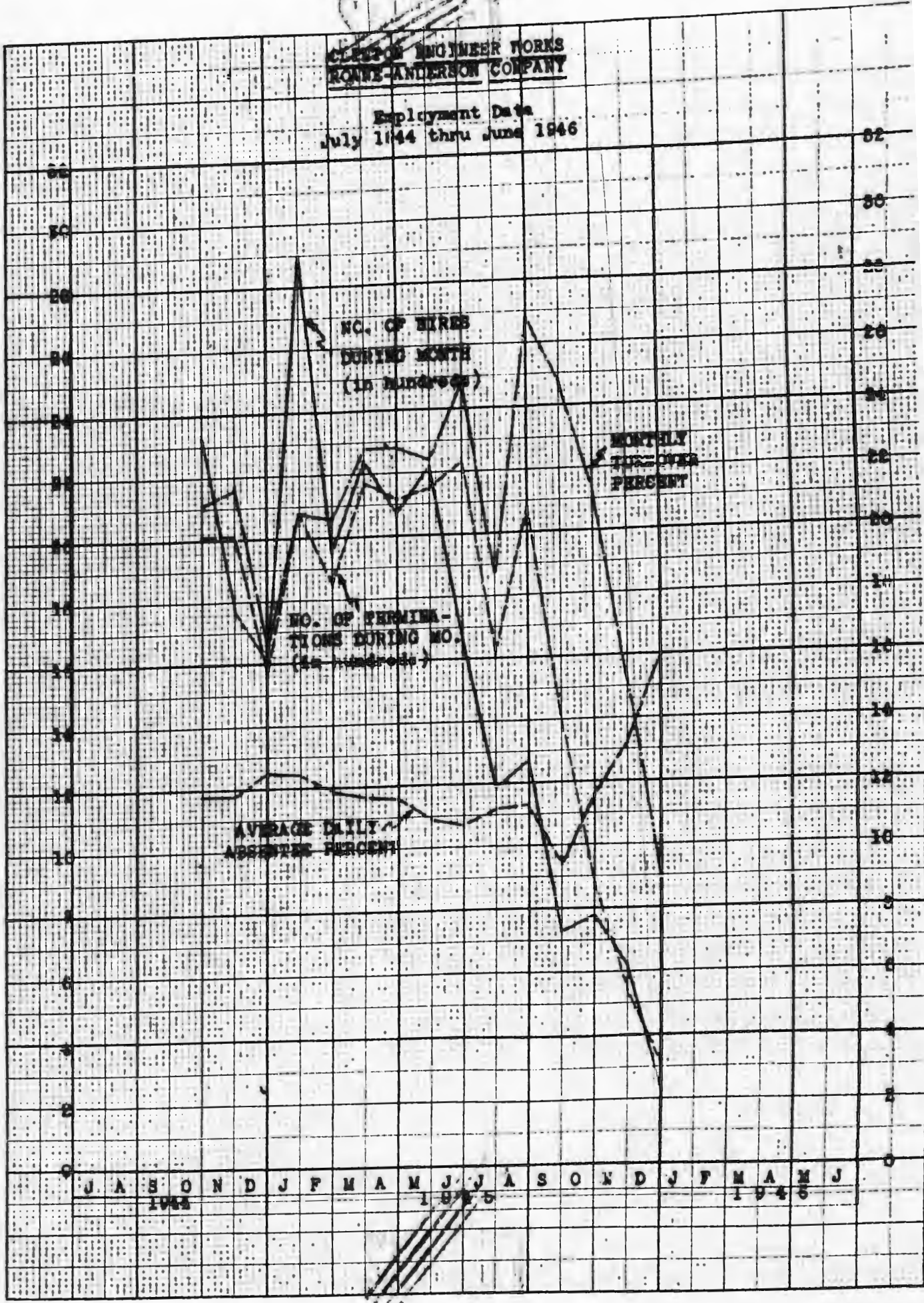


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**STATE OF ENGINEER WORKS  
ROBERT ANDERSON COMPANY**

Employment Data  
July 1944 thru June 1946

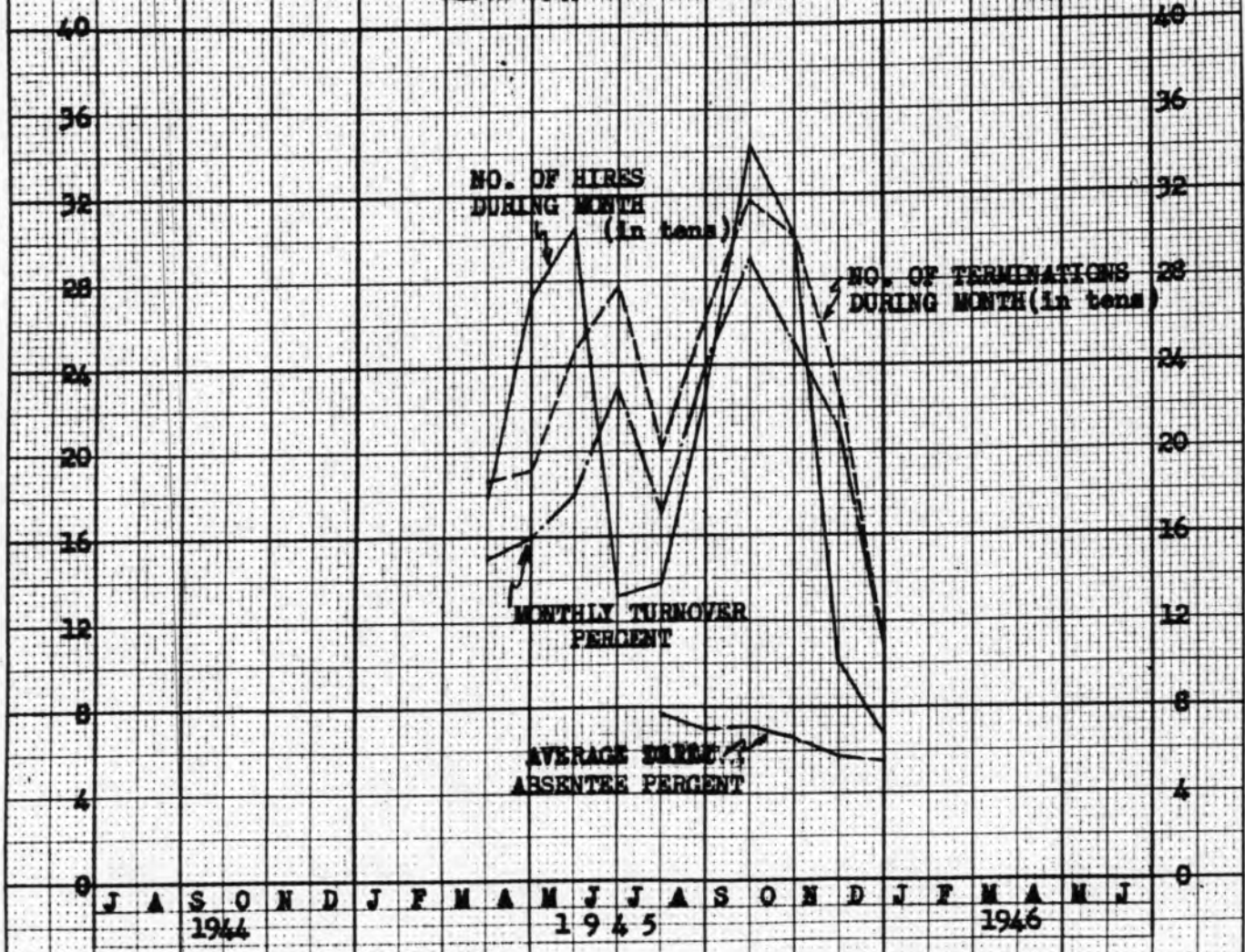


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**OLINTON ENGINEER WORKS  
AMERICAN INDUSTRIAL TRANSIT**

Employment Data  
March 1945 thru June 1946



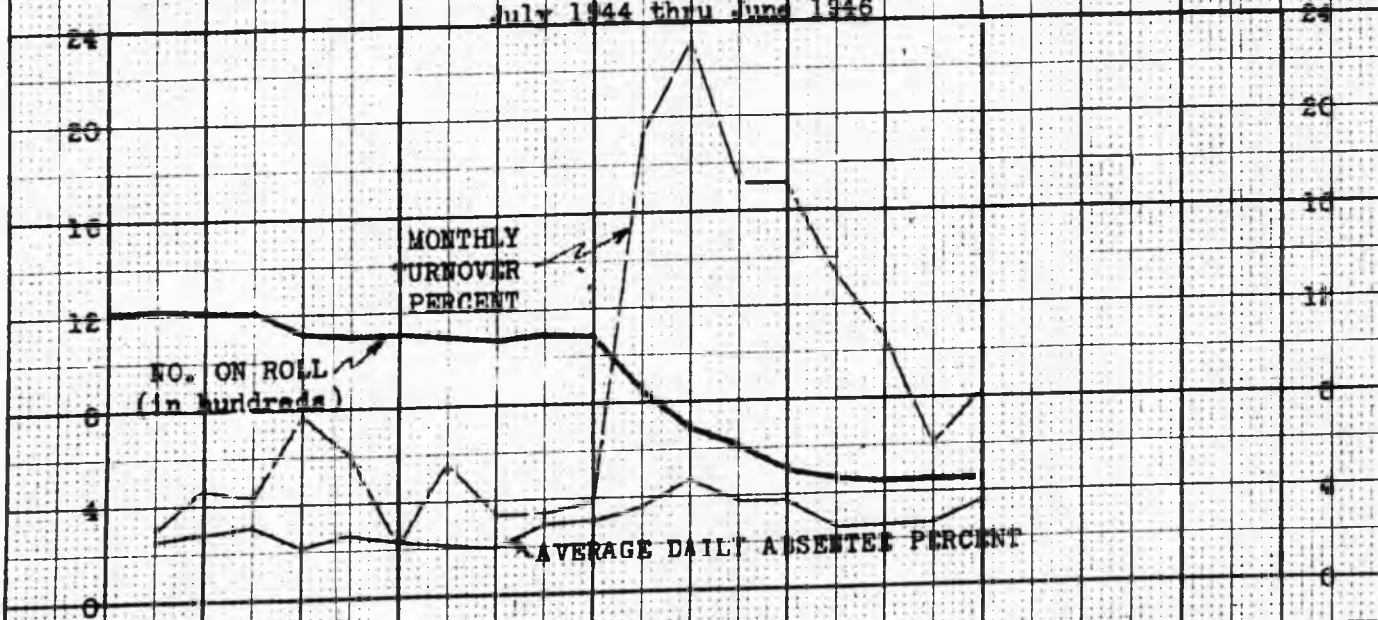
NOTE: Operations started February 1945.

EUGENE DIETZGEN CO  
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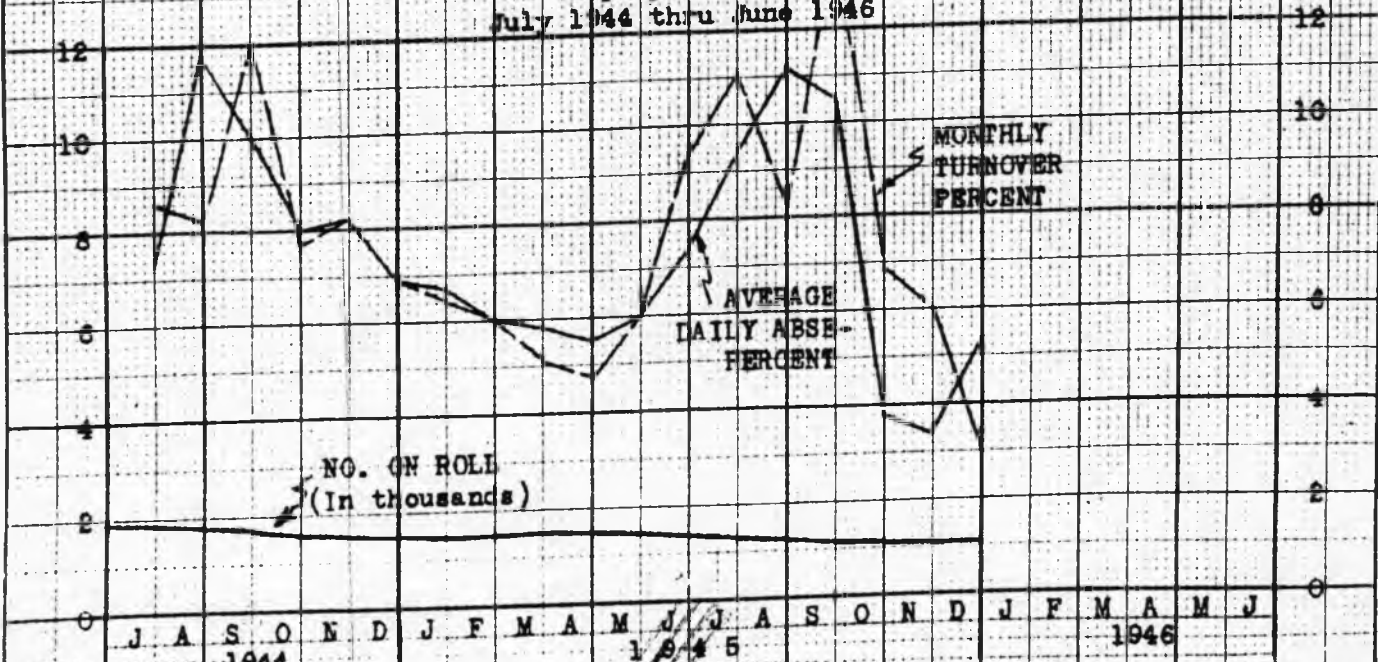
**CALIFORNIA AREA  
UNIVERSITY OF CALIFORNIA**

Employment Data  
July 1944 thru June 1946



**CHICAGO AREA  
METALLURGICAL LAB - UNIV OF CHICAGO**

Employment Data  
July 1944 thru June 1946

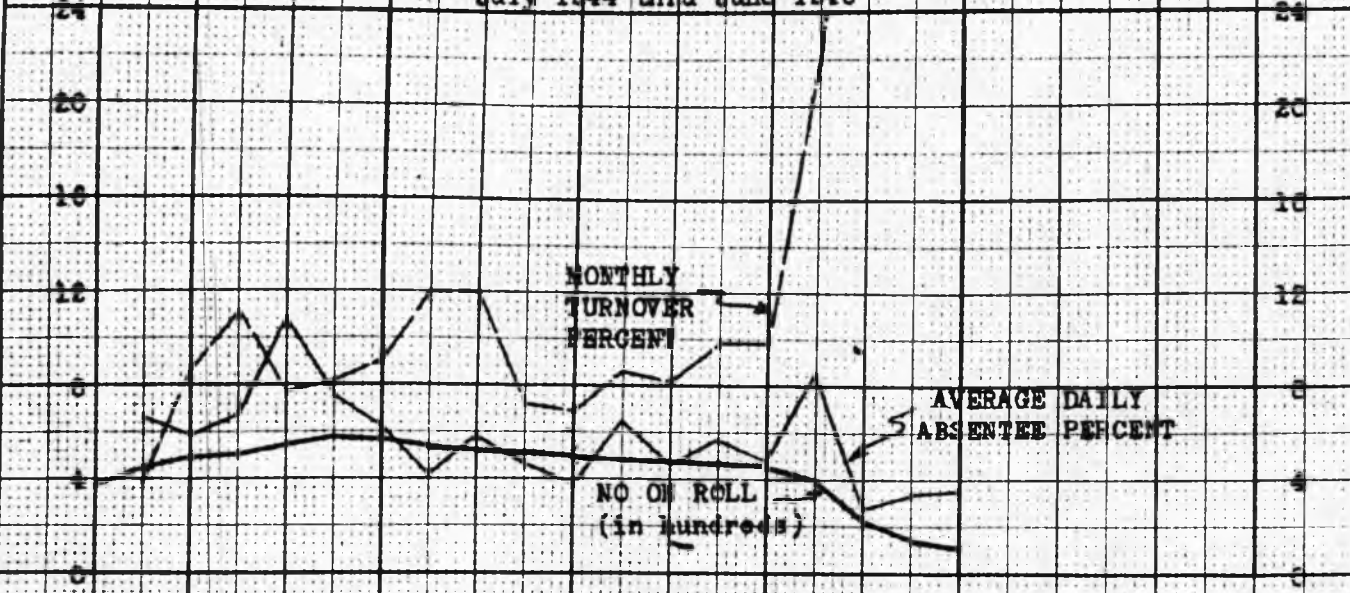


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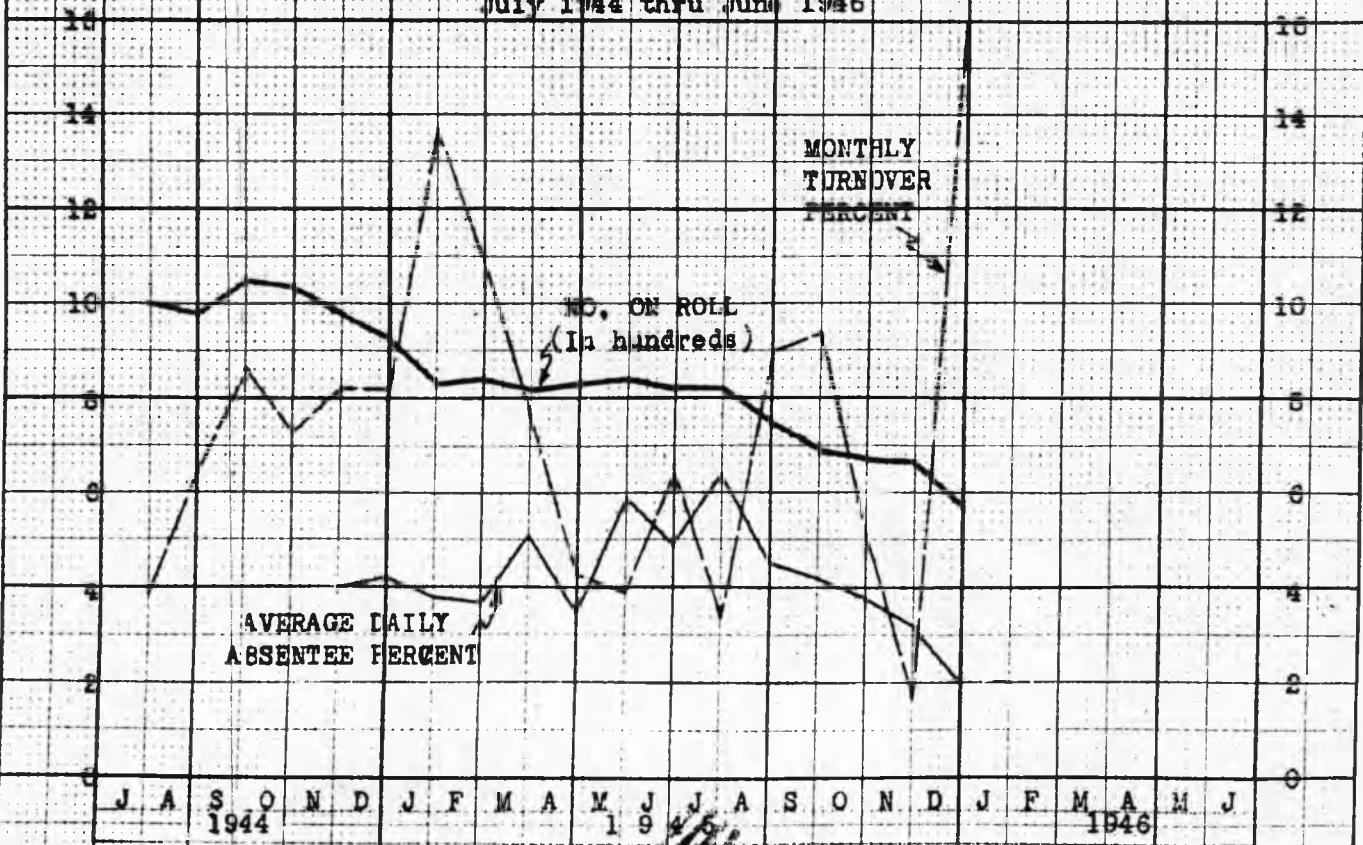
**COLORADO AREA**  
**U. S. VANADIUM CORP.**

Employment Data  
 July 1944 thru June 1946



**COLUMBIA AREA**  
**CARBIDE & CARBON (SAM Lab) \***

Employment Data  
 July 1944 thru June 1946



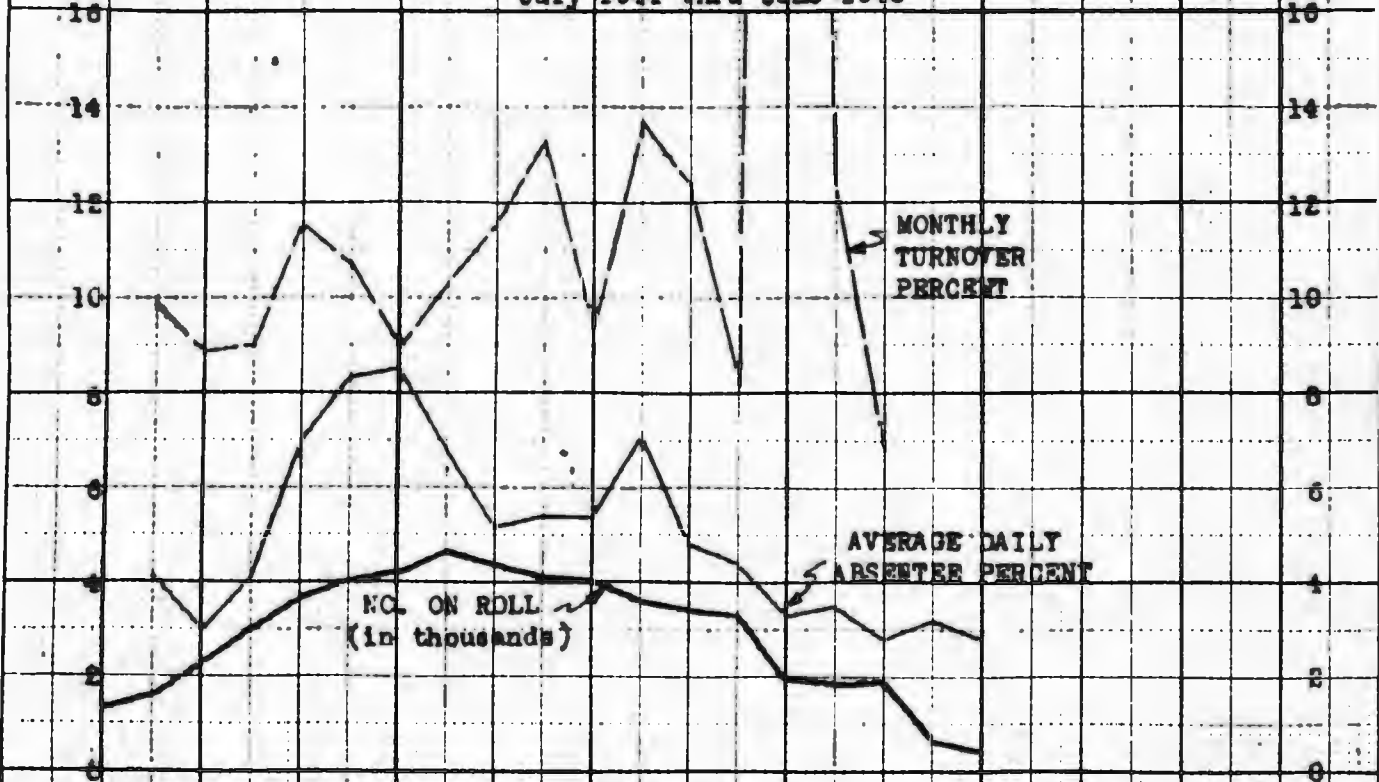
\*Under Columbia University up to February 1945.

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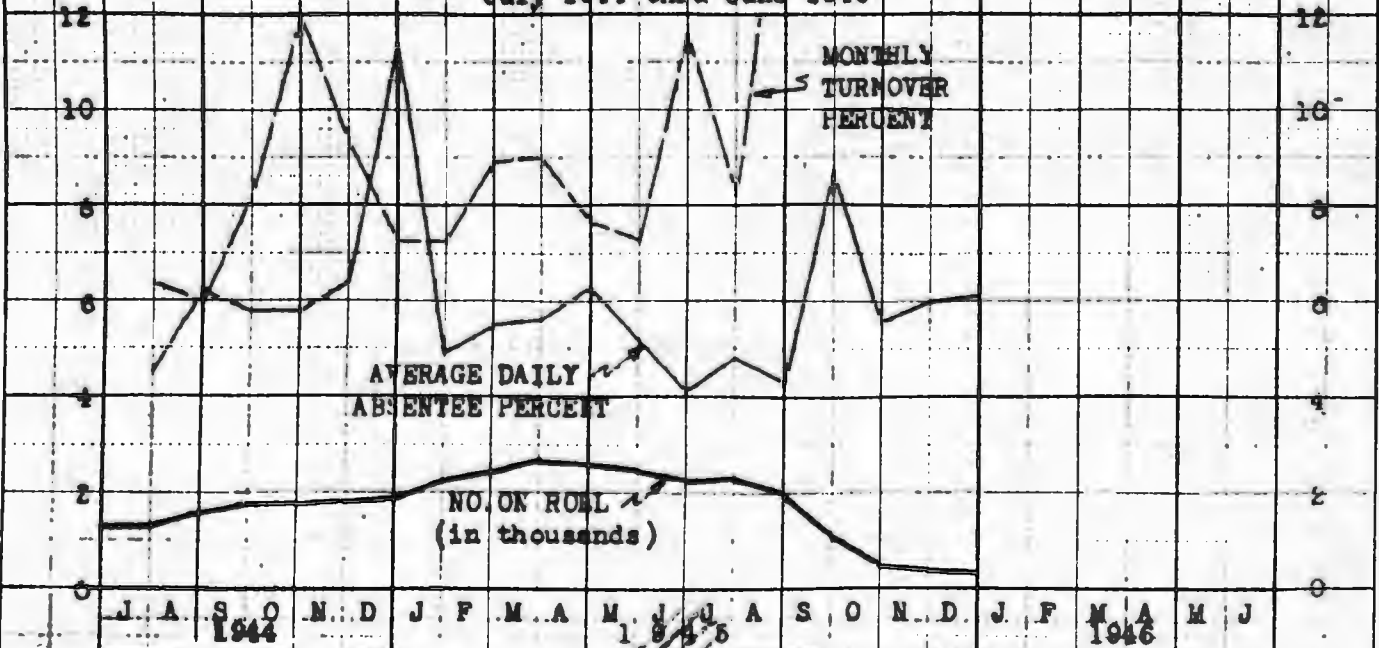
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**GARFIELD PLANT - HOUDAYILLE - HERSHEY CORP.**

Employment Data  
 July 1944 thru June 1946



**DETROIT AREA  
 CHRYSLER CORPORATION**

Employment Data  
 July 1944 thru June 1946

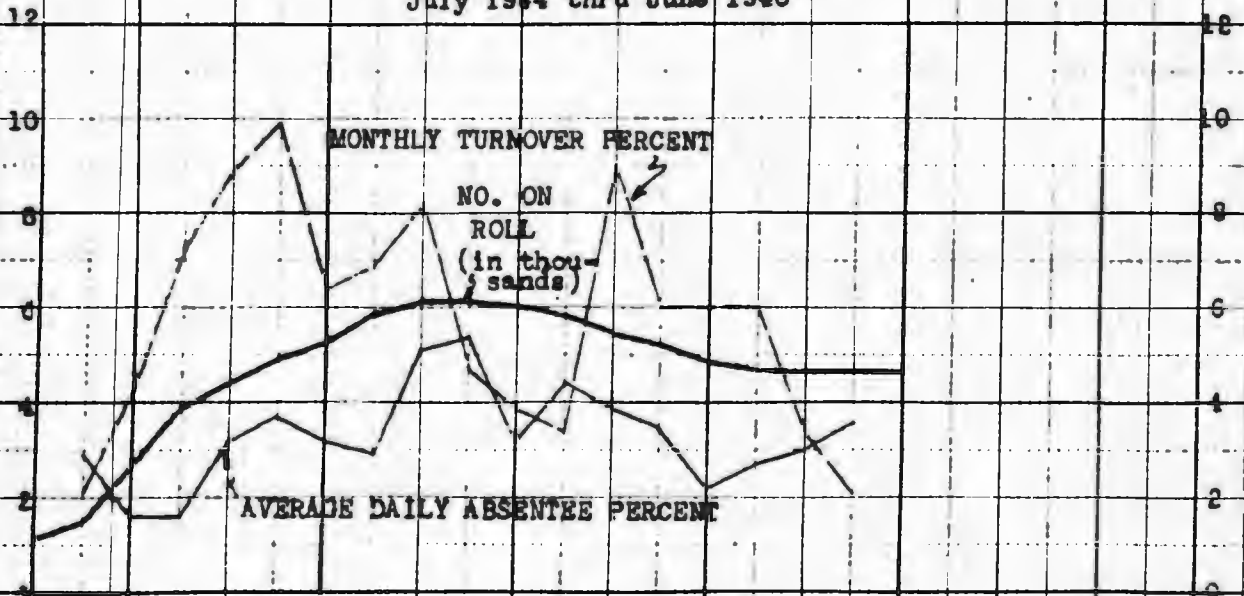


EUGENE BREITZGEN CO  
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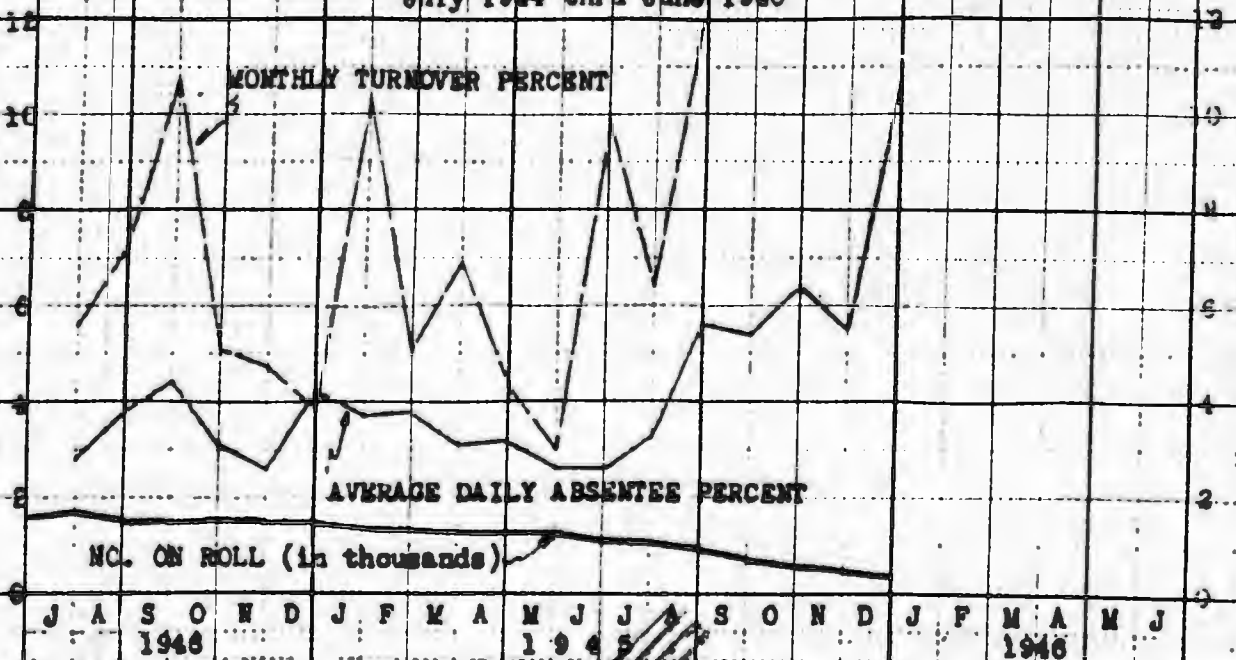
**HANFORD ENGINEER WORKS**  
**E. I. DUPONT DE NEMOURS & CO.**

Employment Data  
 July 1944 thru June 1946



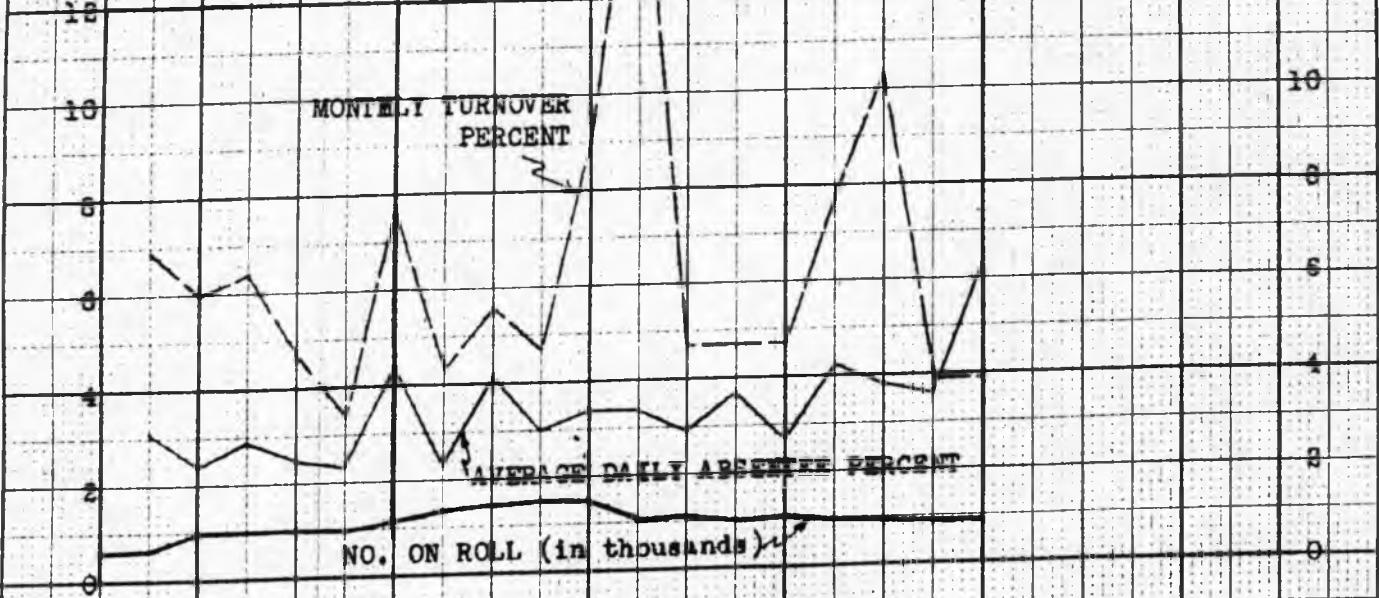
**NEW YORK AREA**  
**KELLEX CORPORATION**

Employment Data  
 July 1944 thru June 1946



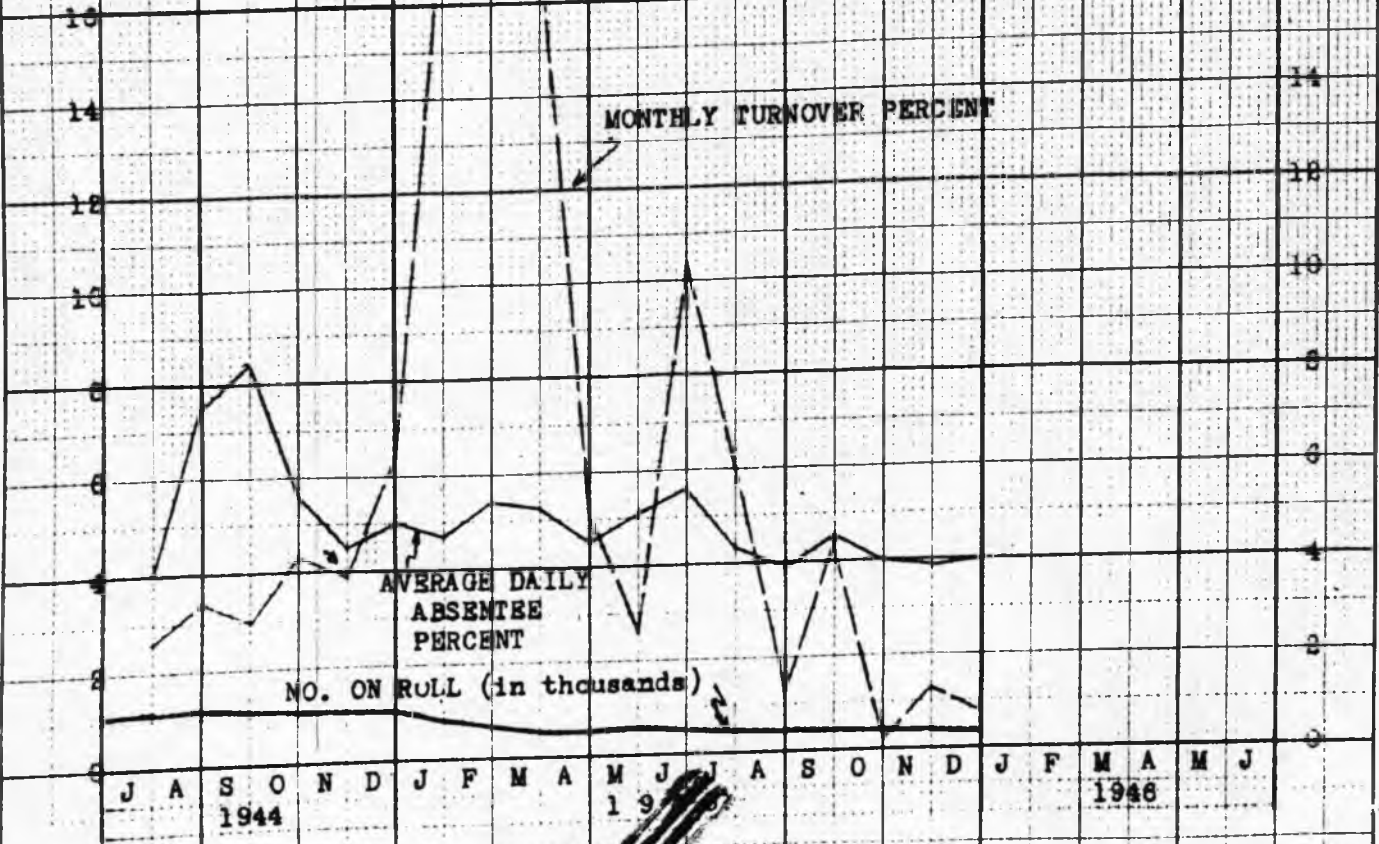
TONOWANDA AREA  
LINDE AIR PRODUCTS CO.

Employment Data  
July 1944 thru June 1946



WILMINGTON AREA  
E. I. DUPONT DE NEMOURS & CO.

Employment Data  
July 1944 thru June 1946



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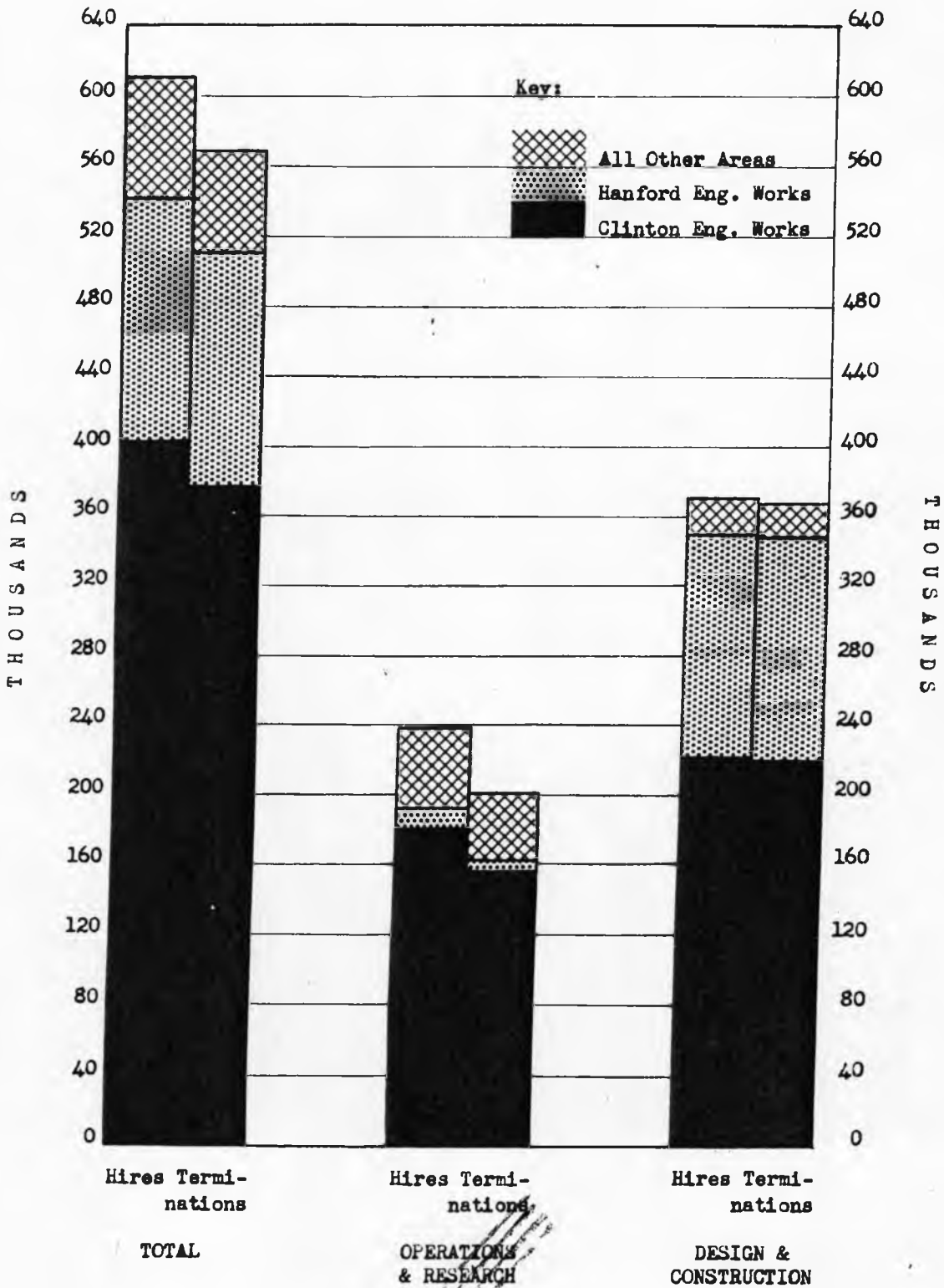
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~~CONFIDENTIAL~~

MANHATTAN DISTRICT CONTRACTORS  
HIRES AND TERMINATIONS  
through 31 December 1946



~~CONFIDENTIAL~~

**ANALYSIS OF WORK STOPPAGES  
(Construction Contractors)**

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man-Hours Lost</u>
16 Apr. 43	18 Apr. 43	Stone & Webster Engr. Corp.	CEW	Jurisdictional dispute between electricians & ironworkers over handling of heavy electrical equipment.	522
17 Jul. 43	19 Jul. 43	Stone & Webster Engr. Corp.	CEW	Failure of contractor to release employee not in good standing with Plumbers Union.	726
17 Sep. 43	17 Sep. 43	Stone & Webster Engr. Corp.	CEW	Demand by carpenters for half-hour bonus time on all multiple shift work.	750
9 Nov. 43	10 Nov. 43	Stone & Webster Engr. Corp.	CEW	Demand of brush painters to be paid structural steel painters rate.	900
25 Nov. 43	25 Nov. 43	Stone & Webster Engr. Corp.	CEW	Carpenters' attempt to force employer to increase shift from 9 to 10 hours.	800
5 Dec. 43	6 Dec. 43	Garrison & Hopkins Co.	CEW	Plumbers' protest against rule requiring use of parking lot .6 mile from clocking alleys.	1232
7 Feb. 44	8 Feb. 44	E.I. duPont de Nemours & Co.	NEW	Protest against transfer of welder to night shift, allegedly due to grudge between area Supt. and employee.	171
10 Mar. 44	10 Mar. 44	A.S. Schulman Electric Co.	CEW	Jurisdictional dispute between cable splicers & electricians over fireproofing of lead-covered cables.	140
11 Mar. 44	11 Mar. 44	John. A. Johnson Construc. Co.	CEW	Carpenters' protest against transfer of job steward to another part of project.	8672
11 Mar. 44	11 Mar. 44	Coupe Construction Co.	CEW	Demand by laborers to increase their wage rate to the rate paid air tool operators.	50
13 Mar. 44	13 Mar. 44	E.I. duPont de Nemours & Co.	NEW	Sheetmetal workers' demand for 70-hour work week.	13
13 Mar. 44	14 Mar. 44	Coupe Construction Co.	CEW	Laborers' dissatisfaction over wage rate.	30
13 Apr. 44	14 Apr. 44	Narowitz Heating & Ventilating Company	DECATUR	Jurisdictional dispute between carpenters & sheetmetal workers over locker installation.	60
4 May 44	4 May 44	C.O. Struse & Sons	CEW	Bricklayers' protest against alleged unsafe scaffolding, driving tactics of foremen, reporting time.	162
12 May 44	13 May 44	George A. Fuller Co.	DECATUR	Jurisdictional dispute between ironworkers, millwrights & boilermakers over furnace installation.	2804

ANALYSIS OF WORK STOPPAGES (Construction Contractors) - continued.

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man-Hours Lost</u>
14 May 44	20 May 44	J. A. Jones Construction Co.	CEW	Jurisdictional dispute between iron-workers & plumbers and fitters over unloading of plumbing supplies.	14464
16 May 44	18 May 44	Stone & Webster Engr. Corp.	CEW	Jurisdictional dispute between iron-workers and steamfitters.	1890
27 May 44	28 May 44	George A. Fuller Company	DECATUR	Sympathy walk-off due to discharge of Boilermaker foreman.	98
1 Jun. 44	7 Jun. 44	George A. Fuller Company	DECATUR	Sympathy walk-off due to discharge of Boilermaker steward.	5800
2 Jun. 44	2 Jun. 44	White City Electric Co.	DECATUR	Jurisdictional dispute between electricians & ironworkers over handling of electrical materials.	250
7 Jun. 44	7 Jun. 44	Smith & McDaniels Plumbing & Heating Co.	DECATUR	Jurisdictional dispute between steamfitters & boilermakers over unloading of fans.	70
12 Jun. 44	15 Jun. 44	A.S. Schulman Electric Co.	CEW	Alleged discrimination in termination of 6 cable splicers for "reduction of force."	1264
17 Jun. 44	18 Jun. 44	George A. Fuller Company	DECATUR	Jurisdictional dispute between carpenters & sheetmetal workers over installation of fans.	418
1 Jul. 44	10 Jul. 44	Brooks-Fisher Insulating Co.; Tri-State Asbestos Co.	CEW	Jurisdictional dispute between asbestos workers & plasterers.	1867
5 Jul. 44	6 Jul. 44	White City Electric Co.	DECATUR	Protest of electricians against the use of other than construction workers on completed parts of project, pending overall completion of construction and turnover of plant to operating contractor.	1200
7 Jul. 44	8 Jul. 44	Hankes-James-Zahniser & Warren.	NEW	Jurisdictional dispute between riggers & pipefitters over handling of pipe, castings & fittings.	1120
8 Jul. 44	10 Jul. 44	George A. Fuller Company	DECATUR	Truck drivers' protest against use of non-union drivers by operator.	341
26 Jul. 44	1 Aug. 44	J.A. Jones Construction Co.	CEW	Sheetmetal workers' demand for change in supervision.	6000
28 Aug. 44	28 Aug. 44	George A. Fuller Company	DECATUR	Millwrights' dispute over payment for shift time.	539
7 Sep. 44	8 Sep. 44	Hankes-James-Zahniser & Warren	NEW	Steamfitters' and plumbers' opposition to clearing other crafts to job in lieu of their working longer hours.	13595

## ANALYSIS OF WORK STOPPAGES (Construction Contractors) - continued.

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man-Hours Lost</u>
15 Sep. 44	15 Sep. 44	A.S. Schulman Electric Co.	CEW	Cable splicers' walk-out in sympathy with employee discharged for alleged incompetence.	500
3 Oct. 44	3 Oct. 44	George A. Fuller Company	DECATUR	Bricklayers' objection to wage rate on maintenance work.	55
4 Oct. 44	4 Oct. 44	George A. Fuller Company	DECATUR	Complaint by construction electricians that operations electricians were doing construction work.	1752
18 Oct. 44	19 Oct. 44	H. K. Ferguson Company	CEW	Sympathy walk-out over discharge of several brush painters.	117
19 Oct. 44	20 Oct. 44	Poe Piping & Heating Co.; Midwest Piping & Supply Co.	CEW	Alleged poor transportation & housing facilities; time allowed at end of shift for storing tools & changing clothes; jurisdictional dispute over installation of pumps. (Steamfitters).	31810
19 Dec. 44	21 Dec. 44	Comstock-Bryant Electric Co.	CEW	Desire of journeymen to select personnel for upper supervisory positions.	40527
16 May 45	18 May 45	J.A. Jones Construction Co.	CEW	Boilermakers' walk-out in sympathy with 3 employees discharged for loafing.	1976
6 Jun. 45	8 Jun. 45	J.A. Jones Construction Co.; Stone & Webster Engr. Corp.	CEW	Twice-denied wage adjustment (Machinists and Blacksmiths).	2844
7 Jun. 45	16 Jun. 45	John W. Cowper Co.	TONGWANDA	Jurisdictional dispute between Plumbers & Fitters and Sheetmetal Workers.	2624
9 Jul. 45	10 Jul. 45	John A. Johnson Constr. Corp.	CEW	Reduction in work week (Plumbers).	260
13 Jul. 45	15 Jul. 45	John A. Johnson Constr. Corp.	CEW	Reduction in work week (Plumbers).	140
3 Aug. 45	4 Aug. 45	Midwest Piping & Supply Co.	CEW	Working conditions (Steamfitters & Welders).	400
25 Aug. 45	26 Aug. 45	Stone & Webster Engr. Corp.	CEW	Impending reduction in force (Truck Drivers).	501
25 Aug. 45	26 Aug. 45	Stone & Webster Engr. Corp.	CEW	Dissatisfaction with supervision (Steamfitters and Plumbers).	951
25 Aug. 45	28 Aug. 45	Stone & Webster Engr. Corp.	CEW	Operating Engineers' walk-out in sympathy with discharged foreman.	4362
26 Sep. 45	1 Oct. 45	J.A. Jones Construction Co.; Stone & Webster Engr. Corp.	CEW	Demand for 10% increase in hourly wage rate (Carpenters).	54352
6 Oct. 45	22 Oct. 45	All Construction Contractors	CEW	Demand for 10% increase in hourly wage rate (Carpenters).	160346

ANALYSIS OF WORK STOPPAGES (Construction Contractors) - Continued.

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man Hours Lost</u>
19 Nov. 45	5 Dec. 45	E. B. Badger & Sons Co.	St. Louis	Demand of hoisting engineers for wage increase and revision of working rules.	576
22 Dec. 45	31 Dec. 45	Poe Piping & Heating Co.	CEW	Demand that all foremen and general foremen be members of local union (Plumbers & Steamfitters).	3712
21 Jan. 46	23 Jan. 46	A. S. Schulman Elec. Co.	CEW	Jurisdictional dispute-electricians and cable splicers objected to Setting of Synchronous Condensers by millwrights.	890
18 Jul. 46	22 Jul. 46	E. B. Badger & Sons	St. Louis	WAS authorized pay increase on 26 June. Army ordered it on 9 Jul. Laborers demanded it be effective 27 June. Army date accepted.	224
<b>TOTAL MAN-HOURS LOST THROUGH CONSTRUCTION WORK STOPPAGES</b>					<b>374,867</b>

SUMMARY

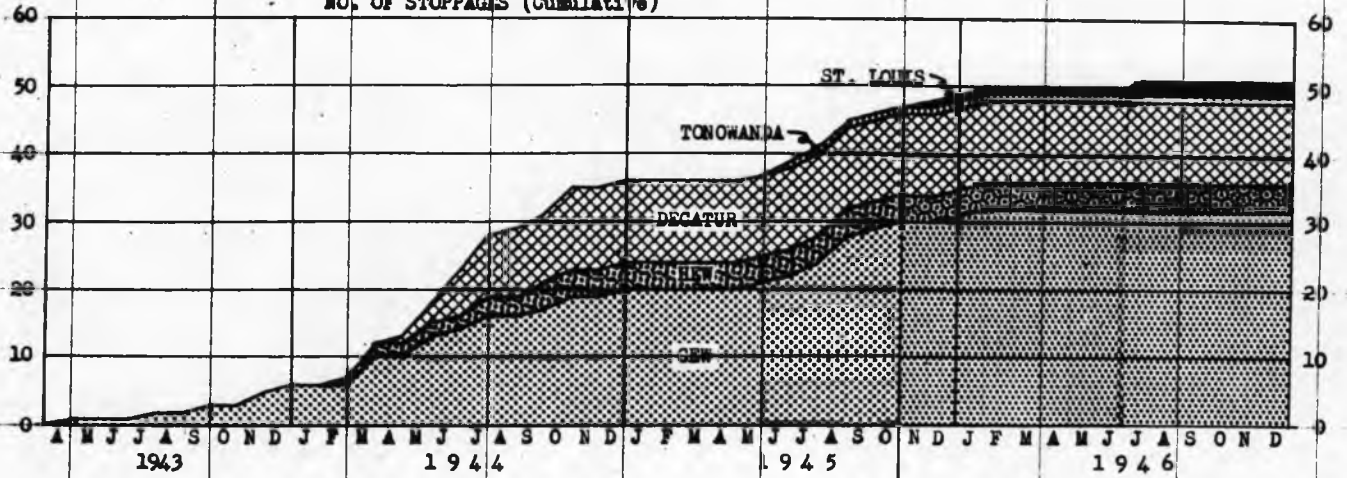
<u>Area</u>	<u>No. of Stoppages</u>	<u>No. of Man-Hours Lost</u>	<u>% of Potential Working Time Lost</u>
C.E.W.	32	343,157	0.150
*Decatur	12	13,387	0.313
*H.E.W.	4	14,899	0.0118
*St. Louis	2	800	0.075
*Tonawanda	1	2,624	0.177
Total	51	374,867	0.100

\* Designates contracts completed.

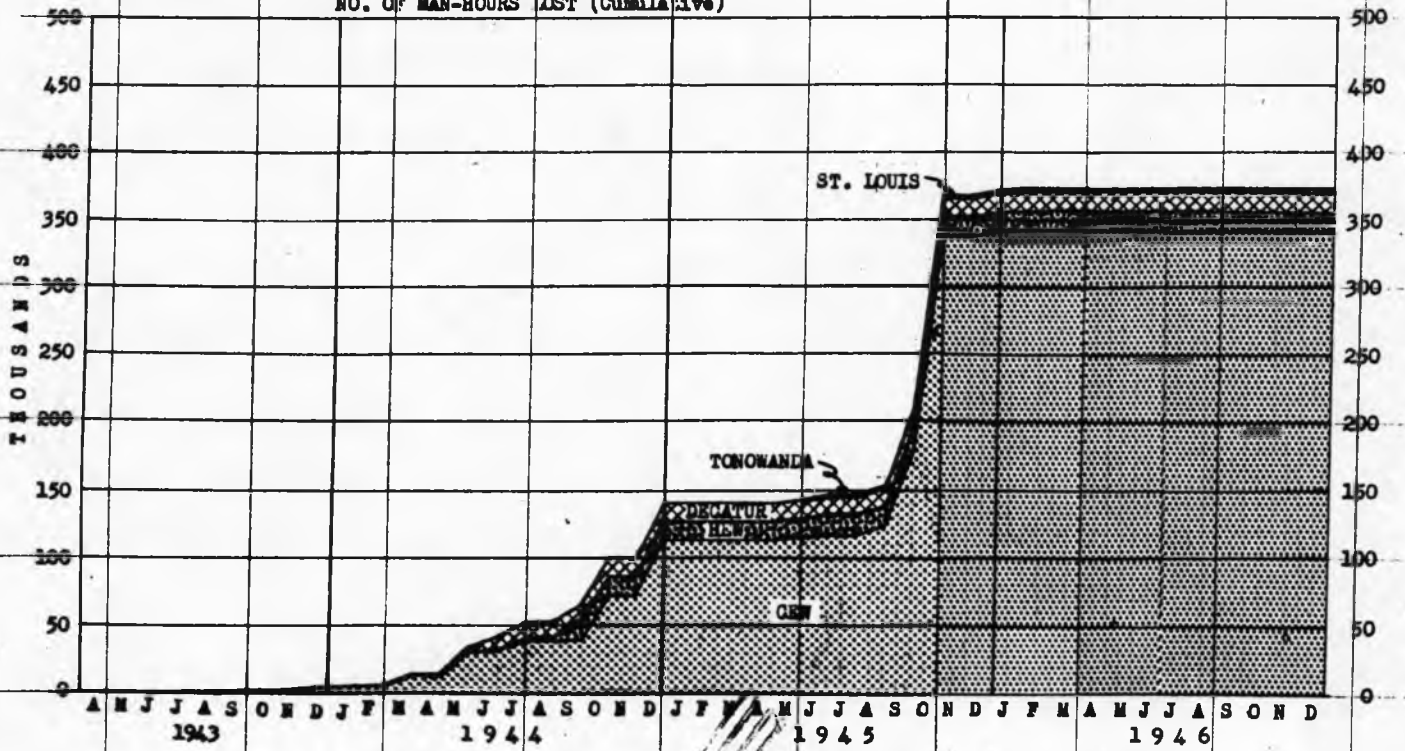
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MANHATTAN DISTRICT  
WORK STOPPAGES ON CONSTRUCTION

NO. OF STOPPAGES (Cumulative)



NO. OF MAN-HOURS LOST (Cumulative)



~~SECRET~~

**MANHATTAN DISTRICT  
ANALYSIS OF WORK STOPPAGES  
(OPERATIONS AND RESEARCH CONTRACTORS)**

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man-Hours Lost</u>
4 Oct. 44	5 Oct. 44	Chrysler Corporation	Detroit	UAW-CIO Maintenance Workers claimed AFL men in similar jobs paid higher rates. (Strike affected 32 other plants in Detroit and vicinity).	3191
19 May 45	24 May 45	Carbide & Carbon Chem. Corp.	CEW	General Repairmen dissatisfied with pay	384
26 May 45	2 June 45	U. S. Vanadium Corp.	Colorado	Operators' walk-out - dissatisfaction with foremen, recreational facilities, seniority, pay for the 76h. consecutive day, etc.	4000
31 May 45	1 June 45	Houdaille-Hershey Corp.	Decatur	Maintenance Workers objected to working 6-day week on rotation basis-which eliminated payment of double time for Sunday. (Strike in violation of union contract).	651
30 June 45	3 July 45	Houdaille-Hershey Corp.	Decatur	Maintenance workers - due to discharge of Millwright foreman.	2736
5 Sep. 45	5 Sep. 45	American Industrial Transit	CEW	Dissatisfaction of Bus Drivers with proposed bus schedules.	925
26 Sep. 45	1 Oct. 45	Roane-Anderson Co.	CEW	Carpenters demanded wage adjustment of 10¢ per hour.	720
2 Oct. 45	4 Oct. 45	Roane-Anderson Co.	CEW	Jurisdictional dispute over water-line maintenance (Plumbers).	596
8 Oct. 45	15 Oct. 45	Roane-Anderson Co.	CEW	Carpenters - due to lack of decision on request for 10¢ hourly increase (See Stoppage of 26 Sep. 45 - 1 Oct. 45).	2440
17 Oct. 45	17 Oct. 45	Houdaille-Hershey Corp.	Decatur	Teamsters' Union struck in protest against Army security rule that only couriers could drive trucks containing company product.	307
9 Nov. 45	9 Nov. 45	Roane-Anderson Co.	CEW	Electrical line foreman protested against fact that they received no more pay than Electrical Troublemens.	None
14 Nov. 45	27 Nov. 45	Houdaille-Hershey Corp.	Decatur	Union demand for 30% wage increase (63% of total force struck).	59773

MANITAN DISTRICT  
 ANALYSIS OF WORK STOPPAGES (OPERATIONS CONTRACTORS) - Continued.

<u>Started</u>	<u>Ended</u>	<u>Contractor</u>	<u>Area</u>	<u>Reason</u>	<u>Man Hours Lost</u>
12 Feb. 46	12 Feb. 46	Roane-Anderson Co.	CEW	Objection of schools maintenance workers to have Civil Service Steamfitters Plumbers working with them.	24
6 Dec. 45	6 Dec. 45	Roane-Anderson Co.	CEW	Union truck driver terminated for unsatisfactory Service. Worker suspended two weeks.	276
<b>TOTAL MAN-HOURS LOST THROUGH OPERATIONS WORK STOPPAGES</b>					<b>86,003</b>

SUMMARY

<u>Area</u>	<u>No. of Stoppages</u>	<u>No. of Man-Hours Lost</u>	<u>% of Potential Working Time Lost</u>
C.E.W.	8	5,345	0.0026
*Colorado	1	4,000	0.166
*Decatur	4	73,467	0.630
*Detroit	<u>1</u>	<u>3,191</u>	<u>0.041</u>
Total	14	86,003	0.028

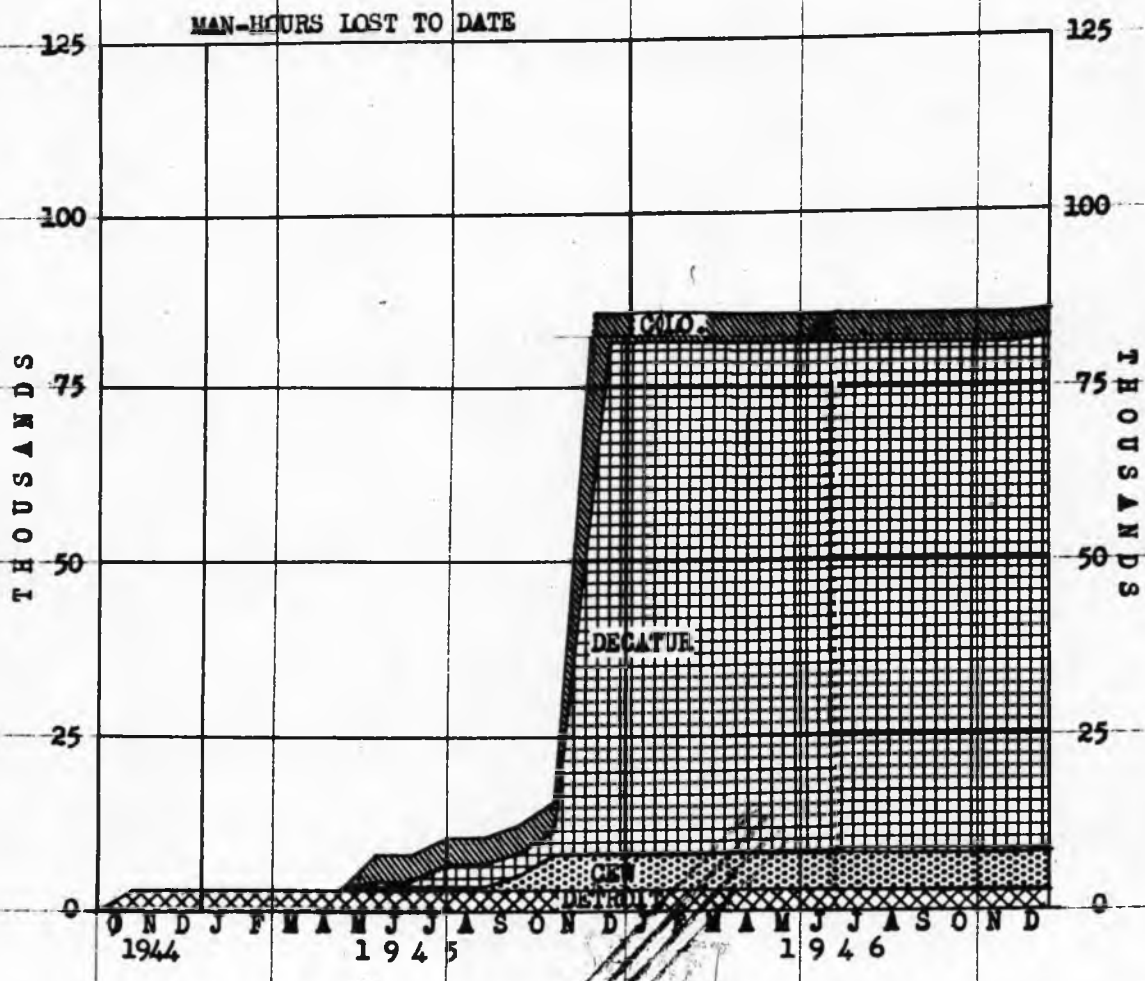
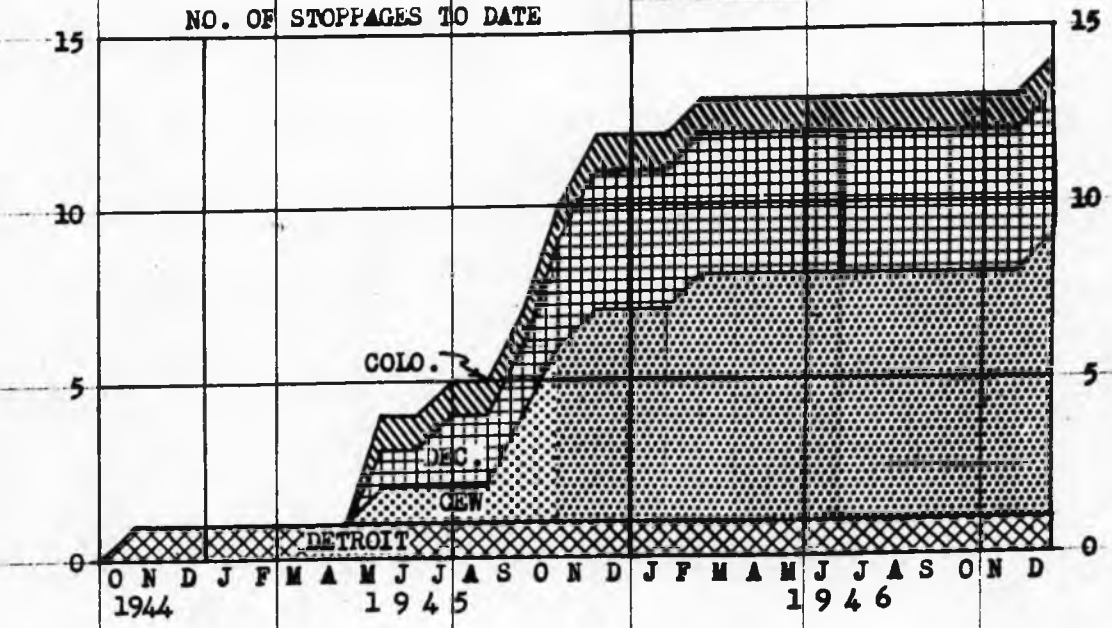
\* Designates contracts completed.



**KEY WAGE AND SALARY RATES FOR NON-EXEMPT  
EMPLOYEES  
(As of 1 July 1945)**

	H.E.W.	C.E.W.		
	duPont	T.E.C.	C.&C.	R.-A.
Common Laborer	\$ 1.00-1.10/hr.	\$ .58-.75/hr	0.58-.75/hr	0.63/hr
Carpenter (Maintenance)	1.50-1.95/hr	.85-1.22/hr	.90-1.22/hr	1.15/hr
Painter "	1.50-1.75/hr	1.00-1.22/hr	.90-1.22/hr	1.15/hr
Electrician "	1.55-2.00/hr	.75-1.35/hr	.90-1.35/hr	1.25/hr
Plumber "	1.50-1.95/hr	.95-1.28/hr	.90-1.28/hr	1.25/hr
Steamfitter "	1.50-1.95/hr	.95-1.35/hr	.90-1.35/hr	1.25/hr
Leadburner "	1.80-2.00/hr	- -	1.05-1.58/hr	- -
Typists	\$33.-37./40-hrs	\$21.-31./40-hrs	\$21.-31./40-hrs	\$21.-31./40-hrs
Stenographers	36.-40./40-hrs	23.-36./40-hrs	24.-37./40-hrs	23.-36./40-hrs
Secretaries	42.-46./40-hrs	29.-57./40-hrs	33.-55./40-hrs	29.-50./40-hrs
Telephone Operators	26.-40./40-hrs	23.-31./40-hrs	27.-35./40-hrs	- -
Messengers	23.-32./40-hrs	20.-29./40-hrs	21.-28./40-hrs	20.-28./40-hrs
Chief Clerks	58.-70/40-hrs	29.-65./40-hrs	39.-55./40-hrs	40.-65./40-hrs
Chief Operators	\$1.60-1.75/hr	\$1.00-1.42/hr	\$39.-55./40-hrs	- -
Plant Operators	1.20-1.62 $\frac{1}{2}$ /hr	.75-1.28/hr	.85-1.35/hr	- -
Chemical Analysts	62.-72./40-hrs	.75-1.00/hr	.80-1.05/hr	- -
Guards	\$1.10-1.20/hr	\$ .70-.90/hr	\$ .75-.95/hr	\$ .80-.90/hr
Firefighters	.6604/hr	.85-1.00/hr	.75-.95/hr	.43-.57 $\frac{1}{2}$ /hr
Draftsmen	\$67.-74 $\frac{1}{2}$ /40-hrs	\$39.-53./40-hrs	\$39.-62./40-hrs	\$26.-53./40-hrs.

**MANHATTAN DISTRICT  
WORK STOPPAGES ON OPERATIONS  
AND RESEARCH**



~~SECRET~~

ESTABLISHMENTS APPROVED FOR CERTIFICATION PROCEDURE UNDER WEST COAST PLAN

Metallurgical Laboratory of the University of Chicago

The SAM Laboratories of Columbia University

Solway Program of the Tennessee Eastman Corporation

Clinton Laboratories, Incorporated

California Program of the University of California

A-23 Program of the Union Carbide and Carbon Corporation

Hanford Engineer Works of the E. I. du Pont de Nemours & Company

The Brandywine Division of the E. I. de Pont de Nemours & Company

The Garfield Division of the Houdaille Hershey Corporation

The P-45 project of the Hooker Electro-Chemical Company

The Kellogg Corporation

The Huraid Division of Iowa State College

The Blue Unit of the Mallinckrodt Chemical Works

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CONTRACTORS FOR WHOM REPLACEMENT SCHEDULES WERE CERTIFIED BY THE  
SELECTIVE SERVICE SYSTEM, WITH THE AID OF MANHATTAN DISTRICT

A. S. Schulman Electric Company  
Bakelite Corporation  
California, University of (Radiation Laboratory)  
Carbide and Carbon Chemicals Corporation  
Chicago, University of (Metallurgical Laboratory)  
Clinton Laboratories, Incorporated  
Clinton Home Builders  
Columbia University, S.A.M. Laboratories  
Combustion Engineering Company, Incorporated  
D. W. Winkelman Company  
Electro Metallurgical Company  
Ford, Bacon & Davis, Incorporated  
Harrison Construction Company  
Hanford Engineer Works, E.I. du Pont de Nemours & Co., Incorporated  
Kellex Corporation  
Linde Air Products Company  
Midwest Piping and Supply Company  
Princeton University, (S.A.M. Laboratories of Frick Chemical Laboratory)  
Ralph Rogers Company  
Roane-Anderson Company  
Skidmore, Owings & Merrill  
Tennessee Eastman Corporation  
Union Mines Development Corporation  
Washington University

~~SECRET~~

MANHATTAN DISTRICT CONTRACTORS AND SUBCONTRACTORS WHO HAVE RECEIVED DISTRICT AID IN SELECTIVE SERVICE MATTERS

**TENNESSEE (77)**

Actna Casualty and Surety Company  
 A. Farnell Blair  
 Air Utilities, Incorporated  
 American Industrial Transit Company  
 Anderson County Schools  
 A. S. Schulman Electric Company  
 Birmingham Contracting Company  
 Birmingham Slag Company  
 Builders Specialties Company  
 Carbide & Carbon Chemicals Corporation  
 City Market, Partnership  
 Clinton Canteen Company  
 Clinton Home Builders  
 Clinton Laboratories, Incorporated  
 Combustion Engineering Company, Inc.  
 Coupe Construction  
 C. G. Straus & Son  
 Drainage Contractors, Incorporated  
 D. W. Wickham Company  
 East Tennessee Gas Company  
 Edward S. Young, Sr.  
 E. I. du Pont de Nemours & Company  
 Electrochemical Laboratory  
 Elk Valley Bus Lines  
 Engineer Works Buildings  
 Ferolve Corporation  
 Ferguson Construction Company  
 Ford, Bacon & Davis, Incorporated  
 Foster & Creighton Company, Incorporated  
 Fulton Sulphur Company  
 General Electric Company  
 Hagaman Electric Company  
 H. C. Abercrombie & Company  
 Hanley & Company  
 Harrison Construction Company  
 Health Association of Oak Ridge  
 Hinson-Pittman  
 Hopkins and Hicks  
 House of Vision  
 Inland Equipment Company  
 Interstate Roofing Company  
 J. A. Jones Construction Company  
 J. A. Johnson Contracting Corporation  
 John F. Humphreys  
 Keith Williams Company  
 Kellex Corporation  
 L. C. Powers Construction Company  
 Memphis Packing Company  
 Middletown Enterprises  
 Midwest Piping & Supply Company  
 O'Driscoll & Grove, Incorporated  
 O. W. Schaeffer, Sales Agency for  
 Underwood Elliott Fisher Company  
 Pittsburgh Plate Glass Company  
 Plastic Fabricators  
 Precision Parts, Corporation  
 Ralph Rogers Company  
 R. B. Hinson Construction Company  
 Reader Chevrolet Company  
 Roane Anderson Company  
 Rock City Construction Company  
 Rockwood Sprinkler Company  
 Schult Tractor, Incorporated  
 Seckinger Son Company, Incorporated  
 Sidmore, Owings & Merrill  
 Southern Bell Telephone Company  
 Stone & Webster Engineering Corporation  
 Sullivan, Long & Bagarty  
 Tennessee Eastman Corporation  
 Tennessee Roofing Company  
 Transit-Mix Concrete, Incorporated  
 Tulip Town Company  
 Turner-McCoy Company  
 Watson Flagg Engineering Company  
 Westinghouse Electric & Manufacturing Co.  
 Welfare & Recreation of Oak Ridge  
 West Town Cafe  
 William A. Pope Company

**NEW YORK (41)**

Abbe Engineering Company  
 African Metals Company  
 Beach Russ Company  
 Brodie System, Incorporated  
 Canadian Radium & Uranium Corporation  
 Columbia University  
 Corning Glass Works  
 Curtiss-Wright Company  
 Dahlstrom Metallic Door Company  
 Distillation Products, Incorporated  
 Eastman Kodak Company  
 Sok and Krebs  
 Simer & Amend  
 Electro Metallurgical Company  
 Emil Nass  
 Farrar & Trafts, Incorporated  
 Foster Wheeler Corporation  
 Frederic Plader Company  
 General Electric Company  
 Hoke, Incorporated  
 Hooker Electrochemical Company  
 Ideal Tool and Die Company  
 Interchemical Corporation  
 International Machine Works  
 Kellogg Corporation  
 Kerby Saunders, Incorporated  
 Linds Air Products Company

**NEW YORK (continued)**

McCauley Metal Products, Incorporated  
 McCrory Stores Corporation  
 National Carbon Company  
 Niagara Welding & Boiler Works  
 SAM Laboratory of Columbia University  
 Schlaue & Koenigsberg  
 Smith Victory Corporation  
 Taylor Instrument Company  
 Trustees of Princeton University  
 Union Metal Development Corporation  
 United States Stoneware Company  
 University of Rochester  
 Walts and Krenser, Incorporated  
 Westinghouse Electric & Manufacturing Co.

**PENNSYLVANIA (39)**

American Chemical Paint Company  
 Carnegie Institute of Technology  
 Charles Book Machine Company  
 Elliott Manufacturing Company  
 Paik Manufacturing Company  
 Fisher Scientific Company  
 Ft. Pitt Steel Casting Company  
 General Electric Company  
 George E. Fredericks Company  
 Harold Tutt Company  
 H. K. Porter Company  
 Joseph Kopperman & Son  
 Leeds & Northrup Company  
 Lukens Steel Company  
 Mellon Institute of Industrial Research  
 Milton Roy Pump Company  
 Moore Products Company  
 New York Wire Cloth Company  
 Overly Manufacturing Company  
 Patterson Kelly Company, Incorporated  
 Pennsylvania Salt Manufacturing Company  
 Philadelphia Gear Works  
 Pittsburgh Equitable Meter Company  
 Pittsburgh Piping & Equipment  
 Schutte & Koerting Company  
 Sharples Corporation  
 Spang & Company  
 Standard Floor Company  
 Stokes Machine Company  
 Struther Wells Corporation  
 U. S. Bureau of Mines  
 Vitro Manufacturing Company  
 Westinghouse Air Brake Company  
 Westinghouse Electric & Manufacturing Co.  
 Westinghouse Research Laboratories  
 Westinghouse Transformer Division  
 Wilmont Fleming Company  
 W. K. Mitchell & Company, Incorporated  
 York Corporation

**OHIO (24)**

American Copper and Brass Works  
 American Copper and Iron Works  
 Battelle Memorial Institute  
 Brighton Copper Works  
 Brush Beryllium Corporation  
 Central Copper Works  
 Christopher & Company  
 Colonial Iron Works  
 Duriron Company, Incorporated  
 East Dayton Tool & Die Company  
 Grasselli Chemicals Company  
 Grinnell Corporation  
 Hansen Manufacturing Company  
 Harshaw Chemicals Company  
 McGean Chemical Company  
 Monsanto Chemical Corporation  
 Northwestern Tool & Engineering Company  
 Ohio University  
 Pflauser Company  
 R. G. Cobb & Company  
 Smith Chemical Company  
 Victoreen Instrument Company  
 Wisconsin Bridge & Iron Company  
 Zenia Foundry & Machine Company

**ILLINOIS (23)**

Central Scientific Corporation  
 Chromum Corporation of America  
 Cook Electric Company  
 Crane Company  
 Davis Regulator Company  
 Economy Engineering Company  
 Fahlvalley Company  
 Farnsteel Metallurgical Corporation  
 F. W. Ghar Company  
 Garfield Division of Houdaille-Hershey Corp.  
 General Electric Company  
 Hallcrafters Company  
 Hansell Elcock Company (Foundry)  
 Howard Foundry Company  
 Link Belt Company  
 H. S. Martin & Company  
 Republic Flow Meters  
 Rockwood Sprinkler Company  
 Sullivan and Wahl Engineering Company  
 Tantalum Defense Corporation  
 University of Chicago  
 University of Illinois  
 Welch Company

**NEW JERSEY (22)**

Ace Glass, Incorporated  
 Sabelte Corporation  
 Bell Telephone Laboratories  
 S. Nitchman, Incorporated  
 Bloomfield Scientific Glass  
 Bloomfield Tool Corporation  
 Burt Manufacturing Company, Incorporated  
 Copper Alloy Foundry  
 Y. I. du Pont de Nemours Company  
 Federal Telephone & Radio Corporation  
 Frick Chemical Laboratory  
 Otto F. Grainer Company  
 Hanovia Chemical Manufacturing Company  
 L. G. Welter Company  
 Metals Disintegrating Company  
 New Jersey Machine Corporation  
 SAM Laboratories of Princeton University  
 Schock Gussner Company  
 Stainless Engineering & Machine Works  
 Steel & Alloy Tank Company  
 Wallace E. Teisman Company, Incorporated  
 Westinghouse Electric & Manufacturing Co.

**MASSACHUSETTS (16)**

Atlas Tool & Machine Company  
 Barbour Stockwell Company  
 Bird Machine Company  
 Boston University  
 Brody & Watson Company  
 Chapman Valve Manufacturing Company  
 Dalbrook Ventilating Company  
 General Electric Company  
 General Electric Company (West Lynn)  
 Geotechnical Corporation  
 Massachusetts Institute of Technology  
 Metal Hydrides, Incorporated  
 Middlesex Welding Company  
 National Research Corporation  
 Underwood Machinery Corporation  
 Whitehead Metal Products

**CALIFORNIA (13)**

Benner & Newman  
 California Institute of Technology  
 General Electric Company  
 Grayson Heat Control  
 James Eddy Iron Works  
 Kinney Iron Works  
 Litton Engineering Laboratory  
 Megard Corporation  
 National Technical Laboratory  
 Pacific Pump Works  
 Technical Associates  
 University of California  
 Westinghouse Electric & Manufacturing Co.

**MICHIGAN (12)**

Aero-Craft Industries  
 Alma Trailer Company  
 Central Boiler Manufacturing Company  
 Chrysler Corporation  
 Calumet & Hecla Consolidated Copper Co.  
 Export Die and Tool Company  
 Federal Engineering Company  
 J. S. Clark Company  
 Marshall Pipe Piping Company  
 Murray-Way Corporation  
 Technical Service, Incorporated  
 University of Michigan

**CONNECTICUT (7)**

Allied Control Company  
 American Cyanamid Company  
 Belliff Manufacturing Company  
 Babcock Laboratories, Incorporated  
 Seymour Manufacturing Company  
 Whitlock Manufacturing Company  
 Yale University

**GEORGIA (7)**

Cherokee Brick Company  
 General Electric Company  
 General Elevator Company  
 E. G. Sheet Metal Works  
 Georgia Testing Laboratory  
 Merry Brothers Brick & Tile, Inc.  
 Westinghouse Electric & Manufacturing Co.

**NEW MEXICO (7)**

Albuquerque & Carrillos Coal Company  
 California University  
 H. Welsh Company  
 Kruger Company  
 Reynolds Electric & Engineering Co., Inc.  
 Robert E. McKee, General Contractors  
 Savage Painting & Decoration Company

**WISCONSIN (7)**

Allis Chalmers Manufacturing Company  
 George Bors Corporation  
 Laddish Drop Forge Company  
 Liberty Tool & Machine Company

**WISCONSIN (continued)**

Milwaukee Plating Company  
 Peter Tool Company, Incorporated  
 Valley Iron Works

**MISSOURI (6)**

Mallinckrodt Chemical Works  
 Maloney Electrical Company  
 Midwest Piping & Supply Company  
 National Machine Company  
 Shea Painting & Decoration Company  
 Washington University

**INDIANA (5)**

Emerson-Schaeuring Tank & Manufacturing Co.  
 Notre Dame University  
 Purdue University  
 Standard Oil Company  
 Wabash River Ordnance Works

**COLORADO (4)**

Coons Porcelain Company  
 Wm. Ainsworth & Son  
 U. S. Vanadium Corporation of America  
 Vanadium Corporation

**VIRGINIA (4)**

J. H. Aitchison Company  
 Mathieson Alkali Works  
 The Williams Company  
 Universal Moulded Products Corporation

**WEST VIRGINIA (4)**

Benwood Fabricated Company  
 International Nickel Company  
 Morgantown Ordnance Works  
 National Carbon Company

**FLORIDA (3)**

C. H. Linn Foundry Company of Miami  
 R. G. Goffman Company  
 Van Ness Manufacturing Company

**IOWA (3)**

Fisher Governor Company  
 Iowa State College  
 Louden Machine Company

**ALABAMA (2)**

Alabama Ordnance Works  
 English Village Woodworks

**CANADA (2)**

Elorado Mining and Refining Company  
 National Research Council

**DISTRICT OF COLUMBIA (2)**

National Bureau of Standards  
 Nehring H. Hanson

**MARYLAND (2)**

Johns Hopkins University  
 Westinghouse Electric & Manufacturing Co.

**NORTH CAROLINA (2)**

National Carbon Company  
 Terrell Machine Company

**TEXAS (2)**

Billey Meter Company  
 Robert E. McKee, General Contractors

**WASHINGTON (2)**

E. I. du Pont de Nemours & Company  
 Olympic Commissary Company

**DELAWARE (1)**

Biochemical Research Foundation

**LOUISIANA (1)**

Riggins Aircraft Plastic Division

**NEW HAMPSHIRE (1)**

Anchor Manufacturing Company

**RHODE ISLAND (1)**

Brown University

**SOUTH CAROLINA (1)**

Columbia Organic Chemical Company

**UTAH (1)**

Sinco Corporation

TOTAL NUMBER OF CONTRACTORS AND SUBCONTRACTORS.....344

TOTAL NUMBER OF STATES.....31  
 District of Columbia & Canada

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STATISTICS OF DEFERMENT CASES APPROVED BY THE  
MANHATTAN DISTRICT ENGINEER AND FORWARDED  
TO THE SELECTIVE SERVICE SYSTEM

	<u>Original</u>	<u>Renewal</u>	
November 1943	1		
December 1943	12		
January 1944	1,052	2	
February 1944	1,430	2	
March 1944	365	15	
April 1944	3,203	121	
May 1944	1,978	200	
June 1944	942	385	
July 1944	782	203	
August 1944	469	287	
September 1944	550	1,409	
October 1944	477	597	
November 1944	381	388	
December 1944	461	342	
January 1945	1,807	609	
February 1945	4,152	704	
March 1945	4,869	3,061	
April 1945	4,488	700	
May 1945	3,549	220	
June 1945	2,475	158	
July 1945	3,264	480	
August 1945	1,500	351	
September 1945	22	1,106	
October 1945	94	309	
November 1945	15	68	
December 1945	26	61	
January 1946	6	74	
February 1946	22	260	
March 1946	37	303	
April 1946	7	66	
May 1946	12	109	
June 1946	23	237	
July 1946	12	138	
August 1946	13	124	
September 1946	41	475	
October 1946		30	
November 1946		32	
December 1946		10	
Totals .....	<u>38,487</u>	<u>13,560</u>	52,047

Total cases processed direct by Area Engineers.....	8,572
Total cases processed for Manhattan District Govt. Employees.....	600
Grand Total .....	<u>61,219</u>

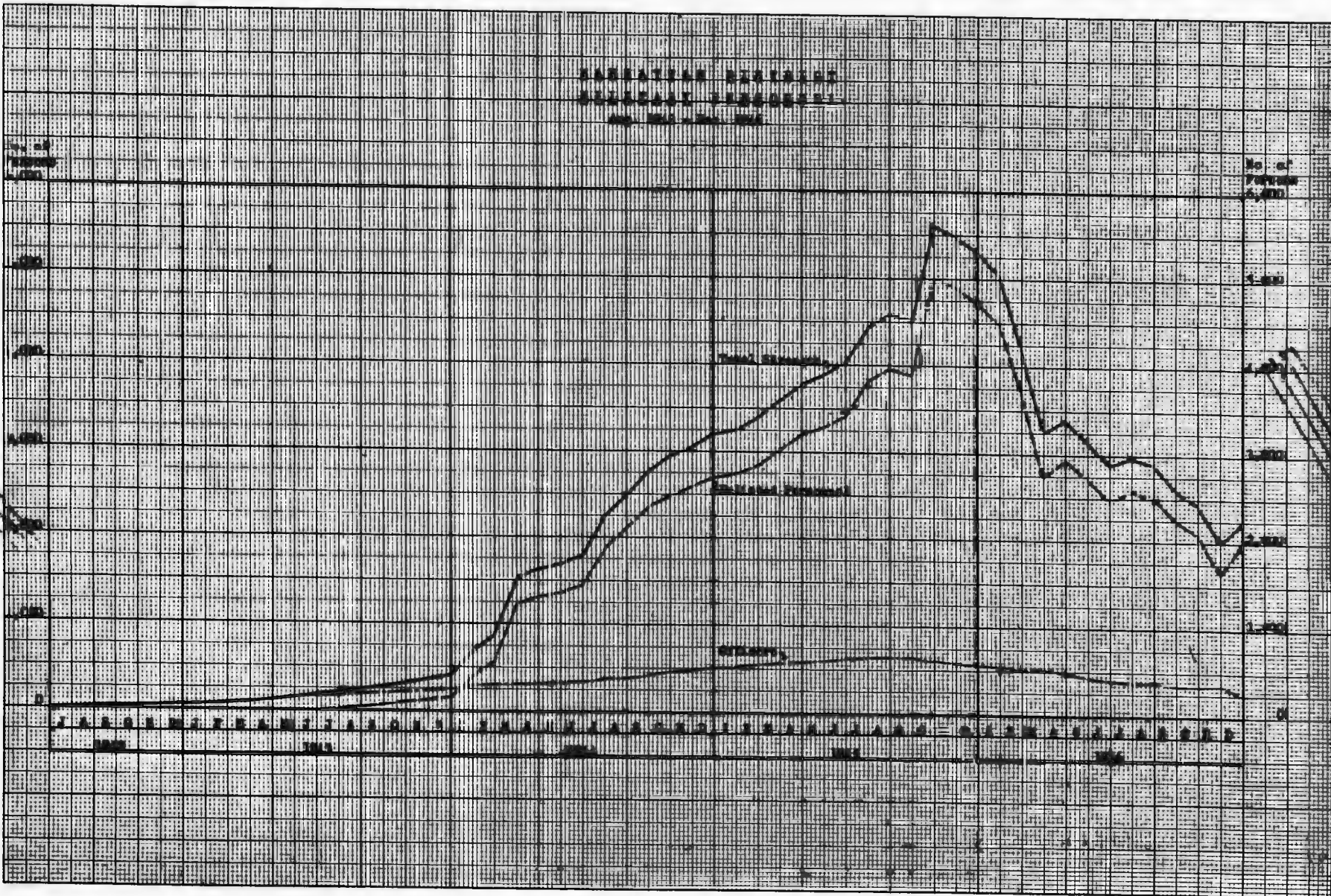
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ARRIVAL OF  
MILITARY TROOPS  
AT WASHINGTON

No. of  
Troops

10000  
20000  
30000  
40000  
50000  
60000  
70000  
80000  
90000  
100000

10000  
20000  
30000  
40000  
50000  
60000  
70000  
80000  
90000  
100000



NATIONAL LABOR RELATIONS BOARD REPRESENTATION CLASS  
Clinton Engineer Works  
 December 1946

<u>NLRB Case No.</u>	<u>Date</u>	<u>Contractor</u>	<u>Union Filing</u>	<u>Unit</u>	<u>Union Intervening</u>	<u>Date of Hearing</u>	<u>Date of Election</u>	<u>Results or Remarks</u>
10-R-1021	9/22/43	Stone & Webster Engineering Corp.	Office employees union, AFL, #23490	Office & clerical employees	None	6/13/44 (Special)	7/25/44 (Army conducted)	Union won
10-R-1144	3/10/44	Stone & Webster Engineering Corp.	Technical Engineers Ass'n., Local 53, AFL	Engineers & Technical Employees	Tenn. Ass'n. of Prof. Engineering Employees	WLB took jurisdiction 5/8 & 9/44 and recognized both unions as representing employees, settling employment policy disputes 11/21/44		
10-R-1278	8/17/44	Carbide and Carbon Chemicals Corp.	Int'l. Brotherhood Firemen & Oilers #315	All Powerhouse employees	IBEW	W/d See Case 1291, 9/23/44		
10-R-1291	9/23/44	Carbide and Carbon Chemicals Corp.	IBEW & Int'l. Brotherhood of Firemen & Oilers #315	Powerhouse and Switchyard employees except clerical	CIO & Chemical Workers, AFL	W/d See Case 10-R-1967		
10-R-1369	11/22/44	Roane-Anderson Company	Int'l. Ass'n. of Machinists, Lodge 555	All machinists & mechanics except supervisors	CIO, Operating Engineers #917	8/15 & 16/46	NLRB dismissed 10/1/46	
10-R-1421	2/1/45	Tennessee Eastman Corp.	Int'l. Ass'n. of Machinists, Lodge 555	All toolmakers, machinists, etc., exc. supervisors	CIO & Chemical Workers, AFL	W/d See Case 10-R-1966		
10-R-1451	3/9/45	American Industrial Transit	Int'l. Ass'n. of Machinists, Lodge 555	All maintenance employees, production jobs, exc. supervisors	CIO, ICW and 5 AFL craft unions	Consent Election	11/26/46	Machinists won. CIO & other AFL unions W/D before election
10-R-1557	7/18/45	Roane-Anderson Company	Int'l. Brotherhood Firemen & Oilers 315	All high and low pressure firemen	CIO, Operating Engineers #917	W/d See Case 10-R-2027		
10-R-1616	9/10/45	American Industrial Transit	Local 621 of Int'l. Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America	All drivers, dispatchers & starters	None	Consent Election	11/2/45 (Army)	Union won
10-R-1665	11/13/45	Carbide & Carbon Chemicals Corp.	IBEW, B-204	All electrical maintenance and opr. employees	CIO & Int'l. Chemical Wrks, AFL	W/d See Case 10-R-1967		



<u>NLRB Case No.</u>	<u>Date</u>	<u>Contractor</u>	<u>Union Filing</u>
10-R-1685	11/26/45	Monsanto Chem. Co.	IBEW, B-204
10-R-1700	1/4/46	Tennessee Eastman Corp.	IBEW B-204 and Plumbers & Steamfitters B-102
10-R-1717	1/24/46	Tennessee Eastman Corp.	Int'l. Ass'n. of Machinists, Lodge 555
10-R-1806	4/26/46 5/7/46	Carbide & Carbon Chemicals Corp.	United Ass'n. of Journeymen Plumbers and Steamfitters, B-102
10-R-1867	11/26/45	Monsanto Chem. Company	" " " "
10-R-1868	4/30/46	Monsanto Chem. Company	Int'l. Ass'n. of Machinists, 480
10-R-1869	4/30/46	Carbide & Carbon Chemicals Corp.	Int'l. Ass'n. of Machinists, 555
10-R-1871	2/46	Eugene De Hagh, Oak Ridge Laundries 1&2	Laundry Workers, AFL
10-R-1905	7/46	Monsanto Chemical Company	Atomic Trades & Labor Council, AFL
10-R-1966	7/46	Tennessee Eastman Corporation	Atomic Trades & Labor Council, AFL
10-R-1967	7/46	Carbide & Carbon Chemicals Corp.	Atomic Trades & Labor Council, AFL

NLRB Representation Cases, CEW, cont'd.

<u>Unit</u>	<u>Union Intervening</u>	<u>Date of Hearing</u>	<u>Date of Election</u>	<u>Results or Remarks</u>
All electrical maintenance and opr. employees	CIO & Int'l Chemical Wrkrs., AFL	W/d See Case	10-R-1965	
All electrical and plumbing opr. and maint. emplys.	CIO & Int'l Chem. Workers, AFL	W/d See Case	10-R-1966	
All machinists, millwrights, sheetmetal workers, tool clerks, exc. supervisors	CIO & Int'l. Chem. Workers, AFL	W/d See Case	10-R-1966	
Plumbing & pipefitting dept. & maint. employees	CIO & Int'l. Chem. workers, AFL	W/d See Case	10-R-1967	
" " " " " " " " " " " "	" " " " " " " " " " " "	W/d See Case	10-R-1965	
All machinists, welders, toolroom clerks, excluding supervisors	" " " " " " " " " " " "	W/d See Case	10-R-1965	
" " " " " " " " " " " "	" " " " " " " " " " " "	W/d See Case	10-R-1967	
All laundry employees excluding supervisors	None	Crosscheck	4/18/46	Union won
All production, maintenance and service emp.	Atomic Wrks. Org. Comm., CIO	Consent Election	Aug. 20, 21, 22 '46 Runoff Sept. 10, 11 and 12, 1946	AFL won
All production, maintenance and service empl.	Atomic Wrks. Org. Comm., CIO	Consent Election	" " "	No union won
All production, maintenance and service empl.	Atomic Wrks. Org. Comm., CIO	Consent Election	" " "	CIO won

NATIONAL LABOR RELATIONS BOARD REPRESENTATION CLASS  
Clinton Engineer Works  
 December 1946

<u>NLRB Case No.</u>	<u>Date</u>	<u>Contractor</u>	<u>Union Filing</u>	<u>Unit</u>	<u>Union Intervening</u>	<u>Date of Hearing</u>	<u>Date of Election</u>	<u>Results or Remarks</u>
10-R-1021	9/22/43	Stone & Webster Engineering Corp.	Office employees union, AFL, #23490	Office & clerical employees	None	6/13/44 (Special)	7/25/44 (Army conducted)	Union won
10-R-1144	3/10/44	Stone & Webster Engineering Corp.	Technical Engineers Ass'n., Local 53, AFL	Engineers & Technical Employees	Tenn. Ass'n. of Prof. Engineering Employees	WLB took jurisdiction 5/8 & 9/44 and recognized both unions as representing employees, settling employment policy disputes 11/21/44		
10-R-1278	8/17/44	Carbide and Carbon Chemicals Corp.	Int'l. Brotherhood Firemen & Oilers #315	All Powerhouse employees	IBEW	W/d See Case 1291, 9/23/44		
10-R-1291	9/23/44	Carbide and Carbon Chemicals Corp.	IBEW & Int'l. Brotherhood of Firemen & Oilers #315	Powerhouse and Switchyard employees except clerical	CIO & Chemical Workers, AFL	W/d See Case 10-R-1967		
10-R-1369	11/22/44	Roane-Anderson Company	Int'l. Ass'n. of Machinists, Lodge 555	All machinists & mechanics except supervisors	CIO, Operating Engineers #917	8/15 & 16/46		NLRB dismissed 10/4/46
10-R-1421	2/1/45	Tennessee Eastman Corp.	Int'l. Ass'n. of Machinists, Lodge 555	All toolmakers, machinists, etc., exc. supervisors	CIO & Chemical Workers, AFL	W/d See Case 10-R-1966		
10-R-1451	3/9/45	American Industrial Transit	Int'l. Ass'n. of Machinists, Lodge 555	All maintenance employees, production jobs, exc. supervisors	CIO, ICW and 5 AFL craft unions	Consent Election	11/26/46	Machinists won. CIO & other AFL unions W/D before election
10-R-1557	7/18/45	Roane-Anderson Company	Int'l. Brotherhood Firemen & Oilers 315	All high and low pressure firemen	CIO, Operating Engineers #917	W/d See Case 10-R-2027		
10-R-1616	9/10/45	American Industrial Transit	Local 621 of Int'l. Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America	All drivers, dispatchers & starters	None	Consent Election	11/2/45 (Army)	Union won
10-R-1665	11/13/45	Carbide & Carbon Chemicals Corp.	IBEW, B-204	All electrical maintenance and opr. employees	CIO & Int'l. Chemical Wrks, AFL	W/d See Case 10-R-1967		

UNION ELECTIONS AT CLINTON ENGINEER WORKS

31 December 1946

<u>NLRB Case No.</u>	<u>Date of Election</u>	<u>Contractor</u>	<u>Unions Involved</u>	<u>Total in Unit</u>	<u>Total Votes Cast</u>	<u>Per-centage Turnout</u>	<u>Votes Dis-carded</u>	<u>Votes Counted</u>	<u>Votes for No Union &amp; %</u>	<u>Votes for Petitioner and %</u>	<u>Votes for Intervenor and %</u>	<u>Winner</u>
10-R-1021	25 July 1944	Stone & Webster Engineering Corp.	Office Emp. Union #23490, AFL	1,062	801	75%	1	800	268 33.5%	532 66.5%	None	Office Employees Union # 23490
10-R-1616	2 November 1945 (Army Conducted)	American Industrial Transit	AFL	548	413	75%	None	413	30	383	None	Teamsters, AFL
10-R-1965	20, 21, and 22 August 1946	Monsanto Chemical Co.	AFL - CIO	676	590	92%	4	586	176 30.3%	289 AFL 49.0%	121 CIO	Runoff 20.7%
10-R-1966	20, 21, and 22 August 1946	Tennessee Eastman Corp.	AFL - CIO	6,200	5,846	93%	15	5,831	2579 44.2%	1721 AFL 29.5%	1531 CIO	Runoff 26.3%
10-R-1967	20, 21, and 22 August 1946	Carbide & Carbon Chemical Corp.	AFL - CIO	4,500	4,437	97%	23	4,414	1373 31.0%	1612 AFL 36.5%	1429 CIO	Runoff 32.5%
<u>Runoff Elections</u>												
	10, 11, and 12 September 1946	Monsanto Chemical Co.	AFL - CIO	676	473	70%	6	467	None	331	136	AFL
	10, 11, and 12 September 1946	T.E.C.	AFL - No Union	6,200	5,634	91%	11	5,623	3120	2503	None	No Union
	10, 11, and 12 September 1946	C & CCG	AFL - CIO	4,500	3,869	88%	58	3,811	None	1893	1918	CIO
10-R-2027	22 October 1946	Roane-Anderson	Knoxville Bldg. Trades Council, AFL	1,139	794	74%	4	790	43	747	None	Knoxville Building Trades Council
10-R-2074	24 and 25 October 1946	Roane-Anderson	Int'l. Ass'n. of Fire Fighters	137	119	88%	None	119	6	113 AFL	None	Int'l Assn. of Fire Fighters
10-R-1451	26 November 1946	American Industrial Transit	Int'l. Ass'n. of Machinists	126	104	83%	None	104	22	82	None	Int'l. Ass'n. of Machinists
10-R-2252	26 November 1946	M. F. & C.C. Hank	Restaurant Workers, AFL	7	7	100%	None	7	3	4	None	Restaurant Workers, AFL

UNION ELECTIONS ELSEWHERE IN MANHATTAN DISTRICT

Garfield Plant, Decatur, Illinois

Houdaille-Hershey	Decatur Bldg. Trades Council, AFL	2,306	1,125	49%	2	1,123	43	1080	None	Decatur Bldg. Trades Council
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NATIONAL LABOR RELATIONS BOARD COMPLAINT CASES  
CLINTON ENGINEER WORKS  
 31 December 1946

<u>NLRB Case No.</u>	<u>Date</u>	<u>Contractor</u>	<u>Union Filing</u>	<u>Charge</u>	<u>Date of Hearing</u>	<u>Settlement</u>	<u>Remarks</u>
10-C-1810	10/29/45	Carbide & Carbon Chemicals Corp.	I.B.E.W., Local B-204	Discharge of R.S. None Swain and 14 other employees		NLRB dismissed petition on 11/12/46	Closed
10-C-1884	3/ -/46	Eugene DeHegh Laundries 1 & 2	Laundry Workers, AFL	6 discharges	4/2/46	4 Reinstated; 2 with back pay. Informal hearing	Closed
10-C-1936	4/30/46	Tennessee Eastman Corporation	International Chemical Workers, AFL, Local 252	Discharge of J.C. Bandler, transfer of D. L. Cochran			Pending
10-C-1943	5/10/46	Eugene DeHegh Laundries 1 & 2	Laundry Workers, AFL	Refusal to bargain	None	Charges withdrawn, contract had been signed	Closed
10-C-1976	-	Carbide & Carbon Chemicals Corp.	United Chemical Workers, CIO	Discharge of Earle Rodgers	None	NLRB dismissed petition 10/21/46	Closed
10-C-2022	7/26/46	Carbide & Carbon Chemicals Corp.	United Chemical Workers, CIO	Discharge of Bruce Cadis and H. Garratt			Pending
10-C-2023	7/26/46	Carbide & Carbon Chemicals Corp.	United Chemical Workers, CIO	Discharge of C. E. Turner			Pending
10-C-2085	9/16/46	Hank - Moody's # 3	Restaurant Workers AFL	Discharge of G. Swafford	None	Reinstatement 11/26/46 back pay compliance notice	Closed
10-C-2134	11/14/46	R. C. Hoskins	Restaurant Workers AFL	5 Discharges			Pending

CASES UNDER WAR DISPERSES ACT (SMITH CONNALLY)  
REGIONAL WAR LABOR BOARD AND LABOR RELATIONS BOARD

111-5732-D		Stone & Webster Engineering Co. CEW	Office Employees Union Local, AFL	Recognition		HNLB decision 6-13-44 to hold Army - Conducted election (7-25-44) HNLB Directive Orders on Contract, 2-8-45, 3-20-45 and 10-9-45.	
111-7525-D		Stone & Webster Engineering Co. CEW	Technical Engrs. Assn. # 53, AFL (IFTEA & DU)	Recognition Strike Vote		Strike Vote cancelled by Union 5-2-44. HNLB heard case 5-8 & 9-44, 6-13-44, 9-15-44 and Directive Order 11-21-44.	
111-9491-D		Stone & Webster Engineering Co. CEW	Tenn. Assn. of Prof. Engring Esp. (Ind.)	Recognition Employment Conditions		HNLB hearings 9-15-44 and Directive Order 11-21-44.	
10-D-145 (S 3701)	11/17/45	Carbide & Carbon Chemicals Corp. CEW	Int'l. Brotherhood of Firemen & Oilers	Strike vote under Smith Connally Act	Mail Ballot opened 12/2/45	Of 287 Ballots mailed, No strike only 29 returned. 14 against, 13 for, & 2 void.	
S 4373	12/5/45	Du Pont <sup>at</sup> HEW	Pasco-Kennebec Metal Trades Council, AFL	Strike vote for Recognition		Vote not taken because NLRB had no funds	No strike

STATE OF UNIONIZATION ON PRINCIPAL MANHATTAN DISTRICT CONTRACTS  
31 December 1946

Project	Contractor	Total Employees	Office	Plant Operation	Plant Maintenance	Lab. and Research	All Other	State of Unionization
Argonne Nat'l Lab. Chicago, Ill.	University of Chicago	1265	327	134	316	435	53	No Contracts. Intl. Assn. of Machinists has majority of machine shop employees and has petitioned for an election. Both CIO and AFL have recently become interested in technical and clerical employees. Univ. of Chicago has agreement with Local 568 of State, County and Municipal Workers of America, CIO, but it doesn't affect District work.
Batelle Memorial Inst. Columbus, Ohio	Batelle Memorial Inst.	129	-	-	-	59	70	No Unionization or Union activity.
Brookhaven Nat'l Lab. Camp Upton, Long Island, N. Y.	Associated Universities, Inc.	-	-	-	-	-	-	Work not started yet.
Chamber Dye Works Deepwater, N. J.	E. I. duPont de Nemours and Company	130	26	69	18	17	-	Contract with independent Union, Chemical Workers Association Inc.
Clinton Engineer Works Oak Ridge, Tennessee	Carbide & Carbon Chemical Corporation	6921	1380	1944	2479	403	715	Contract just completed with United Chemical Workers, CIO. Approval pending. Election pending for Fire Fighters on petition of AFL.
	Monsanto Chemical Company	1927	224	36	410	501	756	Contract just completed with Atomic Bldg. and Trades Council, AFL. Approval pending.
	Tennessee Eastman Corporation	8490	453	4547	1612	909	969	AFL & CIO were unsuccessful in elections.
	Roane Anderson Company	2948	586	-	-	-	2362	Now negotiating with Knoxville Bldg. and Const. Trades Council, AFL, for maintenance and service manual employees, and with Intl. Fire Fighters Assn., AFL, for Oak Ridge Fire

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Project	Contractor	Total Employees	Office	Plant Operation	Plant Maintenance	Lab. and Research	All Other	State of Unionization
	Roane Anderson Company (continued)							Department. Subcontracts are AFL, including housing, laundry, specialty work.
	American Industrial Transit	655	166	318	171	-	-	Now negotiating with Intl. Assn. of Machinists for machine shop employees. Contract with Teamsters Union, AFL, for bus drivers will expire in February and election is expected between Teamsters and Amalgamated Streetcar and Railways Employees, AFL.
Dayton Laboratories Dayton, Ohio	Monsanto Chemical Company	316	35	56	53	130	42	Monsanto has verbal agreement with Dayton Bldg. Trades Council for maintenance and construction employees. Construction contractor Maxon likewise has agreement to cover construction manual workers. Architect Engineer Giffels & Valet is not Unionized.
Hanford Engineer Works Richland, Washington	General Electric Company	4372	697	950	752	350	1623	No Unionization since NLRB elections have been held up. At various times the Pasco Bldg. Trades Council, the Pasco-Kennewick Metal Trades Council and the Intl. Chemical Workers, all AFL, have been interested. At present all AFL Unions are joined into the Bonneville Trades and Labor Council, which is organizing quietly and apparently not too successfully.
Iowa State Ames, Iowa	Iowa State College	110	10	18	19	61	2	No Unionization
The Knolls Research Lab. Schenectady, N. Y.	General Electric Company	64	11	-	4	49	-	General Electric has a national contract with United Electrical, Radio and Machine Workers of America, CIO, which covers most of its plants and will presumably include the lab. at Schenectady. G.E. has agreements with Pattern Makers League of North America, AFL, and the Schenectady Draftsmen's Ass'n., Ind.

Project	Contractor	Total Employees	Office	Plant Operation	Plant Maintenance	Lab. and Research	All Other	State of Unionization
Mass. Inst. of Tech. Cambridge, Mass.	M. I. T.	49	8	-	6	35	-	Two unions, one for manuals & one for office workers, since July 1946.
University of Calif. Radiation Lab. Berkeley, Calif.	University of California	762	120	240	66	283	53	University has verbal understanding with the Alameda Co. & Bldg. Trades Council, AFL, for all maintenance employees and Radiation Lab. operates Union in Machine and Sheet Metal shops. At one time CIO Office and Professional Workers Union showed interest but were discouraged.
University of Rochester Med. Lab. Rochester, N. Y.	University of Rochester	281	43	39	24	175	-	No Union
Y Project (Santa Fe) Los Alamos, N. M.	University of California	1464	454	180	37	750	45	CIO petitioned for machinists in machine shops but NLRB is holding the case in abeyance.
	Zia Company	3046	492	-	-	-	2554	Signed agreements with the Santa Fe Bldg. Trades Council and five of the affiliated crafts Unions to cover construction and maintenance employees.
	TOTAL	32929	5032	8531	5967	4157	9242	

Note: J. A. Jones Construction Company, fixed-fee contractor at Clinton Engineer Works, has a written agreement with the Knoxville Building and Construction Trades Council. All other lump sum construction contractors and subcontractors at CEW, Los Alamos, Sandia Air Base, Dayton Laboratory, and University of California Radiation Laboratory operate closed shop, AFL, and it is expected that any future construction contractor will do likewise.



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MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL

APPENDIX "B"

DOCUMENTS

<u>No.</u>	<u>Title</u>
1	Applicable Statutes, Regulations and Policies
2	Agencies Affecting Labor
3	Key Personnel as of 31 December 1946
4	Acknowledgments of Assistance
5	Letter, 21 October 1943, James H. Bond, Deputy Executive Director to all Regional Manpower Directors, subject: "Recruitment for Secret Projects".
6	War Manpower Commission Field Instruction No. 416, Supplement No. 2 (second revision), Bureau of Placement No. 231, 27 November 1944
7	News Release, "War Department Appeals for Volunteers for Vital War Service"
8	Examples of publicity to combat "absenteeism"
9	Report of Special War Manpower Commission - War Department Team Assigned to the Hanford Engineer Works Project, 20 June 1944
10	Letter, 23 May 1944, Major L. Dale Hill to Col. K. D. Nichols, District Engineer, Manhattan District, subject: "Labor Survey - Clinton Engineer Works"
11	Letter, 27 September 1944, the District Engineer to all Operating Contractors, Clinton Engineer Works, EIDMP-12, directing establishment of grievance procedures

<u>No.</u>	<u>Title</u>
12	Decision of the Secretary of Labor, 19 November 1942 for wage predetermination at <u>Clinton and vicinity</u> , Anderson, Roane, Knox Counties, Tennessee.
13	Decision of the Wage Adjustment Board, U. S. Department of Labor, Case No. 3097 pertaining to Federal Construction Projects
14	Wage Adjustment Order No. 19, War Department, O. C. E., 22 March 1945
15	Letter, 23 June 1944, John R. Abersold, Chief, War Department Wage Administration Agency to the District Engineer, Manhattan District, Subject: "Rate Schedules - Clinton Engineer Works" with copy of letter from Director of Economic Stabilization, 22 June 1944
16	Decision of the Secretary of Labor, 18 February 1943 for wage predetermination in Benton County, Washington
17	Letter, 18 July 1943, Capt. Lawton D. Geiger for the District Engineer to War Department Wage Administration Agency, subject: "Request for Approval of Salary Rates Schedule", with 1st Indorsement, 24 July 1943.
18	Local Board Memorandum No. 115-B
19	Local Board Memorandum No. 115-G
20	Letter dated 23 June 1945 from National Selective Service Headquarters
21	Personnel Control Form - Personnel Authorization to Santa Fe Detachment on 27 November 1945
22	Letter from the Secretary of War to the Chairman of the NLRB dated 26 September 1945
23	Letter from the Secretary of War to the Chairman of the NLRB dated 22 March 1946
24	Letter from Secretary of War to Presidents; AFL and CIO, dated 19 April 1946
25	Letter from Administrative Assistant of the Secretary of War to CIO dated 5 September 1946

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APPENDIX B-1

APPLICABLE STATUTES, REGULATIONS AND POLICIES

- a. Bacon-Davis Act (C. 411, 46 Stat. 1494) - Approved 3 March 1931. Provides for payment of prevailing wages on public construction as determined by the Secretary of Labor.
- b. Convict Labor Law (24 Stat. 411; 18 USC 708, 709) - Approved 23 February 1887, prohibits any Government agency from entering into contracts with persons or corporations employing convict labor.
- c. Eight Hour Law of 1912 (37 Stat. 137; 40 USC 324,325,325-A) Adopted 19 June 1912, provides for maximum working day of eight hours on public construction unless overtime is paid. (Suspended during national emergency by Public Law 671, 76th Congress, Third Session, 28 June 1940).
- d. Fair Labor Standards Act of 1938 ("Wage and Hour Law") (C 676, 52 Stat. 1060, 29 U.S.Code) - Approved 25 June 1938. Establishes minimum wages and maximum hours and prohibits oppressive child labor in interstate commerce. Establishes Wage and Hour Division in Department of Labor to administer Act.
- e. National Labor Relations Act (Wagner Act) (Public Law 198, 74th Congress, C. 372, 49 Stat. 449-457; 29 U.S.Code, Sec's 151-166) Approved 5 July 1935. Established to encourage collective bargaining by employees. Defines unfair labor practices by employers. Establishes National Labor Relations Board to administer provisions of Act.
- f. Selective Training and Service Act of 1940. See Section 6 of this volume.
- g. Executive Order 8807, 28 June 1941, establishing the Office of Scientific Research and Development and means of mobilization of scientific personnel in order to assure maximum utilization of such

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ersonnel in developing and applying the results of scientific research  
o defense purposes.

h. Wage and Salary Stabilization Act (Public Law 729, 77th  
ongress, Second Session) - Approved 2 October 1942. Amends Emergency  
rice Control Act of 1942. Authorizes and directs the President to  
tabilize prices, wages and salaries, affecting cost of living on basis  
f levels of 15 September 1942. Not applicable where conflicting with  
air Labor Standards Act of 1938 or National Labor Relations Act.

i. Walsh-Healey Public Contracts Act (C. 881, 49 Stat. 2036  
.S.Code, Sup. II, Title 41) - Approved 30 June 1936, amended 13 May  
942 by Public Law 552, 77th Congress, Second Session. Provides for  
inimum wages as determined by Department of Labor, maximum hours, pro-  
ibits child labor and unsafe working conditions on Government supply  
ontracts.

j. Building and Construction Trades Wage Stabilization  
reement - Established 22 May 1942 between Building and Construction  
rades Department of the American Federation of Labor and several Govern-  
ent agencies. Provides for uniform overtime and shift policies, payment  
f prevailing wages and prohibition of work stoppages on National Defense  
rojects. Provides a Board of Review for settlement of labor disputes,  
hose decisions shall be binding on parties to the agreement. The Wage  
djustment Board (Par. 1-5h) was established in the Department of Labor  
o administer the Agreement by Administrative Order of the Secretary of  
abor dated 22 May 1942.

k. "Little Steel Formula" - Established 16 April 1942 by

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War Labor Board in a group of cases involving "Little Steel" companies (Bethlehem Steel Corporation, et al., cases 30, 31, 34 and 35). Permits maximum wage increases of 15% above hourly rate of pay in existence on 1 January 1941. Normally is applied to a bargaining group as a whole in a plant, company, or industry rather than individual trades or departments.

l. Executive Order No. 9017, 12 January 1942 - Establishes National War Labor (NWL) Board in Office of Emergency Management.

m. Executive Order No. 9240, 9 September 1942 - Prohibits overtime or premium pay for Sundays and holidays if included in work week of 40 hours or less, or for less than 8 hours per day.

n. Executive Order No. 9250, 3 October 1942 - Establishes Office of Economic Stabilization to stabilize the cost of living in accordance with the Act of 2 October 1942.

o. Executive Order No. 9301, 9 February 1943 - Establishes minimum work week of 48 hours for duration of the war.

p. Circular Letter No. 2236, Office, Chief of Engineers, 11 January 1943, subject: "Policy of the Construction Division for Non-manual Employees on Fixed-Fee-Architect-Engineer, and Construction Contracts."

q. Circular Letter No. 2390, Office, Chief of Engineers, 13 May 1943, subject: "Policy for Non-Manual Employees on Cost-Plus-a-Fixed-Fee Architect-Engineer and Construction Contracts."

r. Executive Order No. 9801, 9 November 1946, rescinds Executive Order No. 9250 and all federal wage and salary stabilization regulations.

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APPENDIX B-2

AGENCIES AFFECTING LABOR

- a. Commissioner of Internal Revenue - Authorized by Regulations of Economic Stabilization Director, Sec. 4001.4, 28 August 1943, 13 December 1943, to determine, with approval of the Secretary of the Treasury, compliance with Stabilization Act for salaries exceeding \$5,000 per year.
- b. Department of Labor - Established 4 March 1913 (37 Stat. 736) for fostering, promoting and developing the welfare and advancement of the workers of the United States. The Secretary of Labor has the legal power to act as mediator and to appoint commissioners of conciliation in labor disputes and for this purpose the United States Conciliation Service was established in the Department. The Wage and Hour and Public Contracts Divisions administer the wage and hour provisions of the "Fair Labor Standards Act of 1938" and the Walsh-Healey (Public Contracts) Act." The Wage Adjustment Board administers the Building and Construction Trades Wage Stabilization Agreement under the National War Labor Board.
- c. Director of Economic Stabilization - Authorized by Executive Order 9250, 3 October 1942 to stabilize wages, salaries and prices.
- d. National Labor Relations Board (NLRB) - Established by National Labor Relations Act to investigate cases of unfair labor practices and order reforms, and to provide for collective bargaining by employees.
- e. National War Labor Board (WLB) - Established 12 January 1942 in the Office of Emergency Management by Executive Order 9017.

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Consists of a board of 12 members representing equally the public, employees and employers. It is empowered to settle labor disputes certified to it by the Secretary of Labor after all other means of settlement have been exhausted. It is authorized by the Economic Stabilization Director's Regulations, Sec. 4001.2, August 28, 1943, December 13, 1943 to determine compliance with Stabilization Act of all wages and of all salaries less than \$5,000.

f. Selective Service System. See Section 6 of this report.

g. United States Employment Service (USES) - Established 6 June 1938 (29 U.S.C.A 49) to promote and develop a system of national employment offices, furnish and publish information as to opportunities for employment and maintain a system for clearing labor between states. (See also War Manpower Commission.)

h. Wage Adjustment Board (For Building and Construction Industry) - Established 22 May 1942 in the Department of Labor to administer the Building and Construction Trades Wage Stabilization Agreement, with final authority to arbitrate disputes among parties to agreement; authorized 13 October 1943 by National War Labor Board General Order No. 13 to arbitrate all labor disputes involving laborers and mechanics of the Building and Construction Industry employed directly upon the site of the work.

i. Wage Administration Agency (War Department), within the Industrial Personnel Division, Headquarters Army Service Forces, is delegated the authority by National War Labor Board General Order No. 14 adopted 24 November 1942, amended 17 August 1943 and by letter dated 24 December 1942 from the Commissioner of Internal Revenue to the Secretary

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of War, to act for the Board and the Commissioner in matters of wage and salary adjustments for civilian employees within the continental limits of the United States employed by (1) the War Department, (2) the Army Exchange Service and (3) Government-owned, privately-operated facilities of the War Department.

j. War Manpower Commission (WMC) - Established 18 April 1942 by Executive Order 9139, pursuant to authorization of "First War Powers Act of 1941", to formulate and establish basic national policies for the most effective mobilization and utilization of manpower resources for the prosecution of the war and to prescribe regulations for recruitment and other labor programs of Federal agencies. The U. S. Employment Service was transferred from the Federal Security Agency to the Commission on 17 September 1942 by Executive Order 9247. On 5 December 1942 Executive Order 9279 placed the Selective Service System under the Commission, directed that all hiring and recruitment of labor be done through the U. S. Employment Service unless otherwise directed by the Chairman of the Commission and authorized the Chairman to take all lawful steps necessary to assure that no worker be retained by an employer if his services were more urgently needed in a more essential establishment. The Chairman was authorized to "freeze" employees on essential jobs by Executive Order 9328, dated 8 April 1943.

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APPENDIX B - 3

KEY PERSONNEL

Lt. Col. Curtis A. Nelson, Director of Personnel, February 1944 to date.

Capt. Maurice M. Anderson, C.E. Chief, Officer Personnel Section, Military Personnel Branch, April 1946 to date.

Capt. William G. Barger, Commanding Officer, Special Engineer Detachment Units, New York, January 1944 to April 1944; Commanding Officer, Special Engineer Detachment, Clinton Engineer Works, May 1944 to December 1945.

G. A. Bergan, Assistant Chief, Enlisted Men's Procurement and Utilization Branch, May 1944 to June 1946; Chief, Enlisted Men's Procurement and Utilization Branch, June 1946 to November 1946; Executive Assistant, Labor Branch, November 1946 to date.

Capt. C. R. Bolinger, Chief, Classification Sub-Section, March 1946 to June 1946; Deputy Chief, Military Personnel Branch, June 1946 to date.

John Brandt, Chief, Personnel Statistics Branch, August 1946 to date.

Charles C. Campbell, 1st Lt. and Assistant Labor Relations Officer, Santa Fe, September 1945 to February 1946; Assistant Area Engineer and Labor Relations Officer, February 1946 to date.

Zedec W. Crawford, Captain and Assistant Chief, Clinton Engineer Works, Regional Labor Office, April 1945 to February 1946; Chief, Clinton Engineer Works, Regional Labor Relations Officer, February 1946 to date.

Jack Curts, Deputy Director of Personnel, Personnel Division, July 1946 to November 1946; Chief, Labor Branch, November 1946 to date.

Milton Cydell, Labor Relations Officer, Hanford Engineer Works, June 1946 to date.

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Major Leslie W. Devereux, Chief, Military Personnel and Selective Service, February 1943 to September 1943.

Frank di Luzio, Contracting Officer and Labor Relations Representative, Santa Fe, New Mexico, October 1946 to date.

Lt. W. E. Dreesien, USNR, Commanding Officer, U. S. Naval Unit, June 1946 to August 1946.

John J. Flaherty, Lt. USNR, Assistant Labor Relations Officer, May 1943 to September 1944; Executive Officer to the Director of Personnel, April 1945 to June 1945; Deputy Director of Personnel, June 1945 to May 1946; Chief, Detachment of Naval Officers, August 1946 to September 1946, Deputy Director of Personnel, November 1946 to date.

Capt. William A. Fogg, Commanding Officer, Special Engineer Detachment, June 1943 to April 1944.

Kenneth A. Fowler, Assistant Chief, Labor Branch, June 1943 to January 1945; Deputy Chief, Labor Branch, January 1945 to October 1946; Acting Chief, Labor Branch, April 1946 to October 1946; Field Labor Relations Officer, Chicago Region, September 1944 to November 1944; Chief, Middle West Area Labor Relations Officer, November 1946 to date.

Major William G. Fray, A. C. Chief, Military Personnel Branch, July 1946 to date.

Major Lawton D. Geiger, Assistant Labor Relations Officer, April 1943 to May 1943, and November 1943 to April 1944; Labor Relations Officer May 1943 to November 1943; Labor Officer, April 1944 to November 1946.

Capt. William Z. Harmon, Adjutant, SED, February 1944 to November 1944; Adjutant, Manhattan District, November 1944 to May 1945; Chief, Enlisted Personnel Section, May 1945 to December 1945.

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William J. Hatfield, Labor Relations Officer, Clinton Engineer Works, November 1942 to May 1943 and August 1944 to September 1944; Assistant Labor Relations Officer, Clinton Engineer Works, May 1943 to August 1944; Regional Labor Officer, Oak Ridge Region, September 1944 to October 1944 and November 1944 to February 1945; Assistant Regional Labor Officer, Oak Ridge Region, October 1944 to November 1944.

Major L. Dale Hill, Regional Labor Officer, New York Region, September 1944 to June 1946.

Lt. Shelby V. Hill, U.S.N.R. Commanding Officer, Naval Detachment, March 1944 to April 1944.

1st Lt. Frances E. House, WAC, Commanding Officer, WAC Detachment, June 1943 to March 1944.

James E. Howard, Assistant Clinton Engineer Works Labor Officer, 1944 to November 1946; Chief, Wage Administration Section, Labor Branch, November 1946 to date.

Capt. Theodore S. Johnson, AGD. Deputy Chief, Military Personnel Branch, July 1945 to January 1946; Chief, Military Personnel Branch, January 1946 to August 1946.

Lt. Commander Thomas N. Keller, U.S.N.R. Commanding Officer, U. S. Naval Unit, April 1944 to April 1945.

C.W.O. Murray S. Levine, Assistant Chief, Selective Service Branch, November 1943 to December 1944; Chief, Selective Service Branch, December 1944 to June 1946.

William P. Miller, Major, Chief, Enlisted Men's Procurement and Utilization Branch, November 1943 to June 1946; Executive Officer, Personnel Division, June 1946 to date

Capt. E. B. Moore, Chief, Enlisted Personnel Section, Military Personnel Branch, May 1946 to date; Chief, Enlisted Men's Procurement and Utilization Branch, November 1946 to date.

Major Richard I. Newcomb, Labor Relations Officer, Hanford Engineer Works, September 1943 to September 1944; Regional Labor Officer, Pasco Region, September 1944 to March 1945; Labor Relations Officer, "Y" Project, March 1945 to June 1946.

Lt. Commander Eugene R. Page, U.S.N.R. Commanding Officer, U. S. Naval Unit, April 1945 to January 1946; Chief, Military Personnel Branch, May 1945 to January 1946.

Robert S. Potat, Chief, Selective Service Section, Labor Branch, June 1946 to date.

Capt. Robert W. Pulliam, Assistant Chief, Military Personnel and Selective Service, May 1943 to September 1943; Chief, Military Personnel and Selective Service, September 1943 to April 1944; Chief, Selective Service Branch, August 1943 to December 1944; Regional Labor Officer, Oak Ridge Region, October 1944 to November 1944; Administrative Assistant to the Director of Personnel, December 1944 to June 1945

Capt. H. R. Rickover, U. S. N. Liaison Officer, Detachment of Naval Officers September 1946 to date.

F. L. Rothchild, Chief, Personnel Statistics Branch, Nov. 1944 to August 1946.

Capt. Arelene G. Scheidenhelm, WAC, Detachment Commander, Hanford Engineer Works, October 1943 to January 1944; Assistant Commanding Officer, WAC Detachment, January 1944 to March 1944; Commanding Officer, WAC Detachment, May 1944 to November 1946.

Major James F. Shackelford, Labor Relations Officer, Clinton Engineer Works, July 1943 to November 1943 and April 1944 to August 1944; Labor Relations Officer, Manhattan District, November 1943 to April 1944.

Major Nelson H. Smith, Chief, Military Personnel Branch, November 1944 to May 1945.

Major Walter H. Stagg, Labor Relations Officer, Madison Square Area, August 1943 to November 1943; Regional Labor Officer, Chicago Region, November 1944 to January 1945; Regional Labor Officer, Oak Ridge Region, January 1945 to June 1946; Assistant Area Manager and Labor Relations Officer, Los Angeles, June 1946 to date.

1st Lt. W. J. Stanton, Assistant Chief, Clinton Engineer Works Regional Labor Office, July 1946 to date.

1st Lt. P. Strell, Chief, Enlisted Personnel Branch, March 1946 to August 1946.

Major Henry E. Thurston, Executive Officer and Deputy Director, Personnel Division, June 1945 to May 1946.

Major James A. Travis, Control Officer, July 1943 to February 1944.

Major Raymond G. Welch, Labor Relations Officer, Manhattan District, December 1942 to May 1943; Labor Relations Officer, Clinton Engineer Works, May 1943 to July 1943.

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APPENDIX B-4

ACKNOWLEDGMENTS OF ASSISTANCE

A. War Manpower Commission

Mr. James Bond, former Deputy Executive Director

Mr. E. W. Speer, Assistant to Mr. Bond.

Mr. John K. Collins, Director of Bureau of Placement

Mr. Rhoton P. Clift, Director for State of Tennessee

Mr. Robert Morrison, Area Director, Knoxville, Tennessee

Mr. Fred Houston, Local Manager, Pasco, Washington

B. Selective Service System

National Headquarters, Selective Service System

Maj. Gen. Lewis B. Hershey

Col. Bayard S. Shumate

Col. George H. Baker

Col. C. Tinsley Garnett

Col. Robert B. Coons

Regional Directors of the Selective Service System

Lt. Col. Julius L. Wettlaufer

Lt. Col. George A. Irwin

Comdr. J. Erickson

Selective Service Appeal Board #7 for the State of Tennessee

Mr. John T. O'Connor

Mr. John Ayres

Mr. David W. Profitt

Mr. Hamilton S. Burnett

Mr. Boyd C. Fugate

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Florida State Headquarters, Selective Service System

Brig. Gen. Vivian Collins

Illinois State Headquarters, Selective Service System

Col. Paul G. Armstrong

Col. Victor A. Kleber

Col. H. P. Halston

Major Wilbur H. Thomas

Capt. R. J. Turnbull

Col. Louis A. Boening

Col. Harry Taylor

Major John Morgan

Lt. Col. Stanley R. McNeil

Indiana State Headquarters, Selective Service System

Col. Robinson Hitchcock

Iowa State Headquarters, Selective Service System

Brig. Gen. Charles H. Grahl

Col. R. A. Lancaster

Massachusetts State Headquarters, Selective Service System

Col. Ralph M. Smith

Lt. Col. Charles A. Furbish

Missouri State Headquarters, Selective Service System

Col. Claude C. Earp

Col. J. G. Christy

Major F. C. Richmond

New York State Headquarters, Selective Service System

Brig. Gen. Ames T. Brown

- 2 -  
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Major John D. Sullivan

Lt. Col. Ray D. Wells

New York City Headquarters, Selective Service System

Col. Arthur V. McDermott

Lt. Col. David Brady

Major Warren Walls

Major George E. Pierson

Major Abraham Kaufman

Pennsylvania State Headquarters, Selective Service System

Col. Richard K. Mellon

Lt. Col. R. E. Clouse

Capt. George Fuller

Tennessee State Headquarters, Selective Service System

Brig. Gen. Thomas A. Frazier

Col. G. H. Butler

Lt. Col. John B. Cuno

Lt. Col. J.R. Crittenden

Major Will Cheek

Washington State Headquarters, Selective Service System

Col. Walter J. DeLong

Wisconsin State Headquarters, Selective Service System

Col. John F. Mullen

Major Bentley Courtney

Major Saxon W. Holt

C. War Department Wage Administration Agency

Dr. John R. Abersold, Chief  
~~SECRET~~



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Dr. C. Canby Balderston, Chairman

Lt. Col. William Bedell

Lt. Col. Boyd Shedd

Mr. John Roessner

**D. Headquarters, Army Service Forces, Labor Branch**

Col. W. J. Brennan, Chief

Lt. Col. J. K. Collins, former Chief

Major Elmer Ryan, Assistant

Mr. Jack Ohly, Deputy Chief

**E. Office, Chief of Engineers, Labor Division**

Col. C. D. Barker, Chief

Lt. Col. Robert Jacobs, Former Executive Officer

Lt. Col. W. A. Mowery, Executive Officer

Mr. Egmond Hoekstra, Chief, Special Projects Branch

Mr. Jack Curts, Chief, Operations Branch

Mr. Herman Bernholz, Chief Statistics & Reports Branch

**F. Military Personnel Procurement**

Dean Samuel T. Arnold, Brown University

Col. J. Palmer, ASTP Headquarters

Dr. L. Carmichael, National Roster of Scientific and  
Technical Personnel

Capt. H. E. McCracken, Chief, Machine Records Unit, Military  
District of Washington

Capt. J. C. Armour, Chief, Military Personnel Division,

ASF Personnel Replacement Depot, Camp Beale, Calif.

~~SECRET~~

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Capt. Virgil J. Peterson, Assistant to the Chief, Warrant Officer  
and Enlisted Section, Office, Chief of Engineers.

1st. Lt. R. E. Cordary, Assistant Chief, Enlisted Branch, Military  
Personnel Division, Headquarters 4th Service Command

CWO S. E. Lambert, Assistant Adjutant, Ft. Oglethorpe, Ga.

**G. National Labor Relations Board**

Paul M. Hersog, Chairman

John M. Houston, Member

James J. Reynolds, Jr., Member

D. L. Leary, Special Representative

C. M. Brooks, Special Representative

L. M. Groeniger, Field Examiner

**H. U. S. Conciliation Service**

E. F. Hitchcock, Commissioner

**I. Business Organizations**

Allis Chalmers Manufacturing Company

Atlas Tool Manufacturing Company

Barry-Wehmler Machinery Company

The Brown Instrument Company

Brown & Sharpe Manufacturing Company

Bush-Sulzer Bros. Diesel Engine Company

Central Scientific Company

Chrysler Corporation

E. I. du Pont de Nemours & Company, Inc.

Ford Motor Company

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The Fulton Sylphon Company

General Electric Company

Mergenthaler Linotype Company, Inc.

Sterling Aluminum Products, Inc.

Studebaker Corporation

Sunnen Products Company

Thompson Aircraft Products

The Warner and Swasey Company

Westinghouse Electric & Manufacturing Company

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In reply refer  
to WPI

C O P Y

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~~RESTRICTED~~

October 21, 1943

TO: All Regional Manpower Directors

FROM: James H. Bond  
Deputy Executive Director

SUBJECT: Recruitment for Secret Project

In a recent letter to the Chairman of the War Manpower Commission, Under Secretary of War Patterson indicated the importance of staffing a highly secret military project with a relatively small number of skilled workers. The secrecy of the project necessitates a type of recruitment which is admittedly a departure from normal practices.

For security reasons, the War Department has determined that, "Each prospective employee must be solicited personally by those in charge of the work; no person who applies for employment on his own initiative can be accepted for the reason that the application might have been inspired by subversive considerations. The final contract of employment is made in each case only after the integrity of the individual is completely established by painstaking investigation.

Because no information either as to the location of the project or the nature of its operations can be given, employers, when requested to issue Statements of Availability, may be quite reluctant to do so. In such cases, it has been deemed expedient and appropriate for the War Manpower Commission to issue such Statements of Availability to effect the immediate release of the worker involved. Such cases may come to the attention of area officials of the War Manpower Commission who should be apprised of the unusual circumstances surrounding the recruitment and authorized to issue Statements of Availability without further question.

Cases not resolved at the area level may come to the attention of the officials of the War Department in Washington. The names of the individuals for whom releases are requested, their addresses, and the company for whom they work will be transmitted to the Headquarters office of the War Manpower Commission. The appropriate regional representative at Headquarters will, in each such case, transmit the names of the individuals to the Regional Office involved with the request that instructions be given to issue Statements of Availability.

The definite departure from normal operating practices and policies of the War Manpower Commission were clearly recognized when the Commission was first approached by the War Department. Discussion between the two agencies has resulted in agreement on the part of the War Department on certain points which we believe may tend to relieve situations which may develop as the result of apparently arbitrary issuance of Statements of Availability. There follows a portion of a letter which was

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from the War Department and which indicates that agency's reaction to suggestions that were made by representatives of the War Manpower Commission:

"Careful consideration has been given the suggestions which you made stating. With respect to these suggestions, you are advised as follows:

"1. Consideration of the needs of employers from whom persons are recruited.

"Recruiters have been instructed to give particular consideration to the size and nature of the activities of these employers to the end that no more than a reasonable number of persons of a critical skill will be recruited from a single employer.

"2. Recognition of sacrifices which employers are called upon to make in the loss of valuable employees.

"In each case in which an employer loses a valuable and needed employee, a letter will be sent him explaining, insofar as security considerations permit, the necessity for the action and expressing the appreciation of the War Department for any sacrifices which the action entails.

"3. Return of employees to their former employers upon completion of the work for which they have been recruited.

"In all cases in which it is compatible with security considerations, employees, upon completion of their work, will be issued certificates of availability only to their former employers.

"You are further advised that recruiters have been instructed to secure, possible, the voluntary consent of employers for release of employees. appreciate, however, that recruiters will be unsuccessful in a number of cases because of the difficulties under which their operations are conducted."

Understood that the total need for workers for this secret project will not be met by the withdrawal of a large number of workers. Thus, no particularly large number will be withdrawn from any one area. The cooperation of each Regional Office in effecting the releases requested will aid in carrying out the agreement of the Headquarters with the War Department.

James H. Bond

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## PRIORITY CATEGORIES

Priority Category	Definition	Origin of Assignment
1	Orders of exceptional national importance	National*
2	Emergency orders	Area
3	Only orders from establishments which have been assigned a production urgency rating of III and whose production or service is behind schedule for manpower reasons or threatens to become so because of an expanded schedule, and only if they are orders for workers who will be engaged on "must" production or services, or on production or services with locally equivalent urgency ratings.	National Regional State Area
4.	Only orders from establishments which have been assigned a production urgency rating of IV or which have been assigned a production urgency rating of III and whose orders have not been placed in priority category 3. Orders from either such establishments will be placed in this category only if they are for workers who will be employed on the production or service which has been designated as "must" or equivalent in urgency.	Regional State Area
5.	Orders from essential and locally needed establishments may be placed in this category if the orders require preferential treatment in referral and the establishments have been assigned a production urgency rating of V or above.	Regional State Area

\*Orders from Manhattan District Project establishments which meet the criteria for category 3 may be placed in category 1 at area, State and regional levels.

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V. Action Required

The provisions of this instruction are to be put into effect nationwide by December 15, 1944. Since copies of this instruction are being furnished to the Procurement Agencies for transmittal to their representatives on all Manpower Priorities Committees, with directions to give this instruction full support, this field instruction should reach the area without modification.

Initiated by:

/S/ John K. Collins  
Director, Bureau of Placement

/S/ Vernon A. McGee  
Deputy Executive Director

Supersedes Field Instruction No. L16,  
Supplement No. 2 (Rev.) and  
Sections 3641, 3642, and 3664,  
Part II, USES Manual

B and D Distribution

Attachment  
(over)

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If the unsatisfactory hiring practices persist, the Area Director shall consult with the Manpower Priorities Committee to determine whether or not factors beyond the employer's control contribute to the situation and make immediate correction impossible. If it is agreed that the employer is unable to take corrective action, priority determinations shall be made on the basis of other criteria without regard to the discriminatory or restrictive hiring practices. In the case of an employer where facts indicate that he could take corrective action immediately but he has failed to do so after reasonable opportunity, the Area Manpower Director shall seek the recommendation of the Manpower Priorities Committee as to whether or not the urgency of production requires the granting of priority. If the priority is denied, the employer shall be notified of the reason for denial of his application for priorities, and informed of the standard procedures for appeal from such a decision.

Pending the final determination by the Area Director with respect to approval or denial of such employer's application for priorities, priority should be granted or denied on an interim basis without regard to the hiring practices under consideration.

#### In-Plant Utilization and Training of Workers

Special policies governing the consideration of in-plant utilization and training factors in determining priorities are discussed in Section III of Field Instruction No. 527, Part I, and in WMC Field Instruction No. 505, Part II.

#### Non-Compliance with War Manpower Commission Programs and Regulations

WMC Field Instruction No. 505, Part V and Supplement No. 1 thereto discuss certain actions to be taken when employers are found to be in violation of War Manpower Commission programs and regulation. When an employer has been finally determined to be in wilful and substantial violation of War Manpower Commission programs and regulations, and the assistance of the Procurement Agencies has not been effective in resolving the difficulties, the Area Manpower Director may refrain from placing any orders from the employer in a priority category.

#### Referral of Workers

The order of referral should be in descending order of the categories above with workers offered referral to jobs for which they are qualified in category 1 before they are offered jobs in category 2; to jobs in category 2 before those in category 3, etc. Orders shall not be ranked within a category, with the exception of category 1, within which orders from Manhattan District Projects will at all times be offered first to qualified applicants.



████████████████████

Orders from such establishments will be placed in this category only if they are for workers who will be employed on the production or service which has been designated as "must" or equivalent in urgency to "must" production or service.

Category 5: Orders from essential and locally needed establishments may be placed in this category if the orders require preferential treatment in referral and the establishments have been assigned a production urgency rating of V or above by the Chairman of the Area Production Urgency Committee.

Orders from essential and locally needed firms which do not qualify for a priority shall be given no designation, except that they will be identified so as to distinguish them from orders from less essential activities in order that they may receive preference in service over orders from less essential activities.

## II. Factors to be Considered in Determining the Eligibility of Employer Orders for Priority

Section II above contains the criteria which determine the highest priority category into which an order may be placed, providing that the order is eligible for priority treatment. Eligibility for priority treatment and the priority category are determined by the Area Manpower Director with the advice and recommendations of his Area Manpower Priorities Committee, based on all the pertinent factors about which information is available. The production urgency rating, as determined by the Chairman of the Area Production Urgency Committee, is an important factor in such determinations and an urgency rating shall be obtained by the Area Manpower Director from the Chairman of the Area Production Urgency Committee prior to the Area Manpower Director's assignment of priorities to an establishment's orders.

### A. Discriminatory or Restrictive Hiring Practices

WMC Field Instruction 527, Part I, Section III, indicates that consideration is to be given to employers' hiring practices in assigning priorities. When the Area Manpower Director finds an employer to be engaged in discriminatory or unduly restrictive hiring practices, the Area Manpower Director may refrain from placing orders from the employer in a priority category, in accordance with the following procedure.

When the Area Manpower Director finds that an employer is engaged in discriminatory or unduly restrictive hiring practices, he shall personally discuss the matter with the employer and attempt to secure agreement that the employer will take specified steps required to correct his hiring practices.

If no assurance is obtained that corrective action will be taken immediately, the Area Manpower Director will present the facts in the case to the Area Manpower Priorities Committee for whatever assistance it can give in obtaining corrective action.

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PUBLIC RELEASE DATE - DECEMBER 15, 1944

WAR MANPOWER COMMISSION  
Washington 25, D. C.

In reply  
refer to WMPE

WMC Field Instruction No. 416  
Supplement No. 2 (second revision)  
Bureau of Placement No. 231  
November 27, 1944

TO: All Regional Manpower Directors

SUBJECT: Establishment of Categories of Employer Orders for Priority Referral  
and Factors to be Considered in Determining Eligibility of Orders  
for Priority

I. Purpose

This instruction is for the purpose of introducing a uniform national system of categories of employer orders for priority referral. The method of grouping employer orders for referral purposes, the priority category numbers, and the definitions of each category contained in this instruction are to be adopted nation-wide.

II. Assignment of Manpower Priority Categories

Any order in a local office will be considered as a "non-priority" order unless it has been assigned a manpower priority designation by the Chairman of the National Manpower Priorities Committee, or by the Regional, State, or Area Manpower Director.

Priorities are to be assigned to orders for specific numbers and kinds of workers. Five priority designations are to be used. The same designations and the same definitions of them apply at all levels. The categories are defined so as to indicate the highest category in which certain types of orders may be placed, providing they are eligible for priority treatment as discussed in Section III, below. Orders need not automatically be placed in the highest possible category if the Area Manpower Director determines that they can be filled by being placed in a lower category.

Category 1 is restricted to use by the Chairman of the National Manpower Priorities Committee, except as specifically indicated below: category 2 is restricted to use by the Area Manpower Director; and categories 4 and 5 will not be used by the National Manpower Priorities Committee since only orders in categories 1 and 3 are acceptable for inter-regional recruitment. Otherwise, the priority designations may be assigned at all levels, and assignment at each level will be made on the basis of the same criteria.

The complete definitions of each category are as follows:

Category 1: Only orders of exceptional importance to the national war production effort will be placed in this category. Orders may be

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placed in category 1 only by the Chairman of the National Priorities Committee, except that in an area where a Manhattan District Project establishment is located, the Area Manpower Director may place this establishment's orders in category 1, provided the orders meet the criteria for category 3. Such orders assigned to category 1 in the area shall carry the same designation when placed in intra-state and intra-regional recruitment. All orders assigned a 1 priority nationally shall be placed in this category in the regions in which the orders originated.

Category 2: Selected orders which meet the criteria for category 3, 4, or 5 may be placed in this category in order to meet emergencies which may result in production breakdowns or services delays directly affecting essential production or community health and welfare. The total number of openings which may be placed in this category at any one time shall be limited to 5 percent of the total priority openings in categories 1, 3, 4 and 5. The purpose of this category is to provide speedy referral service to meet emergency situations which require it.

Category 3: The only orders which may be placed in this category are orders from establishments --

- (a) which have been assigned a production urgency rating of III by the Chairman of the Area Production Urgency Committee; as defined in WPB Field Program Instruction 5-6 (Revised 11-37-44) "Urgency Ratings" (attached), and
- (b) whose production or service is behind schedule for manpower reasons or threatens to become so because of an expanded schedule.

Orders from such establishments may be placed in this category only if they are orders for workers who will be engaged on "must" production or services, or on production or services which have been assigned a local urgency rating equivalent to "must" production or services.

Category 4: The only orders which may be placed in this category are those from establishments --

- (a) which have been assigned a production urgency rating of IV by the Chairman of the Area Production Urgency Committee, or
- (b) which have been assigned a production urgency rating of III by the Chairman of the Area Production Urgency Committee and whose orders have not been placed in priority category 3 by reason of the Area Director's determination that the orders can be filled by being placed in category 4.

# WAR DEPARTMENT APPEALS FOR VOLUNTEERS FOR VITAL WAR SERVICE

## Men Completing 90-Days Of Work To Receive Special Certificate Of War Service

### Recruiting Plan For Electrical Workers

The War Department has issued a call for skilled electrical workers who will volunteer to serve for a period of at least 90 days on two different but equally vital war construction jobs—**The Hanford Engineer Works, Pasco, Washington, and The Clinton Engineer Works, Knoxville, Tennessee.**

The call for volunteers was issued by The Honorable Robert P. Patterson, the Under Secretary of War, at the end of a personal conference with Mr. Edward J. Brown, President of the International Brotherhood of Electrical Workers. Subsequent conferences were held between representatives of the War Department and Laurence W. Davis, General Manager of the National Electrical Contractors' Association.

### Leaves of Absence

Under the plan skilled electrical workers now employed by construction contractors, utility companies and electric shops of all types will be asked to take a leave of absence for work on one or the other of these two critical projects. The War Department has requested the cooperation of employers to make certain that men who volunteer will retain their seniority rights and will have a job open for them upon their return.

Men volunteering for service, upon completing 90 days of satisfactory work, will be issued a certificate of service signed by the Under Secretary of War. This certificate will acknowledge the service of these men to their country in this war emergency. Employers granting leaves of absence to their men to work on these projects also will receive recognition in the form of letters from the Under Secretary of War.

### Wages and Living Conditions

Those volunteering for service on the projects will be paid the regular scale of wages for their work. At the Hanford Engineer Works the wage rate is \$1.65 per hour with total earnings of \$100.65 for the standard 54-hour week. At the Clinton Engineer Works the wage rate is \$1.50 per hour with total earnings of \$105.00 per week for the standard 60-hour week. Hous-

ing in dormitory rooms and food in mess halls are furnished at the Hanford Engineer Works for a flat charge of \$14.00 per week. At the Clinton Engineer Works the charge for dormitory rooms runs from \$12.00 to \$15.00 per month, depending on the type occupied, and food is served in cafeterias at charges averaging \$8.75 to \$12.00 per week.

The housing and food at both projects is excellent. Union officials and others who have inspected the projects state that living conditions are the best they have encountered on construction projects.

### Transportation

Round trip rail transportation plus a subsistence allowance of \$2.50 per day while in travel will be furnished all men volunteering under this plan. In each case, the local union of the Inter-

national Brotherhood of Electrical Workers will furnish a rail coach ticket and money for subsistence to men leaving for the projects. The local union will be reimbursed immediately by the contractor who employs the men.

Contractors who will hire electrical workers under this plan are Newbery, Chandler and Lord at Hanford Engineer Works and Watson-Flagg and Comstock-Bryant at Clinton Engineer Works.

An office to coordinate the program has been established in the War Department, Office, Chief of Engineers, in Washington. Mr. Arlie Dicke is in charge of the office and will be available to answer any questions in connection with the program. Mr. Dicke may be reached by telephone in Washington at Republic 6700, Extension 78352 or 77314.

WAR DEPARTMENT

WASHINGTON

June 21, 1944

Mr. Laurence W. Davis, General Manager,  
National Electrical Contractors' Association,  
Investment Building,  
Washington, D. C.

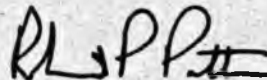
Dear Sir:

A critical shortage of skilled electrical workers is seriously hampering construction of two different but equally vital War Department "must" projects, the Hanford Engineer Works, Pasco, Washington, and the Clinton Engineer Works, Knoxville, Tennessee.

The shortage of electrical workers on each of these projects has become so critical that extraordinary measures must be taken to place men on these jobs. Ordinary methods as well as some extraordinary measures have failed to adequately staff the jobs. Full advantage has been taken of the facilities of the War Manpower Commission. Conferences with your organization, the International Brotherhood of Electrical Workers, and the War Manpower Commission indicate that the most feasible, as yet untried, plan to meet this emergency is to call for volunteers to serve on these projects for a period of at least 90 days. A statement outlining this plan is enclosed.

I am certain that a vigorous prosecution of this program will successfully man these vital projects and that such a vigorous prosecution can only be insured if you give it your promised, whole-hearted support.

Sincerely yours,



ROBERT P. PATTERSON,  
Under Secretary of War.

1 Encl.  
Statement

This copy lacks  
Sheets 1, 2, 4, and 5  
of App B-8

**J. A. JONES CONSTRUCTION CO., Inc.**  
CHARLOTTE, NORTH CAROLINA

POST OFFICE ADDRESS  
BOX 299  
NOXVILLE, TENN.

**CLINTON ENGINEER WORKS**

CLINTON, TENNESSEE  
December 12, 1944

OFFICIAL NOTICE

TO: All Employees of the J. A. Jones Construction Co., Inc., and  
Subcontractors, Clinton Engineer Works:

The program today opens a campaign to emphasize the necessity of staying on the job every day you possibly can and finishing this job.

A grave responsibility rests upon this company to get this plant into production on schedule--ahead of schedule if possible--and in so doing save lives.

That responsibility is shared by each of you.

It is important that this job be fully manned during the coming weeks. War recognizes no holiday season and each of us ought to make such personal sacrifices as are necessary to do his part.

So that we may measure our success, a contest between the crafts commences today and will continue until January 12.

Bulletin boards showing the standings of the various crafts each day will be erected immediately.

Foremen of the various crafts are asked to take an active interest in this campaign. Foremen of the craft or crafts winning the contest will receive a letter of merit from this company. Members of craft or crafts winning the contest will receive a merit badge which they will be proud to wear.

Awards for outstanding records by individual workmen other than those belonging to the winning craft or crafts will be announced at a later date.

Speakers are on the Project today and will bring home to us the realization that through our efforts here soldiers lives may be saved on American battlefronts.

*Edwin L. Jones*  
Edwin L. Jones  
General Manager

~~SECRET~~  
K-25 BOMBER COMMITTEE

March 8, 1945

TO ALL WORKERS OF K-25 AREA:

The Bomber Committee announces that the Campaign to purchase a bomber to be presented to the Army has been a success. The Committee has received to date the sum of \$162,000.00.

A large two-motor bomber will be purchased immediately for the sum of \$150,000 and a check will be issued for that purpose. ABOVE ALL we will be able to present a check to the Army and Navy Relief Societies of more than \$12,000. This Relief Fund is a fine cause. Every penny will go to help the Service men or to their families who need help.

The Committee was unable to give out a statement sooner due to the large amount of work necessary in distributing the checks and to tabulate the checks for deposit and accounting purposes. Eighteen stenographers were employed Sunday, February 25th, for this purpose and eight were employed Sunday, March 5th, to finish the task.

If you are holding your bomber checks we urgently request that you turn them in at once to the payroll office. If you have not received your checks then go to the Payroll office and endorse them for the Fund. You are honor-bound to turn these checks in to the fund.

Your bomber will be flown down to the Knoxville Municipal Airport and will be presented to the Army on Sunday, March 18th. If you have a name which you wish to submit for the bomber please send it to the Committee before March 13th, at that time an appropriate name will be selected for the bomber.

The Committee extends sincere thanks to every person who worked to make this Campaign a success. By your efforts you have accomplished three things: 1. You have dealt the enemy a blow from behind the lines. 2. You have hastened the completion of this plant for the Army Service Forces. 3. You have given your time and money to the soldiers and their families who might suffer. Thus we are confident that each man has found in his own consciousness full spiritual reward for his efforts. Your patriotism, will and co-operation demonstrated on those two Sundays was of the highest order.

K-25 BOMBER COMMITTEE

~~SECRET~~  
~~SECRET~~

LE. JOURNAL  
November 16, 1964

*Aug.*



**CROWD HEARS JOB PLEA**—Part of the crowd of J. A. Jones Co. employees who yesterday heard two wounded veterans plead for them to "stay on the job to finish the job" at an Oak Ridge rally is shown here. *2-10-74 8-7*



# Battle-Scarred Vets Appeal to Workers To Stay on Jobs

## J. A. Jones Construction Company Inaugurates Month-Long Stickability Contest at Oak Ridge

Special To The News-Bulletin

OAK RIDGE, Dec. 14. — The war front was vividly brought to the home front here yesterday with the appearance of two wounded war veterans in a program marking the inauguration of a month-long stay-on-the-job campaign, and contest in the J. A. Jones Construction Co. work area.

The two veterans, First Lt. Mike Kreakosky, Infantry, and Sgt. John (Bill) Miller, paratrooper, highlighted the program with appeals to workmen to stay on the job and

finish the job. From Lawson General Hospital in Atlanta, the warriors showed evidence of having done their parts on European battlefields, Lt. Kreakosky having lost

(See pictures on Page 21).

a right arm in Italy and Sgt. Miller receiving wounds in his left arm in Southern France.

Lt. Kreakosky, a native of Nantux, Pa., and former coal miner, stirred a large group of workmen who gathered during the lunch hour with accounts of the difficulties he and his men faced in the Italian campaign.

"We went without food for two and a half days, had little or no water, slept in trenches, and were continuously shelled by the Germans," the lieutenant told the workers, adding "We made a sacrifice, and others are making sacrifices today. You can stop that telegram which reads 'We regret to inform you' in a great many cases if you'll stick to the job and see this thing through."

### Fighting Is No 'Fas'

Sgt. Miller, of Atlanta and who, like Lt. Kreakosky, was injured (Turn to Last Page, This Section)

## Stay-on-the-Job Contest Started

(STARTS ON PAGE ONE)

by German sn's and wears Purple Heart and Combat Infantryman's Badge, parachuted to earth 40 miles above Marseille in Southern France in invasion of that territory. "It's pretty rough over there," he said, "and it isn't any fun. We'd all rather be here than over there, and you can help by staying on the job to man this important war project.

"As long as you do your job, the guys over there will fight and not complain a bit," the sergeant continued. "When you lay down on the job it makes 'em mad. They want to know what in hell they're fighting for. Please do your part and I assure you that GI Joe will do his part."

The veterans were joined in their appeal to the workers by Oliver

landed at Casablanca in the invasion of North Africa as a combat MP, was a prisoner of the Germans for two and one-half days. His appeal to the attentive workers came from both sides of the fence.

"I know what the lieutenant and the sergeant went through," he said, "because I went through it myself. That's why I'm here today on this war job, and I ask you, both as an ex-soldier and as a co-worker, to stick to the job."

Speaking for the Army Engineers, Col. Earl H. Marsden instilled the following message into the hearts of the workers.

"We were told sometime ago that we'd whip Germany by the end of the year. Predictions made us cocky, complacent, made us feel like taking things easy. Let's not kid ourselves. The Germans are a long way from being beaten, and so are the Japs. The Army appeals to you to work more days per month. When you loaf, soldiers die for it."

The program started the ball rolling in a stay-on-the-job campaign and contest in which work-

men in the staff or with workers the winning crafts will receive signed certificates of merit from the Jones Company. Workmen having outstanding attendance records during the period of the contest which runs until Jan. 13 and who are not members of the winning craft, will also receive awards. Bulletin boards have been erected to indicate day-to-day progress and standings by crafts.

The Hamilton twins, Jeanette and Geneva, well-known Knoxville singers opened the program by singing "The Waltz You Saved For Me," and joined in closing by singing "The Star-Spangled Banner."

This Copy Not  
To Be Taken  
From The Area

# ROANE-ANDERSON NEWS

PI  
SEC

Volume 1

OAK RIDGE, TENNESSEE, FRIDAY, MARCH 9, 1945

## PRESENTTEEISM AWARDS



—Westcott Photo  
Lt. Colonel W. B. Parsons, District Intelligence Officer, shown congratulating the Roane-Anderson employees in the Fire Department who were awarded letters of commendation for not being absent one single day without permission since their hire by Roane-Anderson. Those receiving the awards are shown in the front row from left to right: Chief H. H. Maples, Ass't. Chief J. W. Rudd, O. De Marcus, W. E. Kirby, W. L. Knight. Not available for the ceremony was A. D. Grant who was also cited.

## RED CROSS DRIVE IN OAK RIDGE BEGINS MARCH 12, EXTENDS TO 31

Roane-Anderson Company employees will be offered the opportunity to subscribe to the Annual Red Cross drive commencing March 12 and extending through March 31. The slogan "Give three hours to a day's pay" has been established as the Company aim. Nationally, the public will be asked to subscribe to the tune of \$200,000,000. The increase over previous years being due to the increasing demands for services by the National Organization to Armed Forces in both the European and Pacific theaters.



Al Folsom  
Roane-Anderson Red Cross chairman.

Part of the money collected on the project will stay here to help indigent cases that may occur from time to time, Folsom said. Complete returns on subscription percentages will be carried by this publication.

## Work And Fight League

Roane-Anderson Staff Departments continued to lead the pack in the current Work and Fight contest as they posted an absence percentage of 0.8 for the period ending March 1. Greatest improvement was noted in Railroads which cut down their absentee figures from 10.6 to 6.7.

Other teams that bettered their positions were: Fire, Engineering, Concessions and Farms, Dental Health and Hospital, Public Relations, Utilities, Building Maintenance, Roads and Streets, Cafeterias, Salvage Yard, Housing and Trailers, Cleaning, Laundries and Public Grounds.

Collection and Distribution brought up the rear again as they increased their absentee spree, showing 22.8 per cent of their employees absent.

Standings for the period from

## New System Of Badge Control In Effect For All R-A Employees

M. M. Marshall Outlines System By Which Employees Are Issued Tag After Termination

Roane-Anderson Company Officials have devised a completely new system of identification badge control for all employees, it was announced recently by M. M. Marshall, Employment and Personnel Supervisor for the Roane-Anderson Company. The new procedure for badge control has been effective as of Monday, February 26.

Upon receiving a call from a department that a certain individual is to be terminated, the Badge Control Department will immediately dispatch a messenger to the department to pick up the employee's identification badge. A temporary tag issued on Monday through Friday, inclusive, will be valid for twenty-four (24) hours. All tags issued on Saturday or Sunday will be valid for forty-eight (48) hours.

Following this procedure will make it necessary for the employee whose badge has been picked up to report to the Termination Board at the Employment Office within the time specified on his or her temporary tag. If, at the time he appears at the Employment Office, it is determined that an extension of time is necessary for the particular employee to clear from the area, a new tag will be issued.

February 23 to March 1 are as follows:

Team	Pct. Absent
1. Roane-Anderson Staff Depts. ....	0.8
2. Fire .....	1.9
3. Safety .....	2.0
4. Engineering .....	2.5
5. Concessions & Farms .....	3.6
6. Dental Clinic & Hospital .....	5.1
7. Public Relations .....	5.3
8. Purchasing .....	6.1
9. Railroads .....	6.7
10. Utilities .....	7.7
11. Security .....	7.7
12. Police .....	7.8
13. S. A. D. Warehouse .....	8.8
14. Bldg. Maintenance .....	8.9
15. Motor Pool & Equipment Control .....	9.4
16. Roads & Streets .....	9.7
17. Cafeterias .....	10.2
18. Hutments .....	10.4
19. Gen'l. Accounting Office .....	11.1
20. Equipment Repair Shops .....	11.2
21. Salvage Yard .....	12.2
22. Housing & Trailers .....	12.3
23. Cleaning .....	13.4
24. Employment Supervisors Dept. ...	13.7
25. Laundries .....	14.0
26. Supp. & Cold Storage Whse. ....	14.7
27. Central Warehouse .....	15.2
28. Construction .....	16.1
29. Public Grounds .....	17.2
30. Dormitories .....	19.3
31. Collection & Distribution .....	22.8

## R. A. Employee Wins Area Safety Contest

First Prize of \$50.00 in the recent American Community Safety Contest was won by E. Lander, Roane-Anderson employee. Four prizes were awarded by the Legion: \$50.00 War Bond and War Bonds. Roane-Anderson worker, Otto Guard Force radio on his suggestion to educate wives in "Safety at home," was awarded \$25.00 War Bonds.

Lander's prize-winn to utilize a "Safety L



E. Lander is passing all the tests and has received a sticker signifying he had been classified as a safe driver on the area," wrote

## State License Tag

Roane-Anderson employees are informed that they are living on the project and must obtain their State License on the area. They are maintained at the U.S.E. Permit Bureau, local Ridge Turnpike govt the Elza Gate.

~~SECRET~~

### THE NEWS SALUTES!



Mrs. Virginia Latham who is holding down a vital war job in the Employment Section of Roane-Anderson Company while her husband is off to the wars! Mrs. Latham is also the Roane-Anderson news correspondent in her section. Do your bit by staying on the job!



Oldtimers Roy Snodgrass and Tom Gardner talking over the pioneer days of the Clinton Engineer Works. Snodgrass and Gardner were among the earliest Maintenance men on the area and are contributing to the war effort by sticking to their jobs with Roane-Anderson Building Maintenance.



Mrs. Seireeta L. Duch, Roane-Anderson Company Main Office employee, for adding her bit to her husbands' who is a prisoner of the Germans. Mrs. Duch does her part on the home front while her husband awaits his liberation by the onrushing Allied might. Quite a team, Mrs. Duch & Husband.



By George Pa BOWLIN

Captain Kelsey reports that the Safety was still in the run Roane-Anderson Bowl crown when he posted last week to give his umph over the Engi

"Tiny" Pinepuks o when he spilled the series giving the Mai the League lead wi won and 7 lost. Propri ing, and Finance w with 13 contests won but Property getting the runner-up spot leading the League in of pins picked-up to

Despite the valia George Prickett with game and a 513 serie Department dropped Flunkies. Willard 1 Flunkies blasted the for a 210 high and a

For the season G continued to lead averages with 169, Blaustein, McFadden Simpson, Gardner, ( roos, Hamel and M whom boast better th Standings:

Teams	Total Pts
Maintenance	17,145
Property	17,158
Purchasing	16,931
Finance	16,582
Safety	16,409
Engineers	16,832
Flunkies	16,601
Payroll	15,948

#### BASKETBALL

The Roane-Anderson second half threat league crown, has an entrance in the Kn Basketball Tour schedule for the Roanagers in the local league playing next Monday PM against the Car hoopsters at the High

#### Meatless Tuesday

March 13 has been first Meatless Tuesday with a proclamation Lt. Colonel John S assistant to the Director. Cafeterias with this official notice an no meat on Tuesday announced.



By Enzor Nosredena

A welcome thought these days is the knowledge that there'll be a fine fish selection all thru Lent, with that thought in mind brush up on your sea-food favorites. Shipping is a problem these days so get acquainted with the fish from around these parts. Ask your butcher and your fish-market man about them. Take a gander at some of the fish dishes we've rounded up for you Roane-Anderson News Readers. They will satisfy that hunger and make you drool at the mou!

Here they are for your March days with plenty of health and fresh flavor angles for those back-sliding appetites.

#### FISH BARBECUE

1 three to four lb. trout, white fish, or bass. 1/4 cup lemon juice. 3 tablespoons Worcestershire sauce. 2 tablespoons chopped onion. 2 tablespoons br. sugar. 1 tablespoon fat. 1/2 teaspoon salt. 2 tablespoons vinegar. Dash of pepper. Place fish in greased shallow pan; sprinkle with salt. Lightly brown onion in fat; add remaining ingredients. Simmer 5 minutes; pour over fish. Bake in hot oven (425 deg.) 25 to 40 minutes. This will serve 6 to 8 persons.

#### FISH BAKED IN VEGETABLES

Spread a stuffing of 2 cups soft bread crumbs, 1 teaspoon salt, 2 tablespoons scraped onion, 1 tablespoon minced parsley, juice and grated peel of lemon, 1/4 cup melted butter or margarine between two 1-inch-thick halibut steaks. Cover with two 10 1/2 or 11 oz. cans condensed vegetable soup. Bake in moderate oven (350 deg.) about 30 minutes in greased oven-proof platter, or on parchment paper or cheesecloth in greased pan if fish must be removed to serve. Serves 6.

#### J. C. McAndrews Submits Good-Will Thought

Another one of the winning letters in the recent "Good Will" Suggestions Contest conducted by Roane-Anderson Company is the following clear-cut thought by J. C. McAndrews. His suggestions put down on paper received the judge's nod for second place. It would be well for all of us to heed his opinion. Send in your suggestions now. Mail to: Roane-Anderson News, Good Will Suggestions.

#### SECOND PLACE

Submitted by J. C. McAndrews  
Roane-Anderson Company is made up of a large group of people. The manner in which they conduct themselves, in business matters as well as social events, makes an impression, good or bad, on the minds of the residents of Oak Ridge. The conduct of the employees reflects back to the company.

When discussing business matters or conversing with a friend don't "knock" one of the other departments. In short, stand up for the company as a whole, not just the one department where you are employed. Stand up for the employees in your department. Whenever differences occur, get the matter settled in a business-like manner and forget it.

Don't coop yourself up in your department altogether. Learn something about the organization as a whole. Who the Project Manager is or who is in charge of the hospital, etc.

"Don't pass the buck." In any organization as large as Roane-Anderson the departments have to

#### Fuel Conservation

It takes fuel to pump and heat water, so please keep it in mind when you leave that faucet running. Officials in the current drive to conserve fuel point out that although we may not want for fuel here in Oak Ridge we can do our bit to help out those people suffering from cold in other sections of the country by economizing on our needs here.



Electricity is made available through water power so the less electricity we use here the more may be diverted to other sections of the country which would revert to the use of coal if they didn't have electricity at their disposal.

Remember! conserve fuel by: making sure all faucets are turned off when through using, turning off the lights in rooms that are not being used and keeping your house temperature down to 70 degrees.

pull together if success is to be obtained. In my opinion if the people of Roane-Anderson Company can get along with each other they will get along with the residents of Oak Ridge and receive courtesy, as well as respect.



~~SECRET~~

June 20, 1944

The information contained in this letter should be used by you in recruiting, and it may be shown to and read by prospective employees. No copies may be distributed, however, other than to WMC or USES personnel and the notice on each page with respect to publication must be adhered to.

Vernon A. McGee  
Deputy Executive Director

Report of the Special War Manpower Commission-War Department  
Team Assigned to the Hanford Engineer Works Project

As you know, the Hanford Engineer Works is an important part of the Manhattan District program which is the most urgent and most important activity now being carried on in this country. War Manpower Commission Field Instruction No. 368, Bureau of Placement No. 190, dated May 3, 1944, addressed to all Regional Manpower Directors, outlined the program for the extraordinary handling of manpower problems at this project. A special team of War Manpower Commission and War Department personnel was dispatched to Hanford to insure that the completion of this project would not be delayed as a result of any unsolved labor problem.

A five-week survey of the manpower situation at the Hanford Engineer Works has been completed by the team assigned to that project. Specific recommendations directed at the improvement of matters affecting recruitment, labor utilization, turnover, and absenteeism, which were prepared by the team, either have been or are in the process of being put into effect by the local authorities. This same team expects to revisit Hanford in approximately one month to conduct a follow-up survey and to recommend such additional action as may be warranted on the basis of any changed conditions.

War Manpower Commission and local U.S.E.S. offices throughout the country have reported numerous rumors and alleged statements made by returning workers concerning the Hanford Engineer Works. Obviously, W.M.C. and local U.S.E.S. offices have had little or no opportunity to obtain first hand information as to actual conditions at the project.

This report has been prepared especially for W.M.C. and local U.S.E.S. offices in order that they may be properly informed of actual conditions at the project as well as be assured that representatives from War Manpower Commission and War Department headquarters have carefully and thoroughly surveyed existing conditions, and that their specific recommendations for improvements are now in the process of being carried out.

Hanford is primarily a heavy construction job, and working conditions are comparable with those found on similar projects. The work areas are located at varying distances from the living quarters and transportation to and from work is provided by large passenger buses without charge to the worker.

NOT FOR PUBLICATION IN WHOLE OR IN PART NOR TO BE USED AS  
A BASIS FOR PUBLICITY OF ANY KIND.

COPY

Since the camp at Hanford will be dismantled when the project is completed, all facilities are perforce of a temporary nature; yet on the basis of construction camp standards, living accommodations are excellent. Workers living at Hanford are housed in barracks with two men to a room, or in hutments. They eat at large mess halls where substantial meals are served family-style. The food is good and the menus are planned for construction-worker appetites. An effort has been made to provide essential commercial facilities at Hanford wherein necessities may be procured. There are drug, grocery, meat and clothing stores, as well as barber and beauty shops and laundry and dry cleaning establishments. A large bank, post office and Western Union office are also located on the project. Although these shopping and service facilities are extensive, there are bound to be irritating delays during peak load hours. However, the overburdening of these facilities is no more severe than in many war communities and constant efforts are being made to eliminate conditions responsible for delays and over-long lines. For example, whereas pay check cashing on Friday night formerly constituted a serious bottleneck, the extended banking hours and increased staff now handle a much greater volume of checks with an average waiting time of six minutes per person.

A large, efficiently-operated trailer camp is located at Hanford for workers who bring their own trailers, and considerable further expansion of existing facilities is under way. Except for the camp for privately-owned trailers, there are no accommodations for husbands and wives to live together at Hanford although many families have found places to live in nearby towns and in the surrounding rural area. Where husband and wife are both employed they must occupy separate barracks if they live at Hanford. These barracks areas are fenced and patrolled to assure workers a reasonable degree of privacy. Furthermore, the nature of the project makes it imperative that plant protection and security regulations exclude unauthorized persons.

A number of churches are represented on the project and services for each denomination are held during the week and on Sunday. Recreation facilities include a large theatre, with a second theatre which will be completed this month, a good-sized bowling alley, and a large new auditorium and dance pavilion. A library, pool and billiard tables, tennis courts, baseball diamonds, and a roller rink are also located on the project. In addition, there are several large taverns in which soft drinks and beer are sold.

Since the start of the project, both the Corps of Engineers and the contractor have been vitally concerned with the elimination of causes of turnover, absenteeism and mal-utilization of labor. Consistent with cost, materials involved and the number of persons to be benefited, they have endeavored to introduce the necessary improvements to gain this end. This policy will continue without change for the duration of the project.

In conclusion, we wish to emphasize the fact that the WMC and local USES offices can be of distinct aid in reducing promiscuous turnover and increasing the stability of the working force on this job. In the first place, it is recognized that the majority of available male workers throughout the country are in the older age groups and many have had little or no previous construction experience. The Corps of Engineers and the contractor recognize that a proportionate number of less-efficient and less-experienced workers must be employed in order to staff the job and to complete this project. However, among these

available workers, more attention can and should be given jointly by USES offices and the contractor's hiring representatives to screen out the obviously poor risks who may not be able to adapt themselves to this work under the existing conditions because of personal, family, physical, or emotional reasons. In the final analysis, it is not productive to refer or to hire a worker for this project if that person will remain on the job for only several weeks.

In the second place, recognizing the harm to recruitment which flows from spreading unsubstantiated rumors regarding unfavorable working and living conditions at Hanford, WMC and local USES offices are urged to report promptly complaints concerning the project. Such statements or rumors should be prepared in report form and presented to the Hanford Engineer Works hiring representative in the State or region with copies routed through channels to the appropriate War Manpower Commission Regional Directors. A report of this nature should include all possible factual information including names, dates, type of work, and supervision or job reference involved to enable to contracting authorities and the Hanford Engineer Works to take the necessary action. Responsible and interested Engineer officers and contractor's representatives at the project as well as those in Washington are in a position to and are anxious to correct faulty conditions or see that necessary improvements are effected.

In this report we have endeavored to present a frank and open description of the working and living conditions at the Hanford Engineer Works; nothing has been glossed over. In some respects this report may seem to be discouraging in its honest presentation of the rugged aspects of life at Hanford. However, it is preferable to tell the truth about these conditions than to mislead recruits by painting a picture which might result in subsequent disappointment or disillusionment.

The cooperation of WMC and local USES offices in the matter of recruiting has been excellent to date. With the renewed emphasis on the part of the local authorities at the project to reduce manpower losses and the current efforts of the WMC and USES to fill outstanding clearance orders we are confident that the completion of the Hanford project will be accomplished on schedule.

(signed) Ned McDonald, War Manpower Commission  
Major I. B. Cross, Jr., Hdqts. ASF  
Major R. I. Newcomb, Corps of Engrs.

[REDACTED]

**ARMY SERVICE FORCES**  
**UNITED STATES ENGINEER OFFICE**  
**MANHATTAN DISTRICT**  
**OAK RIDGE, TENNESSEE**

23 May 1944

EIDMC-411

**Subject: Labor Survey - Clinton Engineer Works**

**To: Colonel K. D. Nichols, District Engineer**

1. As a result of an agreement between the Corps of Engineers and the War Manpower Commission, the Under Secretary of War, in his letter of 2 May 1944, countersigned by the Deputy Chairman and Executive Director, War Manpower Commission, directed the undersigned and Mr. George Smith to investigate and take necessary action to correct any unsolved labor problems which were delaying the completion of this project.

2. Although we advised you when we arrived, 4 May 1944, that we did not intend to write a report, it is felt that in view of the many conflicting and, in some cases erroneous reports which have been made concerning alleged manpower difficulties of this project, that a brief report would be helpful. Mr. George Smith, who was designated WMC Representative of this team, was recalled to Washington 17 May 1944 and has not taken part in writing this report, but these findings were discussed with him, and it is believed he is in substantial concurrence.

3. It is the opinion of the team that remarkable progress in developing good labor relations, providing suitable living conditions, recreational and community facilities has been made and that no serious labor problems, which require extraordinary efforts to solve, are interfering with the completion of this project.

4. While no attempt is made to detail specific findings made by the team, the following general statements, concerning the various aspects of this problem, are made for your information:

**a. Recruitment:**

(1) Laborers: -- Approximately 2300 common laborers are presently needed in order to maintain an adequate force. The need for approximately 700 of these laborers is critical. Because several lump sum contractors have completed their work and are no longer recruiting, there are, available in WMC Region VII, a good many recruiting itineraries. Steps have been taken to cover these itineraries with recruiters of Stone & Webster and J. A. Jones. In view of this, it is not believed necessary to again ask for inter-regional recruiting clearance. Results from inter-regional clearance have been poor in the past and such recruiting by this project might interfere with recruitment for Hanford Engineer Works. Recruitment in Region VII

FILE [REDACTED]

Subject: Labor Survey - Clinton Engineer Works. (23 May 1944)

should be vigorously pushed however, as new hires are not taking care of quits at the present time.

(2) Electricians: -- Requirements for additional electricians during the next four months are as follows:

	<u>June 1</u>	<u>July 1</u>	<u>August 1</u>	<u>September 1</u>	<u>Total</u>
Needs	1095	810	500	200	2605
Lay Offs	<u>130</u>	<u>94</u>	<u>182</u>	<u>145</u>	<u>551</u>
Net	965	716	80	55	2054

These additions will result in a total payroll of 3850 electricians as of September 1st. By agreement at a meeting 17 May 1944 with contractors involved, Corps of Engineers and WMC, it was decided to hold the Union primarily responsible for supplying these needs. While the Union feels reasonably confident that it can meet these needs inasmuch as a greater number of electricians were previously employed on the project, it recognizes that present conditions will make such recruitment difficult: Hanford has priority over this job; only two contractors instead of a dozen, as before, are in need of these mechanics, and the job has a bad name because, when the previous peak was reached, living conditions were far from what they are today. The rate of recruitment should be carefully watched and, if not satisfactory, further action should be taken.

**b. Absenteeism & Turnover:**

(1) Absenteeism: -- Absenteeism has averaged 17% for all classifications during the past eight weeks and 27.8% for laborers during the same period. This compares with 8.9% for all classifications and 9.6% for laborers at Hanford. The main explanation for this discrepancy is that all construction employees are housed on the job at Hanford while only 35% are housed here. While these figures seem high, it is difficult to know whether or not they are excessive because of the lack of a realistic yardstick. The usual reasons for high absenteeism, bad housing, inadequate transportation and recreational facilities, are not existent. A "Stay on the job - Finish the Job" campaign has been launched recently appealing to the workers pride in his job and to his patriotism. This is believed to be the proper approach to the problem.



**Subject: Labor Survey - Clinton Engineer Works. (23 May 1944)**

(2) Turnovers: -- During the month of April, 18.9% of laborers and tenders quit their jobs of their own volition at Stone & Webster and 10.2% quit at J. A. Jones. These figures exclude selective service withdrawals and dismissals for cause. The main reason for turnover among common labor is the desire of the men to return to their families after a few weeks or months on the project. The only possible solution to this difficulty is the obviously impossible one of providing family housing for the 6,000 odd laborers on the project. The question of whether such housing should have been provided at the start of the job is academic. It is hoped that the "Stay on the job - Finish the Job" campaign will bring about a slight improvement in turnover by making the men more aware of their patriotic duty to complete the work despite personal hardship involved in separation from their families. Exit interviews by U.S.E.D. of common laborers during April, salvaged 715 or 57.5% out of 1233 interviews and 35% of total quits. This system which is unique to a construction job has functioned extremely well. As construction is over the hump, turnover, as well as absenteeism, can be expected to improve when layoffs start.

**g. Community Facilities:**

(1) Oak Ridge: -- The usual community facilities such as stores, housing, transportation, food, etc., were examined and were found adequate. Complaints that OPA is being too restrictive in permitting additional gasoline and tires is being investigated by the Labor Relations Section of the Area Engineer. While recreational facilities at Oak Ridge are not adequate at the present time, a sufficient number of additional facilities have been programed and construction schedules approved which will adequately meet needs. Even at present, there is more opportunity at Oak Ridge for recreation than in the City of Knoxville.

(2) Knoxville: -- Community facilities in Knoxville are extremely inadequate to serve the needs of war workers, and undoubtedly the lack of facilities has contributed to recruitment difficulties, absenteeism and turnover of construction workers. As construction has passed the peak, there is no longer sufficient interest in the lack of essential community services for construction workers to justify participation by the Army in a community program designed to arouse this community to its war responsibilities. As to production workers, Oak Ridge was originally designed to provide all necessary community facilities for its inhabitants. As a high percent of production workers will reside at Oak Ridge, the balance divided among

**Subject: Labor Survey - Clinton Engineer Works. (23 May 1944)**

several other surrounding towns and nearby farms - it is estimated that there will not be a sufficient number of production workers residing in Knoxville to justify Army participation in a community program. Maintenance of good public relations with influential citizens of Knoxville is of value, however, and the practice of occasional "tours" of the project by leading representatives of the city, management and labor is a good one.

**d. Labor Morale:**

(1) In addition to the absentee program mentioned above the Special Services Section of the District with the assistance of Captain Edwardson, Industrial Service Division, ASF is developing a labor morale program aimed at making employes more cognizant of their war responsibilities. It is believed that such a program will be helpful and that its development is in competent hands.

**e. Relations with Unions, WMC, and other Civilian Agencies:**

Relationships, which have been established between Labor Relations Officers of the District and Area Engineer Offices and with the Unions, WMC and other Civilian Agencies, are extremely good. This is especially true in regard to the State Director's Office and the local offices of WMC in Tennessee. These offices have given excellent cooperation and have worked hard in manning this job.

5. Production contractors have been held responsible for obtaining their own workers and, with the exception of electrical mechanics repairmen and machinists (Tennessee Eastman), report they are experiencing no great difficulties. Approximately two-thirds of the total operations force has already been recruited. As long as efforts of the individual contractors continue to be successful, there appears no reason for "coordinating" their recruiting activities through the District Engineer office. They might well dump the responsibility of manning their jobs in the lap of the Army as cost-plus-a-fixed-fee construction contracts have done. Absenteeism among production workers (Tennessee Eastman) averages approximately 10% per day and turnover approximately 10% per month. These figures do not appear high in view of the fact that all operators are in the initial phase of hiring and training employees. Turnover among trainees will continue high as unsatisfactory material weeded out. Tennessee Eastman is conducting a survey to determine the desirability of providing child care facilities to permit the recruitment of mothers. The problem is complicated because of three shift operation.

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**Subject: Labor Survey - Clinton Engineer Works. (23 May 1944)**

6. There is no intention to imply that conditions here are ideal. There are many problems: grocery stores are crowded after working hours; roads leading away from the project are jammed; un- sufficient numbers of laborers and electricians are obtained on schedule, the job will suffer; decision as to whether family units will be provided for colored unskilled production workers with all the resultant problems of separate stores, schools, etc. is still to be made. Conditions are not ideal but neither are they in Washington Cleveland or any other town with important war responsibilities.

**L. DALE HILL,  
Major, Corps of Engineers**

**JOHN J. FLAHERTY**

I think that your staff officers and those of the Area Engineer's, who have been charged with the responsibility for handling the various aspects of the manpower problems of this project, are competent and on top of their jobs have come an incredibly long way since the start of this project.

It is therefore recommended that this team be disbanded as its continuance would only add another echelon and do little to aid in solving problems. Headquarters ASF and WMC Washington are in accord with this recommendation.

**HILL**

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(Letter to all Operating Contractors, Clinton  
Engineer Works)

27 September 1

Gentlemen:

It is the policy of the District Engineer to require that all operations contractors formulate grievance procedures for the handling of grievances of employees not represented by a recognized exclusive collective bargaining agent.

It is requested that you formulate such a procedure if one does not already exist and submit it by 9 October 1944 for the approval of this office.

While no particular form of procedure will be required, procedures should conform to the following standards:

a. The procedure should furnish an adequate avenue to every employee in the plant for a fair and complete review of his grievances.

b. The procedure should include a provision which permits any employee who has, without settlement, completed the steps for handling of his grievances with lower levels of supervision, to be represented in the presentation thereof to top-side management, by a representative of his own choosing.

c. The procedure should provide for the completion of all steps thereof and the final disposition of the grievance as quickly as possible but in any event within two weeks from the time the first step in the procedure is commenced. In the event the procedure calls for the final submission of the grievance to an impartial umpire or arbitrator, this requirement will be satisfied if final submission to the umpire or arbitrator is made within two weeks.

d. The procedure should not afford one employee a better opportunity for a fair and full review of his case than any other employee, and should not favor one employee or any group or groups of employees over any other employee or group or groups of employees.

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It is considered desirable that all grievance procedures provide for final submission of the grievances to an impartial umpire or arbitrator. Because of security requirements, the procedures should provide that this umpire or arbitrator be chosen from among military personnel on duty with the District Engineer.

For the District Engineer:

Very truly yours,

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DEPARTMENT OF LABOR  
OFFICE OF THE SOLICITOR  
WASHINGTON

November 19, 1942

Lt. Col. C. D. Barker (CE)  
Chief, Labor Relations Branch  
Construction Division  
War Department  
Washington, D. C.

Dear Colonel Barker:

Fursuant to your request of November 16, 1942 for  
wage predetermination under the Davis-Bacon Act, as amended  
(Act of August 30, 1935, 49 Stat. 1011, U. S. C. ti. 40, sec.  
276 (a) ), with respect to a contract or contracts for the con-  
struction of various roads; buildings; railroads; utilities  
etc. at Clinton and vicinity, Anderson, Roane, Knox Counties,  
Tennessee. I transmit herewith the decision of the Secretary  
of Labor.

Very truly yours,

Arthur D. Hill, Jr., Chief  
Wage Determination Section

Enclosure

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B-12

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DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON

Date: November 19, 1942

DECISION OF THE SECRETARY

This case is before the Department of Labor pursuant to a request for wage predetermination under the Davis-Bacon Act, as amended (Act of August 30, 1935, 49 Stat. 1011, U. S. C. tit. 40, sec. 276 (a)), with respect to a contract or contracts by the Corps of Engineers of the War Department for the construction of various roads; buildings; railroads; utilities; etc. at Clinton and vicinity, Anderson, Roane, Knox Counties, Tennessee.

In accordance with the terms of the regulations promulgated by the Secretary of Labor (Reg. 503, dated September 30, 1935), a study has been made of wage conditions in the locality on the basis of the data submitted by the contracting agency and other information assembled by the Department of Labor. Wage rates listed on the attached schedule are hereby found to be the prevailing rates of wages for the requested crafts. These rates are to be considered prevailing from the date of this decision unless the decision is changed, which changes will be applicable only to contracts awarded subsequent to the date of the change.

In accordance with the provisions of the said Davis-Bacon Act, as amended, these are the minimum wages to be inserted in the specifications for said contract or contracts, and any class of laborers and mechanics (including apprentices) not listed in the attached schedule, which will be employed on this contract or contracts, shall be classified or reclassified conformably to the attached schedule. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question, accompanied by the recommendation of the contracting officer, shall be referred to the Secretary of Labor for final determination.

By direction of the Secretary of Labor,

Attachment

Acting Solicitor (Sol 43-12)

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	<u>Per Hour</u>
Air tool op. (jackhammers, vibrator)	\$1.20
Asbestos Workers	1.50
"    "    helpers	1.125
Auto Mechanics	1.375
"    "    helpers	.95
Batch and cement dumpmen	1.00
Boilermakers	1.65
"    helpers	1.40
Bricklayers	1.75
Carpenters, journeymen	1.40
Cement finishers, building	1.675
"    "    roads and runways	1.20
Electricians	1.55
"    helpers	1.00
Elevator constructors	1.645
"    "    helpers	1.15
Firemen	1.10
"    retort and asphalt plant	1.00
Floor layers and sanders	1.40
Form setters	1.40
Glasiers	1.25
Groundmen	1.00
Iron Workers, structural	1.625
"    "    ornamental	1.625
"    "    reinforcing	1.375
Laborers, building	1.00
"    handling concrete blocks	1.20
"    unskilled	1.00
Lathers	1.625
Linemen	1.55
Machinists	1.50
Machinists' helpers	.95
Machinery movers	1.625
Mastic floor layers	1.75
Marble setters	1.75
"    "    helpers	1.10
Mason tenders	1.20
Millwrights	1.40
Mortar Mixers	1.20
Oilers	1.10
Painters, brush	1.40
"    spray	1.75
"    sign	1.65
Piledrivers	1.40
Pipe layers (concrete and clay)	1.20



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	<u>PER HOUR</u>
Painters, brush	\$1.25
Painters, spray	1.50
Painters, sign	1.25
Painters, structural steel	1.50
Piledrivermen	1.25
Pipelayers (concrete and clay)	.75
Plasterers	1.50
Plasterers tenders	.62 $\frac{1}{2}$
Plumbers	1.50
Plumbers helpers	.77 $\frac{1}{2}$
Power equipment operators:	
Air compressors, portable	1.00
Air compressors, stationary	1.25
Blade graders	1.25
Bulldozers	1.25
Cranes, derricks, draglines	1.50
Hoists, 1 drum	1.00
Hoists, 2 or more drums	1.25
Mixers (less than 1 yd.)	1.00
(1 yd. and over)	1.25
Motor graders	1.25
Piledrivers	1.50
Pumps	1.00
Rollers, earth	1.00
Rollers, bituminous	1.25
Scrapers (pan-tournapull type)	1.50
Showels	1.50
Tractors (under 50 h. p.)	1.00
Tractors (50 h. p. and over)	1.25
Trench machines	1.25
Roofers, composition	1.12 $\frac{1}{2}$
Roofers, slate and tile	1.12 $\frac{1}{2}$
Roofers helpers	.50
Sheet metal workers	1.50
Sheet metal workers apprentices:	
1st 6 months 35% of journeymen's rate	
2nd 6 months 40% of journeymen's rate	
3rd 6 months 45% of journeymen's rate	
4th 6 months 50% of journeymen's rate	
5th 6 months 55% of journeymen's rate	
6th 6 months 60% of journeymen's rate	
7th 6 months 70% of journeymen's rate	
8th 6 months 80% of journeymen's rate	
Soft floor layers (linoleum)	1.25
Steam fitters	1.50
Steam fitters helpers	.77 $\frac{1}{2}$
Stone masons	1.62 $\frac{1}{2}$

	<u>PER HOUR</u>
Terrazzo workers	\$1.50
Terrazzo workers helpers	.77 $\frac{1}{2}$
Tile setters	1.50
Tile setters helpers	.77 $\frac{1}{2}$
Truck drivers, under 3 $\frac{1}{2}$ tons (incl. dump trucks under 3 cu. yds., struck measure)	.65
Truck drivers 3 $\frac{1}{2}$ tons up to 7 $\frac{1}{2}$ tons (incl. dump trucks 3 cu. yds. up to 6 cu. yds. struck measure)	.85
Truck drivers 7 $\frac{1}{2}$ tons and over (incl. dump trucks 6 cu. yds. and over struck measure)	1.00
Truck drivers Special equip. (such as winch truck, refrigerator truck, trailer truck, etc.)	1.00
Truck drivers Fuel delivery	.85
Truck drivers Power system construction (special equipment)	1.00
Welders - receive rate prescribed for craft performing operation to which welding is incidental.	
Well drillers	1.12 $\frac{1}{2}$
Well drillers helpers	.75
Waterproofers	1.12 $\frac{1}{2}$
Wreckers	.50

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WAGE ADJUSTMENT BOARD  
U. S. DEPARTMENT OF LABOR  
WASHINGTON

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 :  
In the Matter of the Request of :  
 :  
LABORERS' LOCAL UNION 818, :  
KNOXVILLE, TENNESSEE :  
 :  
FOR ADJUSTMENT OF THE LABORERS' :  
WAGE RATE ON CONSTRUCTION OF :  
THE CLINTON ENGINEER WORKS, ROANE, :  
ANDERSON AND KNOX COUNTIES, :  
TENNESSEE :  
 :  
----- :

DECISION OF THE  
WAGE ADJUSTMENT BOARD  
CASE NO. 3097  
PERTAINING TO FEDERAL  
CONSTRUCTION PROJECTS

The petition in this case is submitted by Laborers' Local Union 818 of Knoxville, Tennessee, for adjustment in the laborers' rate from 57-1/2 to 75 cents per hour on construction of a War Department project known as the Clinton Engineer Works being constructed in Roane, Anderson and Knox Counties, Tennessee.

This project is an extremely important unit in the war production effort and is of such a nature that information and data concerning it are considered by the War Department to be highly confidential. It may be said that the project is one of the two largest being built or already built by the Army in this country and construction work on the project is past the peak of activity. It should be pointed out, however, that even though the project is past the peak of activity, the need for present manpower is still greater than any other project currently in construction in the country with the exception of the Hanford Engineer Works at Pasco, Washington. The operation of these facilities is now in the hands of the Army and is to continue under the direct management of the Army after completion of construction.

The minimum rate for laborers on the project was originally determined by the Secretary of Labor at 50 cents per hour on October 15, 1942. This rate was based on the rate then prevailing for work constructed under the Tennessee Valley Authority, which includes the major labor centers in the Tennessee River watershed covering the major portions of the States of Kentucky, Tennessee, North Carolina, Georgia and Alabama. The 50-cent laborers' rate was in effect in this area as of January 1, 1941. On January 1, 1943, the Tennessee Valley Authority rate for laborers was increased to 52-1/2 cents. On July 9, 1943, this Board, acting on a petition submitted by the War Department on behalf of its contractors, authorized an adjustment in the laborers' rate on the Clinton project to 57-1/2 cents. On January 1, 1944, the Tennessee Valley Authority increased the laborers' rate on its work to 57-1/2 cents.

On May 24, 1944, Laborers' Local Union 818, the petitioner herein, and the War Department, appeared before the Board and presented evidence and oral arguments in support of their contentions. Although the War Department was in favor of the adjustment from 50 to 57-1/2 cents per hour, in July of 1943, it is now opposed to any further increase in the basic laborers' rate.

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The petitioner's case is based on the following allegations:

1. That there is an acute shortage of laborers' available for work on the project.
2. That this shortage is caused in part by the fact that the present rate of 57-1/2 cents is too low to attract and retain laborers.
3. That the shortage is caused in part by the inadequate and unsatisfactory living conditions prevailing at the site of the work.
4. That this shortage has resulted in the practice of using large numbers of higher paid skilled mechanics on work normally assigned to unskilled laborers.
5. That the present rate in effect amounts to a sub-standard wage.

Numerous affidavits from individuals employed on the project are submitted by the petitioner in support of the above allegations.

The War Department admits that there is an acute shortage of laborers on the project and does not deny the practice of using skilled mechanics to some extent on work ordinarily done by laborers. Denial is made, however, of the reasons cited by the unions for the shortage, the War Department contending that these reasons play no more than a very minor part in the situation. Moreover, it is denied that the living conditions are as bad as petitioners claim. The War Department contends that the shortage of laborers is chronic and Nation-wide in scope and that an increase in the basic rate on this project will not appreciably affect the manpower problem and will only result in increased absenteeism. The results of statistical studies made by the War Department on the question of personnel turnover were cited in support of its contentions.

This project is located approximately 15 miles west of Knoxville in an area where no living facilities exist other than those expressly provided for the housing and feeding of the people connected with the Clinton project. Due to its vast size and location, it is necessary that a large majority of these people live away from home. This results in a double expense to workmen since a workman must maintain his family wherever it may be as well as pay for his own living expenses at the project site and undergo the inconveniences of inadequate quarters and living facilities on the project.

In support of its contention that the present rate of 57-1/2 cents per hour is so low as to amount to a substandard wage, the union has shown that the average cost of board and room per week for laborers at the project is about \$16 per week. The evidence is somewhat contradictory on the point, but the War Department figures indicate that the living costs run at about \$15 per week, \$12 being for board and 90 cents for lodging. On the basis of these figures, it is obvious that even under optimum conditions, the maximum amount a laborer could allot his family would be about \$20 per week. The union points out that this does not take into consideration the loss of a man's companionship of his family and the hardship he endures to the crowded and unattractive living quarters. The union contends that added to these difficulties, the practice of employing skilled mechanics at regular mechanics' wage which are two and three times the laborers' rate, to work along with laborers on laborers' work has a demoralizing effect on all concerned.

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The main question raised by the case is whether an increase in the basic laborers' rate will improve the overall efficiency of workmen and materially facilitate construction of this project. Another question raised is whether the present minimum rate is in fact substandard.

The Board is fully aware of the limitations in the supply of manpower in the area and in its recruitment. It is felt, however, that the position taken by the War Department in this situation is too closely limited to the statistical aspects of the trends in the local labor market and does not adequately take into account the elements of employee morale, recruitment incentives, and general stability in the unskilled labor classification in the area. It is a reasonable conclusion, that under present day conditions, a maximum weekly figure of \$20 for the support of a family is very little inducement to the average workman. A wage increase in a situation of this type should not only stimulate recruitment, but should tend to lessen the degree of turnover and keep men on the job. The Board has observed this result in a number of identical cases previously considered. The most outstanding case of this character was case no. 2222, which involved an adjustment in the unskilled laborers' rate in Lake Charles, Louisiana, a critical labor shortage area. A wage increase from 50 to 60 cents per hour approved by the Board achieved the result of providing vital war projects in the area with adequate unskilled labor crews, and discontinuance of the practice of assigning skilled mechanics to the work of unskilled laborers. The authorized adjustment was found to have had no inflationary aspects. Other cases of this nature have been dealt with by the Board with similar results.

Apart from the question of stabilization, the Board feels that the basic rate for laborers on this project is in fact substandard. This project is unique. It is of such size that even though all the locally recruited labor can live at home, the vast majority of those employed on the project are drawn from an area covering a half dozen states or more. These men, the majority employed on the project, have to maintain themselves on the job as well as their families elsewhere. It is recognized that similar conditions have prevailed on a large number of construction projects. The difference in most other cases, however, is that in all probability the major portion of the laborers are recruited from areas near enough to permit the men to live at home and thus the expense of maintaining a separate residence is not present.

It is noted that the minimum rate established for operations on the project is 58 cents per hour with an increase to 62 cents within three weeks. Further increases are rapid and the great majority of the workers receive considerably higher rates. It is well known that on all war plants constructed in rural areas (as well as in urban areas for that matter), provisions are made to erect adequate housing facilities for the operating personnel. While attempts are usually made to house the construction people, by the very nature of the task it is impossible to do so on the scale provided for the operations people. The construction man, therefore, has to live a precarious, hard existence, in an area devoid of recreational facilities or the comforts of his own home. His work is arduous and temporary, subject to the caprices of the weather, material shortages, etc. Added to his problems is his responsibility to his family. These factors, the Board feels, should be considered in determining when a wage is substandard in the building construction industry.

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A comparison of the relationship between the national average rate for laborers and other crafts in their relationship on the project as indicated in the chart below, reveals that the rate for laborers on the project is out of proportion with the national average.

	<u>Average rate U. S.</u>	<u>Clinton project rate</u>
Carpenters	\$1.30	\$1.25
Electricians	1.497	1.50
Bricklayers	1.591	1.625
Plumbers	1.525	1.50
Steam fitters	1.518	1.50
Painters	1.224	1.25
Mason tenders	.928	.825
Building laborers	.761	.575

On the basis of the evidence presented, the Board makes the following findings:

1. That there is an acute shortage of laborers on this project.
2. That this shortage is caused in part by the fact that the present rate of 57-1/2 cents per hour for laborers is too low to attract and retain men and in part by the inadequate and unsatisfactory living conditions prevailing at the site of the work.
3. That this shortage has resulted in the practice of using large numbers of higher paid skilled mechanics on work ordinarily assigned to the laborers' classifications, increasing the cost of the project to the Government.
4. That the present rate for laborers in effect on this project is below the standard required for the workmen to adequately maintain themselves and their families.

The Board has concluded that a wage adjustment of five cents per hour (resulting in an increase in weekly earnings of \$2.75 based on a 30 hour workweek) will enable construction contractors on the project to more favorably compete with the operations management on the project for unskilled workmen and will stimulate recruitment of the construction laborers.

By unanimous vote, therefore, it is the decision of the Board to authorize payment of the following rates on construction of the Clinton Engineer Works in Roane, Anderson and Knox Counties, Tennessee, effective the first full pay roll period after approval by the National War Labor Board.

**CORPS OF ENGINEERS POLICY**

	<u>Per Hour</u>	
Unskilled laborers	\$ .625	PRIME LUMP SUM CONTRACTORS AND ALL
Concrete laborers	.65	LUMP SUM SUBCONTRACTORS MAY PAY
Tenders	.65	THE RATE AUTHORIZED ABOVE PROVIDED
		THIS PAYMENT WILL NOT BE CONSIDERED
		THE BASIS OF A CLAIM FOR ADDITIONAL
		COMPENSATION.

Dated: May 24, 1944  
Washington, D. C.  
Approved by the National War Labor Board June 9, 1944  
Washington, D. C.

For the Wage Adjustment Board  
S. L. Johnson, Acting Executive Secretary

WAR DEPARTMENT, O. C. E.

CONSTRUCTION DIVISION

WAGE ADJUSTMENT ORDER

NO. 19

**Project:** Clinton Engineer Works  
(Tennessee Area Project)

**Contract No:** W-7421-eng-11

**Contractor:** J. A. Jones Company

**Location:** Clinton, Tennessee

**Date of Contract:** 18 May 1943

**Date of Determination:** 19 November  
Anderson, Roane and Knox Counties

It has been determined that the following adjustment in wages is necessary on this contract in order to complete, promptly and efficiently, the work provided for. The adjusted rate is effective on the date indicated, is applicable to this particular contract only and will terminate at the expiration of the contract.

CLASSIFICATION

BASIC RATE

REVISED BASIC RATE

Electricians

\$1.50 per hour

\$1.625 per hour

NOTE: This revision is authorized in accordance with Wage Adjustment Board decision in Case No. 52-6067 dated 22 March 1945 pursuant to authority vested in that Board by General Order 13 of the National War Labor Board under Executive Order 9250.

provisions

Therefore, in accordance with ~~Section 2, Article IX~~ of the contract, the Contracting Officer hereby approves as a reimbursable cost to the Contract and Fixed-Fee Sub-Contractors, payments of rates of wages in conformity with the above wage adjustment.

Effective Date: 22 March 1945

By direction of the Contracting Officer



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WAR DEPARTMENT  
WASHINGTON

SPGC-C

23 June 1944

Subject: Rate Schedules - Clinton Engineer Works

To: The District Engineer  
Manhattan District  
P. O. Box E  
Oak Ridge, Tennessee

1. Approval is granted the request of the Corps of Engineers, Manhattan District, to apply the rate schedules and Promotion Plans at Clinton Engineer Works as set forth in the submission dated 10 June 1944 for the following contractors:

Tennessee Eastman Corporation  
Carbide & Carbon Chemicals Corp.  
Ford, Bacon & Davis, Incorporated  
Hooker Electrochemical Company

2. The approval granted in paragraph 1 above is made effective as of 23 June 1944.

3. Attention is invited to the fact that the approval granted in paragraph 1 above was specifically authorized by Judge Fred M. Vinson, Director of Economic Stabilization, on the basis of a "rare and unusual" case and for the effective prosecution of the war. A copy of the authorization by Judge Vinson is attached hereto.

By Order of the Secretary of War:

The War Department Wage Administration Agency:

Per

/s/ John R. Abersold

JOHN R. ABERSOLD  
Chief

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OFFICE OF ECONOMIC STABILIZATION

Washington, D. C.

Director

June 22, 1944

Dr. John R. Abersold  
Chief, War Department Wage Administration Agency  
4-C-486 Pentagon Building  
Washington, 25, D. C.

Dear Dr. Abersold:

Your office has submitted to me, through the National War Labor Board, for approval as a rare and unusual case, wage schedules to be used at the Clinton Engineer Works by the following Contractors:

Tennessee Eastman Corporation  
Carbide & Carbon Chemicals Corp.  
Ford, Bacon & Davis, Incorporated  
Hooker Electrochemical Company

Mr. William H. Davis, Chairman, and Dr. George W. Taylor, Vice Chairman, National War Labor Board, have assured me that they view the case as one that should be treated as rare and unusual, and that the proposed rates are necessary for the effective prosecution of the war.

On the basis of the above-mentioned information, as well as upon the urgent request of Judge Robert P. Patterson, Under Secretary of War, I authorize the War Department Wage Administration Agency to approve as of June 23, 1944, the schedules of rates and promotion plans for Clinton Engineer Works, as submitted to it by the Corps of Engineers, Manhattan District.

It is to be clearly understood that the wage rates hereby approved shall be limited to the employees of these Contractors at this Project, and shall not form the basis for increases of wage rates at any other facility.

Very truly yours,

Director

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February 18, 1943

Lt. Col. C. D. Barker (CE)  
Chief, Labor Relations Branch  
Construction Division  
War Department  
Washington, D. C.

Dear Colonel Barker:

Pursuant to your request of February 15, 1943, for wage predetermination under the Davis-Bacon Act, as amended (Act of August 30, 1935, 49 Stat. 1011, U. S. C., tit. 40, sec. 276(a)), with respect to a contract or contracts for the construction of various roads; buildings, railroads, utilities, etc., in Benton County, Washington, I transmit herewith the decision of the Secretary of Labor.

Very truly yours,

/s/ Arthur D. Hill, Jr.  
ARTHUR D. HILL, JR.  
Acting Assistant Solicitor

Enclosure

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DEPARTMENT OF LABOR  
OFFICE OF THE SECRETARY  
WASHINGTON

Date: February 18, 1943

DECISION OF THE SECRETARY

This case is before the Department of Labor pursuant to a request for wage predetermination under the Davis-Bacon Act, as amended (Act of August 30, 1935, 49 Stat. 1011, U. S. C. ti. 40, sec. 276(a)), with respect to a contract or contracts by the Corps of Engineers of the War Department for the construction of various roads, buildings, railroads, utilities, etc., in Benton County, Washington.

In accordance with the terms of the regulations promulgated by the Secretary of Labor (Reg. 503, dated September 30, 1935), a study has been made of wage conditions in the locality on the basis of the data submitted by the contracting agency and other information assembled by the Department of Labor. Wage rates listed on the attached schedule are hereby found to be the prevailing rates of wages for the requested crafts. These rates are to be considered prevailing from the date of this decision unless the decision is changed, which changes will be applicable only to contracts awarded subsequent to the date of the change.

In accordance with the provisions of the said Davis-Bacon Act, as amended, these are the minimum wages to be inserted in the specifications for said contract or contracts, and any class of laborers and mechanics (including apprentices) not listed in the attached schedule, which will be employed on this contract or contracts, shall be classified or reclassified conformably to the attached schedule. In the event the interested parties cannot agree on the proper classification or reclassification of a particular class of laborers and mechanics to be used, the question, accompanied by the recommendation of the contracting officer, shall be referred to the Secretary of Labor for final determination.

By direction of the Secretary of Labor,

/s/ Irving Levy  
Acting Solicitor

Attachment

(Sol 43-12)

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	<u>PER HOUR</u>
Air tool op. (jackhammermen, vibrator)	\$ .75
Asbestos workers	1.37 $\frac{1}{2}$
Asbestos workers improvers	.77 $\frac{1}{2}$
Asphalt rakers	.60
Asphalt shovelers	.50
Blacksmiths	1.37 $\frac{1}{2}$
Blacksmiths helpers	.77 $\frac{1}{2}$
Boilermakers	1.50
Boilermakers helpers	1.25
Bricklayers	1.62 $\frac{1}{2}$
Bricklayers apprentices:	
1st year	.65
2nd year	.80
3rd year	.95
4th year	1.10
Blasters - powdermen	1.00
Carpenters, journeymen	1.25
Carpenters, apprentices:	
1st year	.65
2nd year	.80
3rd year	.95
4th year	1.10
Cement finishers	1.37 $\frac{1}{2}$
Electricians	1.50
Electricians apprentices:	
1st year	.65
2nd year	.80
3rd year	.95
4th year	1.10
Firemen and oilers	.90
Gas and Diesel mechanic	1.37 $\frac{1}{2}$
Gas and Diesel mechanic helpers	.77 $\frac{1}{2}$
Glasiers	1.25
Iron workers, structural	1.62 $\frac{1}{2}$
Iron workers, ornamental	1.62 $\frac{1}{2}$
Iron workers, reinforcing	1.50
Laborers, unskilled	.50
Lathers	1.50
Machinists	1.37 $\frac{1}{2}$
Machinists helpers	.77 $\frac{1}{2}$
Marble setters	1.50
Marble setters helpers	.77 $\frac{1}{2}$
Mason tenders	.62 $\frac{1}{2}$
Mortar mixers	.75

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	<u>PER HOUR</u>
Plasterers	\$1.75
"    tenders	1.30
Plumbers	1.50
"    helpers	1.085
Powdermen	1.40
Power Equipment Operators:	
Air compressors	1.375
Blade graders	1.50
Bulldozers	1.50
Churn drill operators	1.50
"        "        "        apprentices	1.00
Finishing mach. (concr. conc. pave.)	1.25
Hoists, 1 drum	1.375
"        2 or more drums	1.50
"        on steel	1.65
Locomotive cranes	1.65
Mixers	1.375
"        paving	1.50
Motor graders	1.50
Piledrivers	1.65
Pumps	1.375
Pugnixer men or plant op. (Asphalt paving)	1.25
Rollers	1.50
Rock crushers	1.25
Shovels	1.75
Tournapulls	1.50
Tractors	1.50
Trenching machines	1.50
Roofers, composition	1.25
"    slate and tile	1.25
"    kettleman	1.00
"    helpers	.95
Sheet Metal Workers	1.50
Soft floor layers (linoleum)	1.25
Spreaders and rakers	1.00
Steam fitters	1.50
Stone masons	1.75
Terrazzo workers	1.60
"        "        helpers	1.10
Tile setters	1.60
"        "        helpers	1.10

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Page 3 of 3

			<u>PER HOUR</u>
Truck Drivers, pickup (under 1-1/2 tons)			\$ .90
" "	service and supply (over 1-1/2 tons)		1.00
" "	dump (to and including 2 yards)		1.00
" "	" (over 2 and including 5 yards)		1.10
" "	" ( " 5 " " 8 " )		1.25
" "	" ( " 8 yards)		1.40

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1st Ind.

CCB/mso

E. I. du Pont de Nemours & Co.

War Department Wage Administration Agency, Washington, D. C., 24 July 1943.

TO: United States Engineer Office, Manhattan District, P. O. Box 42,  
Station F, New York, N.Y.

1. By authority delegated to the War Department Wage Administration Agency by the National War Labor Board and the Commissioner of Internal Revenue in connection with Executive Order 9328, approval is granted to pay the rates submitted under the conditions stipulated below.

2. This ruling is based on the rare and unusual nature of this case. The Agency is informed by the Corps of Engineers that these rates are essential for the effective prosecution of the war. Approval has been granted after discussing certain special features of this case with the Vice-Chairman of the War Labor Board.

3. The request that the aforesaid rates be made retroactive to 1 April 1943 is denied on the ground that the plant has not yet been placed in operation.

4. The proposed policy regarding pay for unexcused absences (Section VI of Application for Salary Roll Rates) shall be modified to read "No pay shall be paid for time during which an employee is absent without reasonable excuse."

5. The proposal to include vacation pay (Section VII) "Any overtime normally earned within the vacation period" is denied, but authority is granted to pay during the stated vacation period, regular salary rates excluding overtime premium.

6. The proposal to pay one month's pay in lieu of notice to those paid monthly, and one week's pay in lieu of notice to those paid weekly is denied.

7. The proposal to pay a shift differential of five (.05) cents per hour to non-exempt employees is denied. A shift differential of five (.05) cents per hour may be paid, however, for time actually worked on shifts other than the day shift.

8. In the application of the salary schedule for exempt titles (pages 12 to 24 inclusive), not more than one-half the incumbents shall be assigned rates in excess of the mid-points of the ranges for their respective designations. Moreover, merit increases to an individual shall not exceed, in any year, fifteen (15) per cent of the minimum of the range.

By Order of the Secretary of War:

The War Department Wage Administration Agency

Per

C. Canby Bladerston  
Chief

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WAR DEPARTMENT  
UNITED STATES ENGINEER DEPARTMENT  
P.O. BOX 42  
Station F  
New York, New York

0-4-b

16 July 1943

**Subject:** Request for Approval of Salary Rates Schedule.

**To:** War Department Wage Administration Agency, Room 1020,  
Lewis Tower Building, Philadelphia, Pennsylvania.

1. Approval is requested for the inclosed schedule of Salary Roll Rates and their Application and Job Descriptions for personnel employed by E. I. du Pont de Nemours Company, Inc., to operate the Hanford Engineer Works at Pasco, Washington, a government-owned facility to be operated by the Contractor in accordance with their contract with the District Engineer, Manhattan District, Corps of Engineers.

2. The following factors unique to this project have strongly influenced the proposed salary rates:

a. The entire project is classified as secret and personnel must be selected accordingly. All personnel have been placed on salary instead of hourly wage basis to eliminate resignations due to the numerous short shut-downs which will be incidental to the experimental nature of the plant. It is essential from the security standpoint that turnover be kept at an absolute minimum.

b. Extremely dangerous occupational hazards, the nature of which cannot be revealed, will exist shortly after construction begins. These hazards are greater than those involved in plants manufacturing poison gas or high explosives.

c. The Corps of Engineers is requiring that the Contractor assign his most experienced and valuable executives and employees to this work. This fact and the fact that the plant is unusually large for a single industrial organization are considered sufficient justification for the highest salaries.

d. The general level of wages and prices in the vicinity of this project are high, starting with a rate of \$1.00 per hour for common laborers, as established by the Department of Labor for construction. This rate was based on rates regularly paid to agricultural workers in the vicinity.

e. The project is located on an isolated site and difficult living conditions will prevail.

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**Subject: Request for Approval of Salary Rates Schedule.**

3. This office has reviewed this schedule and considers both the salaries and policies outlined to be consistent with the requirements placed on the Contractor by the Government. The operation of this project is of the greatest importance to the war effort. Your prompt and favorable consideration is requested.

For the District Engineer:

LAWTON D. GEIGER,  
Capt., Corps of Engineers,  
Assitant.

2 Incls.  
Salary Roll Rates and Their Application  
Job Descriptions

- 2 -

production subcontractors and suppliers in the States of California, Oregon, and Washington in their requests for occupational deferment of employees in those cases where, after careful consideration, it is concluded that such deferments are required in order to maintain aircraft production schedules.

(b) The Army and Navy representatives in aircraft plants in California, Oregon, and Washington accordingly have been directed to join with aircraft manufacturers and aircraft production subcontractors and suppliers in requests for deferment by signing with the employers an Individual Certification (Form 401) in support of such requests when they concur in the need for the deferments. DSS Form 401 will not be filed to support any request for deferment for a period of 60 days or less. A copy of DSS Form 401 is attached.

(c) Aircraft manufacturers and their production subcontractors and suppliers in California, Oregon, and Washington, and Army or Navy representatives will be given until January 1, 1944, in which to file DSS Forms 401 in support of occupational deferments which are now in effect and which will remain in effect beyond that date. Prior to that time local boards should not change an existing deferment simply because a DSS Form 401 has not been filed.

(d) Upon receipt of a DSS Form 401, signed by the employer and the Army or Navy representative, which either accompanies a DSS Form 42A or is submitted in support of a DSS Form 42A already on file in the local board office, the local board shall:

(1) Reopen and consider anew the classification of any registrant who has been mailed an Order to Report for Induction (Form 150) but whose induction has been or is hereafter postponed by a State Director of Selective Service; and

(2) Reopen and consider anew the classification of any registrant who has not been ordered to report for induction. However, no reopening of a classification shall be required if no request is made for any change in an existing deferment.

(e) The DSS Form 401 signed by the Army or Navy representative under this plan will present to the local boards additional authoritative evidence concerning the serious manpower situation on the West Coast in aircraft plants which, together with other information of a supporting nature, will furnish local boards with the basis for granting occupational deferment to such registrants.

*Lewis B. Hershey,*

*Director.*

DISTRIBUTION A, B, C, D, E, F

NATIONAL HEADQUARTERS  
SELECTIVE SERVICE SYSTEM  
WASHINGTON, D. C.

LOCAL BOARD MEMORANDUM NO. 115-E

ISSUED: 11/6/43

SUBJECT: DEFERMENT OF WORKERS IN WEST  
COAST AIRCRAFT INDUSTRY

1. **General.**—With regard to workers in the West Coast Aircraft industry, Justice James F. Byrnes, Director of the Office of War Mobilization, issued the following statement on October 27, 1943:

-IN THE WEST COAST MANPOWER PROGRAM THE SELECTIVE SERVICE SYSTEM IS ARRANGING TO DEFER AND WILL DEFER ALL NECESSARY WORKERS IN WEST COAST AIRPLANE PLANTS INCLUDING THEIR PRODUCTION SUB-CONTRACTORS. THE WORKERS IN THE WEST COAST AIRPLANE PLANTS ARE DIVIDED INTO TWO CLASSES: (1) THOSE CURRENTLY IRREPLACEABLE, AND (2) THOSE CURRENTLY REPLACEABLE. IRREPLACEABLE WORKERS ARE DEFERRED FOR A PERIOD OF SIX MONTHS. THEY ARE ELIGIBLE FOR ADDITIONAL DEFERMENT IF THEY REMAIN IRREPLACEABLE TO PRODUCTION. THIS PLAN DOES NOT INTERFERE WITH THE AUTONOMY OF LOCAL DRAFT BOARDS. WORKERS WILL BE INDUCTED INTO THE ARMED FORCES ON THE BASIS OF PLANNED REPLACEMENT SO AS TO PERMIT INDUSTRY TO MAINTAIN PRODUCTION. ALL WORKERS WILL BE NOTIFIED OF THEIR STATUS. I HOPE THAT WORKERS IN THESE PLANTS WILL SETTLE DOWN, STAY ON THE JOB, AND PRODUCE TO THE LIMIT. NO WEAPON BEING PRODUCED TODAY IS MORE IMPORTANT THAN AIRCRAFT, AND EVERY POSSIBLE INCREASE IN OUTPUT IS IMPORTANT."

2. **Army, Navy, and Selective Service System Plan.**—In accordance with instructions from Justice Byrnes, the Army, Navy, and Selective Service System are placing into effect the following plan:

(a) The Army and Navy henceforth will assume joint responsibility with the aircraft manufacturers and aircraft



**APPENDIX B-18**

**Copy of Local Board Memorandum No. 115-8 being secured.**



022-21  
022-22  
022-23  
022-24

**NATIONAL HEADQUARTERS  
SELECTIVE SERVICE SYSTEM  
WASHINGTON, D. C.**

**LOCAL BOARD MEMORANDUM NO. 115-G**

**ISSUED: 12/31/43**

**SUBJECT: PLAN FOR CERTIFICATION OF REQUESTS  
FOR DEFERMENT**

**1. Special plan for the West Coast Aircraft Industry.**—In accordance with instructions from the Director of the Office of War Mobilization, the Army, Navy, and Selective Service System placed in effect a plan by which the Army and Navy assumed joint responsibility with aircraft manufacturers and aircraft production subcontractors and suppliers in the States of California, Oregon, and Washington in their requests for occupational deferment of employees in those cases where, after careful consideration, it is concluded that such deferments are required in order to maintain aircraft production schedules. This plan and the procedures developed for its operation are described in Local Board Memorandum No. 115-E.

**2. Plan extended beyond West Coast Aircraft Industry.**—Plans and procedures similar to those provided for the West Coast Aircraft Industry (Local Board Memorandum No. 115-E) will be extended to other industries and establishments where production urgency exists when the Director of Selective Service determines that such plans and procedures are required and the Army, Navy, or other Government agency concurs.

**3. Additional establishments covered.**—Certain establishments have already been included in the plan referred to in paragraph 2 above, and it is anticipated that from time to time additional establishments will be included as the urgency requires. The names of these establishments are being furnished to State Directors of Selective Service in order that such information may be used in checking certifications filed by employers and Army, Navy, or other agency representatives. In general, however, local boards will assume that when joint certifications have been filed in accordance with this plan, the establishments covered have been duly approved.

**4. Certification by Army, Navy, or other agency representatives.**—The Army, Navy, or other agency representatives in estab-

(LBM 115-G-1)

(LHM 115 G 2)

lishments covered by the plan have been directed to join with employers in requests for deferment by signing with the employers an Individual Certification (Form 401A) in support of such request when they concur in the request for deferment. Form 401A will not be filed to support any request for deferment for a period of sixty days or less. A copy of Form 401A is attached.

**5. Consideration to be given to Form 401A by local board.—**

(a) When a Form 401A (which is signed by the employer and the Army, Navy, or other agency representative and which either accompanies a Form 42A or is submitted in support of a Form 42A already on file in the local board office) is filed for a registrant who has been placed in Class I-A, Class I-A-O, or Class IV-E, the local board shall reopen and consider anew the classification of such registrant in the light of such Form 401A.

(b) The Form 401A signed by the Army, Navy, or other agency representative under this plan will present to the local boards additional authoritative evidence concerning the serious manpower situation in the establishments filing such certifications, which together with other information of a supporting nature will furnish local boards with the basis for considering occupational deferments of registrants affected.

(c) There will be instances where the production urgency requires the inclusion in the plan of only certain departments within an establishment or of only certain establishments within an industry. In such cases, there may be some employees in departments or establishments not covered whose deferment may be justified even though there may be no joint request for deferment participated in by the Army, Navy, or other agency representatives and local boards should apply general Selective Service occupational classification policies in the consideration of such requests for deferment.

(d) If no Form 401A is filed, general Selective Service occupational classification policies will be applied and local boards should not require the filing of Form 401A in order to consider requests for occupational deferment.

*Lewis B. Hershey,*

*Director.*

DISTRIBUTION A, B, C, D, E, F

# INDIVIDUAL CERTIFICATION

[For Execution by Employer and War, Navy, or other Department or Agency of the Federal Government]

Affidavit—Occupational Classification (Form 42A) dated.....  
( Attached or  Previously filed)

Name of registrant.....

Selective Service Order No..... Age.....

Local Board.....  
(Number) (County) (City) (State)

Title of present job.....

The undersigned establishment hereby certifies that :

1. The deferment requested is necessary to maintain the operating schedule of the undersigned establishment for products, services, or activities under contract to the \_\_\_\_\_ Department or as a production subcontractor (War, Navy, or other) or production supplier thereunder.
2. This establishment manufactures products or provides services as stated on said Form 42A.
3. The Job Title listed above is accurate and the registrant is being utilized in the performance of the duties described in the said Form 42A to the fullest extent practicable.
4. The registrant cannot be replaced prior to the expiration of the period specified in said Form 42A and his earlier removal would seriously impair the ability of this establishment to meet its operating schedule referred to above.
5. This establishment is taking steps necessary to achieve the effective utilization of its personnel.

.....  
(Name of establishment)

at .....  
(Location)

.....  
(Signature)

.....  
(Title)

.....  
(Date)

I, the undersigned representative of the ..... hereby  
certify that: (Army, Navy, or other)

- (a) the statements contained in the above certificate of the establishment are true to the best of my knowledge and belief;
- (b) the employment and production conditions affecting the above-named establishment are such that I concur in the need for occupational deferment of the above-named registrant; and,
- (c) I join with the establishment in its request for the deferment of the above-named registrant.

.....  
(Signature)

.....  
(Rank)

.....  
(Title)

.....  
(Date)

DSS Form 401A.

(IBM 115-G-3)



**APPENDIX B-19**

**Copy of Local Board Memorandum No. 115-G being secured.**





C O P Y

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NATIONAL HEADQUARTERS  
SELECTIVE SERVICE SYSTEM

21st and C Streets NW.

June 23, 1945

Washington 25, D. C.

11-146

State Director of Selective Service  
310 E. Capitol Avenue  
Jefferson City, Missouri

Dear Colonel Earp:

In reply to your letter of June 18, 1945, with regard to the deferment of registrants employed with the Manhattan Project, the Manpower Division made a spot check in Philadelphia on approximately 45,000 certifications of the 16 authorized agencies. The Manhattan engineering district was outstanding in that all their certifications which were examined only 1.1% appeared questionable. The other agencies had considerably more questionable cases and even 34% of the certifications of one agency were deemed to be questionable.

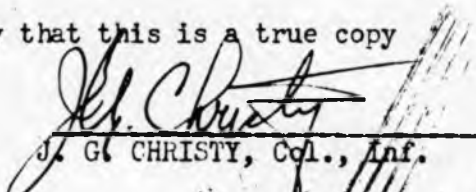
Mr. Gordon Taft, Chairman of the Central Deferment Board of the War Department advises that there are only nine civilian employees of the Manhattan engineering district deferred at the present time and that he considers them outstanding in rigidly maintaining the criteria for certification.

In view of the above, it is felt that the case of the 25 year old chemist or physicist may be an exception to the above and it is therefore suggested that you continue your investigation and take whatever action you deem appropriate.

For the Director,

P.S. MOSES  
Colonel, CE  
Manpower Division

I certify that this is a true copy

  
J. G. CHRISTY, Col., Inf.

ARMY SERVICE FORCES  
PERSONNEL CONTROL FORM

CONTROL APPROVAL  
SYMBOL AP-1

PAGE 2

ORGANIZATION OR UNIT **PERSONNEL AUTHORIZATION FOR SANTA FE  
DETACHMENT, 9812th TSU-CB, MANHATTAN DISTRICT  
SANTA FE, N. M.**

DATE EFFECTIVE

**27 NOVEMBER '45**

SERIAL NO.

TABLE 2 - MILITARY PERSONNEL, OPERATING

LINE NO.	TYPE AND GRADE (1)	AUTHORIZED STRENGTH (2)	ACTUAL STRENGTH			
			TOTAL STRENGTH (3)	OVER OR UNDER AUTHORIZATION + OR - (4)	WAC (5)	NEGRO (6)
1	MILITARY PERSONNEL - TOTAL	3355				
2	OFFICER TOTAL	155 (4 WAC)				
3	GENERAL OR COLONEL	2				
4	LIEUTENANT COLONEL	5				
5	MAJOR	19				
6	CAPTAIN	54				
7	FIRST LIEUTENANT	48				
8	SECOND LIEUTENANT	25				
9	WARRANT OFFICER TOTAL	2 (1 WAC)				
10	CHIEF					
11	JUNIOR GRADE					
12	NURSES, HOSP., DIET., PHY. THER. AIDES, TOTAL					
13	COLONEL					
14	LIEUTENANT COLONEL					
15	MAJOR					
16	CAPTAIN					
17	FIRST LIEUTENANT					
18	SECOND LIEUTENANT					
19	ENLISTED TOTAL	3200 (240 WAC)				
20	GRADE 1	54				
21	GRADE 2	96				
22	GRADE 3	576				
23	GRADE 4	832				
24	GRADE 5	800				
25	GRADE 6	448				
26	GRADE 7	384				
27	T/O UNITS TOTAL SEE TABLE 2A FOR DETAILS					
28	OFFICERS					
29	WARRANT OFFICERS					
30	NURSES, HOSP. DIET., PHY. THER. AIDES					
31	ENLISTED					

TABLE 3 - MILITARY PERSONNEL, OPERATING - SPECIAL LIMITATIONS

LINE NO.	CATEGORY (1)	AUTHORIZED STRENGTH (2)	ACTUAL STRENGTH	
			TOTAL (3)	OVER OR UNDER AUTHORIZATION + OR - (4)
1	WAC OFFICERS - MAXIMUM LIMITATIONS OF LINE 2 TABLE 2			
2	WAC ENLISTED - MAXIMUM LIMITATIONS OF LINE 19 TABLE 2			
3	NEGRO ENLISTED - MINIMUM REQUIREMENT OF LINE 19 TABLE 2			
4	OFFICERS UNDER 35 YRS. AGE IN M.D.W. - MAXIMUM LIMITATION			
5	OFFICERS UNDER 28 YRS. AGE IN M.D.W. - MAXIMUM LIMITATION			

~~CURTIS A. NELSON,~~  
Lt. Col., Corps of Engrs.,  
Director of Personnel.

24-57920-263, 200

~~SECRET~~

26 September 1945.

Honorable Paul M. Herzog  
Chairman, National Labor Relations Board  
Washington, D. C.

Dear Mr. Herzog:

Prior to the first use of the atomic bomb, representatives of this Department had frequent occasion to discuss with members of your Board the necessity for maintaining the highest degree of security in all matters involving the Manhattan District project and to voice our belief that the conduct of any National Labor Relations Board elections or other proceedings covering the project's employees was inconsistent with these security requirements. Our requests in this regard were based upon our conviction that it was necessary to adhere to the primary rule of security - maximum compartmentalization of all information and minimum of opportunity for anyone, either innocently or otherwise, to fit the separate pieces of such information together. Scrupulous adherence to this rule made it impossible to foster or encourage the formation of any groups - scientific, management, social, labor, fraternal, etc. - which might bring together persons from two or more of the hundreds of separate units comprising the project and thereby present an opportunity for piecing together the various, otherwise meaningless fragments of information concerning each of such units.

Your Board showed a sympathetic understanding of the problems which we faced and accepted our statement as to the necessity for certain actions. Similarly, all labor unions concerned, and their members, fully cooperated by voluntarily refraining at our request from prosecuting rights and exercising privileges under the National Labor Relations Act which it would have often been to their advantage to assert. They, too, uniformly accepted our statements and always acceded to our requests. Their actions in this regard and in many other ways contributed immeasurably toward the preservation of the security of this, our most important national project.

The veil of secrecy has not been lifted from certain phases of this project, but unfortunately, the impression has developed that the necessity for continuing present security measures in effect in order to guard information concerning other phases of the project no longer exists. This is far from the case. The President has directed that

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Hon. Paul M. Herzog

until decisions of the utmost importance to the future of the nation can be made by the Congress concerning the entire problem of the atomic bomb, including questions relating to the maintenance of secrecy with respect to it, the same measure of security must be continued with respect to all hitherto unrevealed phases of the project relating to "scientific processes, formulas, the mechanics of operation and techniques employed in the operational use of the atomic bomb; location, procurement and consumption of uranium stocks; quality and quantity of production of these bombs; their physics and characteristics; and information as to the relative importance of the various methods or plants, or of their relative functions or efficiencies."

The necessity for maintaining maximum security as directed by the President requires us to request a continuation of the same measures to preserve that security which were in effect prior to the first use of the atomic bomb. For this reason, the War Department asks that until such time as Congress has an opportunity to establish permanent policies to govern the operation of this project and the disclosure of information relating to it, you withhold action in any case involving the project which is now before you or may hereafter be submitted to you. We make this request reluctantly and only because we believe it is one of the steps which are necessary to the preservation of the secret of this project which is perhaps America's most effective weapon for peace as well as for war. We are hopeful, however, that early Congressional consideration of the vital questions involved will dispose of this matter in a satisfactory permanent fashion. In the meantime, your continued cooperation with us in carrying out the President's directive will be greatly appreciated.

Sincerely yours,

Secretary of War  


~~SECRET~~  
C O P Y

22 March 1946

Honorable Paul M. Herzog  
Chairman, National Labor Relations Board  
Washington, D. C.

Dear Mr. Herzog:

Under date of 26 September 1945, I wrote you of the continued necessity for preserving the highest degree of security with respect to all matters involving the Manhattan District project and requested, for the reasons therein stated, that your Board continue to refrain from taking any affirmative action in cases involving it. On 1 October you wrote me that the Board had acceded to my request and at the same time asked to be notified as soon as the interests of national security no longer required adherence to this policy.

I am happy to inform you that the War Department now believes that it is possible, consistent with the requirements of national security, to work out procedures under which National Labor Relations Board cases which involve the Clinton Engineer Works at Knoxville, Tennessee, may be handled. This does not mean that the importance of safeguarding the security of this project has in any wise diminished but rather that we now feel that conditions are such that the conduct of elections and the disposal of Board cases can proceed without endangering that security if certain safeguards are observed. The framing of these safeguards may not prove to be an easy problem. For example, much of the information that may be essential to your Board for the intelligent resolution of various pertinent questions, such as that involving appropriate bargaining units, cannot be made available to the public or to the private participants in Board proceedings although it can be made available to Board members. I am, nevertheless, confident that our two agencies can find some satisfactory solution for these difficulties. I am also certain that with such assistance and information as the War Department will be able to supply, the Board will likewise be able to resolve those equally important and difficult questions which may be presented in the practical application of the law to this entirely unique group of facilities. Under no circumstances can we afford a strike at the Clinton Engineer Works, and we believe that the skillful handling of representation problems will go a long way toward removing the possibility of such an occurrence.

I understand that Brigadier General K. D. Nichols, Manhattan District Engineer, has already discussed these problems with you and has given you our suggestion that the Board designate some highly competent and discreet individual to study the problems presented and to serve as the Board's representative in their handling. It is our thought that such an individual could in the first instance develop a tentative plan of procedure for the processing of cases and the holding

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of elections with appropriate security safeguards, and also a general program for approaching the complicated representation questions that may develop at these unusual plants. When this preliminary work has been done, it is our further suggestion that General Nichols meet again with the individual Board members and with this representative to discuss the general problem further and to acquaint the Board more fully with all relevant facts concerning the Clinton Engineer Works. An understanding of these facts in some detail is, we believe, essential to an intelligent consideration of the substantive issues which the Board must eventually decide. I am sure that by tackling the problem in this fashion we can rapidly work out a method by which the purposes of the National Labor Relations Act can be fully accomplished at the Clinton Engineer Works. If this method of approaching the question meets with the approval of your Board, I will have General Nichols designate someone who can work with the representative whom you select.

I regret that the interests of national security still require adherence to our former request that the Board refrain from affirmative action in cases which affect other units of the Manhattan District project. We shall continue, however, to reexamine the situation at each of these units in the hope that we can withdraw this request at an early date.

May I also take this opportunity to express again my very sincere appreciation for the cooperation and patience which you and other members of the Board have shown in the handling of the problem presented by the Manhattan District project.

Sincerely yours,

/s/ Robert P. Patterson

Secretary of War

COPY

19 April 1946

Mr. Philip Murray, President  
Congress of Industrial Organizations  
718 Jackson Place, N. W.  
Washington, D. C.

Dear Mr. Murray:

You will recall previous conversations with you concerning labor relations activities at the Clinton Engineer Works, Oak Ridge, Tennessee, and Hanford Engineer Works, Pasco, Washington.

Uninterrupted operation of these plants and security of information concerning the atomic bomb manufacturing processes have been paramount from the start of the projects. Even a brief shutdown might have had very serious results. Part of this security program, as you know, was to request the National Labor Relations Board to postpone public hearings and elections under the National Labor Relations Act until such time as the need for security no longer existed. This policy succeeded because of the full cooperation of all labor unions concerned. This voluntary action on the part of various unions has been a most significant factor in protecting security at these projects.

I have recently informed the National Labor Relations Board that the War Department would no longer object to hearings and elections under the National Labor Relations Act at the Clinton Engineer Works, provided certain feasible measures could be taken to protect security of military information. The Board and the War Department are presently developing a procedure which will permit application of the National Labor Relations Act without endangering disclosure of classified military information.

Similar action was not taken concerning the Hanford Engineer Works because greater need still exists for safeguarding military information at that project. After our experience at Clinton and consistent with the National interest, we hope that similar action can be taken in respect to the Hanford Engineer Works even though the need for security at Hanford is more acute.

The War Department fully recognizes that satisfactory industrial relations are facilitated by allowing normal processes under the National Labor Relations Act in an industrial activity of this type. However, in the interest of our national defense, the War Department has since the end of active hostilities continued to maintain the same security regarding certain information as during the war. It is only because of this overriding necessity to protect security that the War Department regretfully deems essential the continued postponement of the application of this Act.

Identical letter sent to Mr. Green

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Philip Murray, C. I. O.

19 April 1946

With full appreciation of your previous excellent cooperation in this matter, I again request that insofar as the Hanford Engineer Works is concerned your union and its members continue to cooperate by agreeing to the postponement of public hearings and elections under the provisions of the National Labor Relations Act, until such time as the safeguarding of military information in the national interests permits. In turn, I assure you the intent of the War Department to withdraw this request at the earliest practicable date.

I am making a similar request of Mr. William Green, President of the American Federation of Labor.

Sincerely yours,

Secretary of War.

Original letter sent to Mr. Green.

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C O P Y

5 September 1946

Allan S. Haywood  
Vice President and  
Director of Organization  
Congress of Industrial Organizations  
718 Jackson Place, N.W.  
Washington 6, D. C.

Dear Mr. Haywood:

Acknowledgment is made of your letter to the Secretary dated August 27, 1946, in regard to organizational activity at Hanford Engineer Works, Pasco, Washington.

Considerations of security still prevent organizational drives and National Labor Relations Board elections at all Manhattan District installations, except Clinton Engineer Works. The American Federation of Labor has likewise been advised of this fact and has reiterated its promise to hold up its organizational campaign until later. Both organizations will be notified at the same time when the restrictions are lifted.

Even more stringent security requirements than at Hanford Engineer Works exist at "Y" Project at Los Alamos, near Santa Fe, New Mexico, where a newly chartered CIO local has filed a petition with the Regional NLRB for representation in the machine shops. The NLRB has notified this office that it will not process the case until later in accordance with its policy on Manhattan District installations.

Your continued cooperation is requested at Hanford, Los Alamos and other Manhattan District installations.

For the Secretary of War:

Yours truly,

JOHN W. MARTYN,  
Administrative Assistant.

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MANHATTAN DISTRICT HISTORY

BOOK I - GENERAL

VOLUME 8 - PERSONNEL

APPENDIX "C"

REFERENCES

<u>No.</u>	<u>Description</u>	<u>Location</u>
1	Report, 8 June 1943, Lt. (jg) J. J. Flaherty to Lt. Col. R. C. Blair, subject: "Labor Supply".	District Office Files (Personnel Requirements)
2	Letter, 20 August 1943, Maj. Curtis A. Nelson, to Mr. Oscar Tate, U. S. Employment Service	Dist. Off. Files (CEW - Gen'l. Correspondence)
3	News Release, White House, 4 Sept. 1943	BNA Manpower Reports, Pg. 125:1
4	War Manpower Commission Field Instruction No. 416, 1 June 1944	Dist. Off. Files
5	War Production Board Program Bulletin No. 7, 2 March 1944 (Requirements Committee Document No. 3036).	Dist. Off. Files
6	Teletype, War Manpower Commission, 27 November 1944 (Copy in Report of Maj. L. Dale Hill, 11 January 1945, "Recruitment of Toolmakers and Machinists for Project "Y").	Dist. Off. Files
7	Letter, 25 October 1943, Brig. Gen. L. R. Groves to District Engineer, Manhattan District, subject: "Procurement of Labor, Clinton Engineer Works", with 1st Ind., 12 Nov. 1943 and 2nd Ind., 14 Dec. 1943.	Dist. Off. Files MD-230.14
8	Letter, 18 Dec. 1944, C. McMillan, Representative of the International Brotherhood of Electrical Workers and letter, 9 Feb. 1945, Wm. M. Fredenberger, International Representative of the International Brotherhood of Fireman and Oilers, both addressed to M.L.R.B. Regional Director, Atlanta, Ga. requesting petitions for hearing be postponed.	Dist. Off. Files

- ~~SECRET~~
- 9 Letter, 26 December 1944, Paul Chipmen, Grand Lodge Representative of the International Association of Machinists, to N.L.R.B. Regional Director, Atlanta, Ga. requesting petition for hearing be held in abeyance. Dist. Office Files
- 10 Letter, 19 September 1944, Lt. Col. John Lansdale, Jr. to the Area Engineer, Chicago Area, subject: "Conference with Wage and Hour Administration". Dist. Off. Files (Univ. of Chicago) (Gen'l. Corresp.)
- 11 Letter, 15 June 1944, Lt. Col. John Lansdale, Jr. to the District Engineer, Manhattan District, subject: "Conference with Wage and Hour Administration" Dist. Off. Files (Roane-Anderson) (Gen'l. Corresp.)
- 12 Memorandum, 4 October 1943, Brig. Gen. Edw. S. Greenbaum, Office of the Under Secretary of War, to the Chief of Engineers, subject: "Reimbursable Salaries of Key Personnel of Contractors" Dist. Off. Files
- 13 Letter, 7 October 1943, Maj. Wm. A. Mowery OCE to District Engineer, Manhattan District, subject: "Reimbursable Salaries of Key Personnel of Contractors" File: CE248 (Manhattan District) SPEKW Dist. Off. Files (MD-248)
- 14 Letter, 31 July 1944, Lt. Col. John S. Hodgson to Roane-Anderson Co., directing compliance with Wage and Hour Act (EIDMP-3) Dist. Off. Files
- 15 Letter, 3 July 1944, Robt. T. Amis, Special Asst. to the Secretary of Labor, to Lt. Col. John K. Collins, Chief, Labor Branch ASF, "Re your file: SPGCL" Dist. Off. Files (Copy)
- 16 Letter, 16 April 1945, District Engineer to Hq. ASF, Industrial Personnel Div., Wage Administration Section, subject: "Wage Stabilization and Research Contractors of the Manhattan District" EIDMP-3, with 1st Ind., 19 May 1945. Dist. Off. Files (MD-248, Gen'l)
- 17 District Circular Letters (Selective Service) 43-1 through 43-14; 44-1 through 44-17; 45-1 through 45-6; 46-1 and 46-4. Dist. Off. Files
- ~~SECRET~~

- ~~CONFIDENTIAL~~
- 18 Memorandum, 21 May 1943, Lt. Col. Whitney Ashbridge for the District Engineer to C. G., Army Service Forces, subject, "Special Engineer Detachment, Manhattan Engineer District," approved 22 May 1943 by Chief of Staff, ASF. Dist. Off. Files
- 19 General Order No. 33, Office, Chief of Engineers, dated 13 August 1942. Dist. Off. Files
- 20 Letter, CE 320.2 (DSM D. O.) SPEAM, 4th Ind., 14 August 1942, Office, Chief of Engineers to District Engineer, Manhattan District. Dist. Off. Files
- 21 ASF Personnel Control Form from Headquarters, ASF, dated 1 October 1943. Dist. Off. Files
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