NATIONAL PERSONNEL AUTHORITY

Strictly confidential

August 10, 1949

To:

Mr. Blaine Hoover,

Chief of Civil Service Division,

Government Section, GHQ, SCAP

Attorney General Ueda called on me at my official residence last night with the annexed letter of the Prime Minister, and requested my cooperation. The Attorney General explained that this letter relates to the important and urgent policies to be pursued by the Cabinet which he had spoken to me in my office some two weeks ago-- the policies on which I had then been informed the fullest understanding and support are being given by the various quarters concerned. I consider it necessary and appropriate to forward a copy of this letter to you for your information.

Asai Kiyoshi

President
of
National Personnel Authority

Cabinet Kaku-Ko No. 268

Strictly Confidential

August 9, 1949

To:

Asai Kiyoshi, Esquire,

President of National Personnel Authority

While Article 98 of the National Public Service Law confers the freedom and right on personnel who are national public employees to form or join an association or other employee organization and recognizes that, through such organization, they negotiate with proper authorities for conditions of work, etc., it is considered inadmissible, in the light of the purport of the same law, for persons other than national public employees to form this type of organization or to join it, and also to occupy positions of officers of such organization.

With reference to the above-cited provision, it would appear that the NPA rule has been established by the National Personnel Authority on the premise that persons other than national public employees may become constituent members of this type of organization and occupy also positions of its officers, but, if this surmise is correct, I would appreciate your giving prompt study to the matter at the present juncture and taking adequate measures, such as a revision of the NPA rule, etc., if the result of your study so necessitates.

Again, the above-cited provision of the same law provides that persons other than national public employees may be designated as employee representatives, but as it is considered that

such ruling does not adapt itself to the actual conditions obtaining in this country, I think that steps should be taken to amend it in the next Diet session. I would request your mature consideration on this point also.

Yoshida Shigeru

Prime Minister

~~Hurlbut~~

2) Files
Retrenchment Progr.

CIVIL SERVICE DIVISION
Government Section

11 August 1949

WPB-
8/17

MEMORANDUM FOR: The Record

SUBJECT : Retrenchment Activities for Ministries of Telecommunications and Postal Services

1. A brief conference was held this morning among Steward, Salter and Wardell of CCS to discuss the intent and purpose of the Ministries of Telecommunications and Postal Services in handling the retrenchment program.

2. It was stated that the final plan developed by the Minister Ozawa and the Vice-Ministers of the two Ministries was the product of secret conferences among these men and that no person in the organization or actually in SCAP were fully aware of the procedures and policies as they are now to be applied.

3. As a result of voluntary resignations it is estimated from 13 to 15 thousand persons will resign. In addition 11,500 notices will be issued. This proportion of voluntary resignations in excess of 50% is much higher than was anticipated. Four thousand four hundred will be terminated in the Ministry of Telecommunications and seven thousand one hundred in the Ministry of Postal Services. Minister Ozawa indicated that among the criteria used were those of older age who were retiring, persons who failed to show proper attendance to their duties, younger persons recently employed and persons who have violated provisions of the National Public Service Law.

4. Mr. Ozawa indicates that there probably are as many as 1500 among the total number to be dismissed who might be construed as trouble-makers. Records of these individuals have been carefully investigated and compiled. Certain key union officials who might be placed in this class, however, have not been included among those to be dismissed. It is felt, however, if these union officials carry on or incite others to actions contrary to the provisions of the National Public Service Law that they will be summarily dismissed for cause and thereby lose their separation allowances.

5. Implementing this program the union is being informed of the total number of employees to be dismissed. Notification to individual employees will be given in person by supervisors. Secret orders have been issued to principal management supervisors throughout the nation telling them specifically what to do and indicating their power and that they should take action when necessary under specified articles of the National Public Service Law. Every effort is being made to preserve and

continue the services performed by these agencies but if such matters as strikes or mass refusal to work of one kind or another occur, even though dismissal will paralyze or seriously impair the service, such action is to be taken by management supervisors. Conversely if management supervisors are found to fail in the carrying out of their duties under these orders, action will be instigated against them by the Ministry which may result in the termination of their services.

6. There is every evidence, therefore, that the Ministries under the leadership of Minister Ozawa are taking a firm and adamant stand in respect to the enforcement of this retrenchment program. This will require and it is being expected that it will result in a firm stand by all levels of management within ministries. It will also result in the clearing up of many trouble spots created by poor leadership within employee associations. Mr. Wardell expressed concern with the possibility that non-government employees might be permitted not only to belong to Zenkanro but also to act as officials. He was told that this matter was being given serious consideration but that no statement could be made at this time concerning this matter. Incidentally, the government has come out, as the result of discussion within the Cabinet, with the policy that they will not recognize,in any matters of negotiation, representatives who are no longer employees in good standing of the national government.

7. The necessary precaution seems to have been taken by the respective ministries concerning protection of officials of property and for the meeting of contingencies should it be necessary to remove from office any large body of employees. It is not expected that it will be serious but it is expected that there will be some isolated instances detrimental to the operations of these respective ministries.

MACDONALD SALTER,
Chief, Classification-Compensation Branch.

MS:mvb

P.S. At the time of announcing dismissals all special free communication services for unions are ordered discontinued

Assigned 8-8
Draw discussed 8-9
Investigation underway 8-9 to be completed by 8-13.

CIVIL SERVICE DIVISION
Government Section

5 August 1949

MEMORANDUM FOR: Mr. Thomas L. Eliot, Personnel Specialist

SUBJECT : Political Activity in Institutions

Attached is a copy of a checksheet which we received from PH&W concerning alleged political activities at the Kyose National Sanitarium. To this checksheet was attached a copy of a letter signed by several patients at the sanitarium who claim undue political activity, not only by government employees at the sanitarium, but also by their supervisors. You will note that PH&W states that this is only one of many similar complaints which they have received.

Attached also is a copy of our reply to the original checksheet stating the action which we will take. This has been forwarded through Government Section as of this date. Kindly refer this matter to Mr. Kawasaki, and request NPA to take the indicated action.

In this particular case, investigation alone is not the answer, but some action must be taken to clarify this situation and to correct it if the investigation substantiates the allegations. Mr. Kawasaki should be instructed to call this matter to the attention of Mr. Sato and the Commissioners. I will also want a report from Dr. Asai as to what action the NPA has taken officially towards advising the Ministry of Welfare as to how it will handle such cases in the future.

The Ministry should be severely criticized for not making an immediate investigation and taking disciplinary action, if the facts develcped by such an investigation indicate that such action was indicated under the National Public Service Law. It may be necessary to discipline some of the ministry employees who are responsible for the supervision of these sanitariums. I will also want a report as to the findings of the NPA investigators and the action taken by NPA.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

8-22

WPM:jb
Attachments

Asai to report action taken & suggestion as followed.

Since the investigation disclosed no violation of NPSL or NPA rules, Kawasaki was advised to suggest to Dr. Asai that he meet with the V-min. of Welfare and indicate that he understands that laxity of organizational discipline at various of the state hospitals and sanatoria with respect to the political and organized activities of hospital staffs exists and that NPA has an interest both in the enforcement of relevant provisions of rules + NPSL and in promotion of good mgt. Could refer to letters of complaint sent to PH+W if necessary to document his assertion. Req'd NPA to reinvestigate in latter part of Sept.

1132- T.E.

GENERAL HEADQUARTERS

SUPREME COMMANDER FOR THE ALLIED POWERS

Checksheet

Subject: Political Activity in Institutions — Dr. Morton 26-6995

From: PH&W To: GS Date: 5 July 1949

1 1. Pursuant to conversation with Mr. DeAngelis, a letter received from patients of Kiyose National Sanitarium is forwarded as an enclosure for your investigation and recommendation.

2. It was brought to our attention that political activities of the type described in subject enclosure are not consistent with current legislation concerning political activity in government institutions.

3. Enclosure is only one example of numerous complaints of this nature which have been received over the past three years by this Section, and investigations on numerous occasions have revealed that the activities described are prevalent in many of the national hospitals and sanitariums.

4. Activities of this type are detrimental to the health of the hospital patients and do not provide a favorable atmosphere in which a patient may satisfactorily recover from chronic illnesses such as tuberculosis which require rest and quiet, to say nothing of the interference in the proper administrative and medical care functions of the hospitals.

1 Encl
a/s

- C.F.S. - - - - - - - - - - - - - - - - - -

Mr. Hoover
26-8925

2 From: GS To: PH&W Date: 4 August 1949

1. Copy of attachment has been retained for use by the Bureau of Investigation, National Personnel Authority.

2. In light of the information contained in the attachment and the comments of Note 1, the Civil Service Division will recommend to the National Personnel Authority that the following action be taken:

a. an investigation be instigated immediately by the Bureau of Investigation, National Personnel Authority, to determine to what extent the charges made in the attachment are true and to what extent Articles 101 and 102 of the National Public Service Law are being violated at the Kyose Sanitarium;

Political Activity in Institutions

GS PH&W 4 August 1949

2 (Cont)

b. that the National Personnel Authority consider the matter of immediately issuing a rule defining political party, political purpose, and political activity permitted to National Government employees under Article 102 of the National Public Service Law;

c. that if the charges and allegations made in the attachment are sustained by the investigation, the National Personnel Authority issue necessary directives and/or orders to the responsible authorities to eliminate, cease and desist such illegal practices and institute such disciplinary procedures as may be necessary and/or indicated under the National Public Service Law or the Rules of the National Personnel Authority;

d. that following the initial investigation, the Bureau of Investigation, National Personnel Authority, conduct a follow-up investigation to ascertain to what extent illegal political activity has been eliminated or is being continued in the Kyoso Sanitarium.

3. The ministry and/or agency responsible for the supervision of operation of national hospitals should be instructed to bring all such cases to the immediate attention of the National Personnel Authority which will permit that organization to make the necessary investigations and where the charges are substantiated take the necessary action to eliminate such alleged illegal political activities by National Government employees. The National Personnel Authority stands ready to assist any and all ministries and agencies in maintaining law and order as well as eliminating inefficient and insubordinate employees; however, the scope of the National Government is so large that the Authority cannot on its own be fully aware of all transgressions of the National Public Service Law and, therefore, must depend on the filing of formal complaints by the responsible ministries and agencies. The Authority is now in the process of enlarging its investigation staff to adequately respond to all requests for investigations by responsible supervisory organizations.

- C. W. -

COPY

Take up with Kawasaki

Note from a sanitary viewpoint:- I, who wrote this letter am a patient, but by strict bacteriological examination, I was lately found to be free of germs.

Okamura

- - - - - - - - - - - - - - - -

Letter: Dated 18 June 1949
From: Patients of Kyose National Sanatorium
To: Dr. Morton, PH&W, GHQ, SCAP
Content:

Complaints from patients under heavy pressure from a publicly recognized communistic movement.

The severity of red movements in this hospital is well known to all national sanatoria in Japan and among all communists. As article 21 of the Constitution admits freedom of speech and political ideas, we do not mean to accuse them for their movements. We simply complain that our recuperation is greatly hindered as they try to rob us of rest and quietness and force their partial, biased and agitative ideas on our nerves already strained by long illness. We are tortured thus mentally, as well as physically, and our recovery is greatly hindered. The sanatorium openly permits their movements and we patients are annoyed, troubled, and even worried to see that the sanatorium is turning into a nursery for reds. We hereby request you to do somethings for us regarding this situation, taking the following facts into your kind consideration.

1. They visit the lying patients and give anti-American talks, invite them to join their party, ask support for various activities of communist organizations and signatures for the petitions for release of arrested members of their party. If one ward has fewer supporters than they expected, they mark the ward as "not sympathetic enough" and they force the patients there to open a discussion meeting in that ward, inviting Party members, doctors, and nurses who are communists. They advertise that such a discussion meeting is to improve friendly relationships between the patients and the hospital employees' union, but in fact it is only to gain more members for their party.

2. Most of the bulletins and circulating papers in the hospital are communists' propaganda. They report us nothing but strikes and their biased excited opinions and give no truth. Of course they declare that all newspapers except the Akahata (Red Flag) are full of lies. The bulletin boards, walls and halls are all spoiled by such posters and printed matter and are not clean as public institution should be.

3. Communist organizations formed outside of the hospital come into the hospital for fund-raising movements and their speeches disturb the patients.

In March this year, in a ward there were two patients who were hemorrhaged. After such a speech, one of them had a hemorrhage of 1800 cc and the other's temperature rose to 40, and after a month he died of brain trouble.

4. All movies shown to the patients for recreation are Soviet movies and they charge for them.

5. Communists have special privileges in the hospital and the hospital rules are disregarded.

All visitors of the patients must wear a visitor's badge and traders in the hospital must wear a trader's badge. But those from outside communist organizations and the red book-sellers come in without these badges for visits to the communist patients or to conduct their business, and are quite at home in the hospital.

A communist member of the Diet, Kenichi Ito is now hospitalized and is occupying a small room (which is for serious cases) all by himself, while serious patients are in a large room with others. Mr. Ito is going to give a speech on the 22nd, (between 1 p.m. to 3 p.m. during which the patients are supposed to have absolute rest) in the recreation room. (Announced in the "The Seven Stars")

6. There has been almost no lectures given to the patients concerning their health and comfort. All lectures are of a political nature. On the 15th, Mr. Shoichi Haruta, a communist member of the Diet gave a speech, and on the 22nd, Mr. Ito is scheduled to speak. The loud speakers are used for announcements of such speeches and invitations even during the rest period and the patients are disturbed. There was even a whole summer school course (6 lessons) conducted in the hospital and Mr. Hiroshi Nuyama and Miss Toshiko Akamatsu were the instructors. Once there was a Study Course of Social Science for a week in Hachioji and an instructor from a communist school was sent and he used a textbook by Stalin. Shigesuke Mamiya lectured on "Struggles in Literature."

7. Movement to retract the vice-minister's notification concerning posters. (The director is ignoring the notification.)

The few of us who were suffering from those disorderly posters and stimulous talks were again ignored and the movement to retract the notification is being advertised as if it were the united opinion of all the hospital, and the struggle is enlarging. The hospital seems to admit it as they do not do anything about it.

8. About the cause of the low rate of discharge.

Patients' organizations are yelling for an increase of beds, but it seems to us more necessary to find the cause of the low discharge rate. When a patient becomes a little better, he is soon invited to join the party and he wears himself out in their cause, keeping no regular rules of recuperation and he soon spit blood and germs again. By repeating this, the patients never get well and stay on in the hospital, and some of them die. The communist patients do not try to make themselves better; they are forgetting their duty to try to get well while they are provided money to do so by the Government.

9. An example of compulsory money collection.

As an employee of Daiei Movie Company is a patient in the hospital, the company once offered to show us a picture, free "just to show their gratitude" on the 30th of April. But at the entrance of the recreation room the communist patients were waiting and forced the audience to contribute to the party and forbade the entrance of the person who didnot pay. Most of the patients and the employees of the hospital believed long after that that this picture was one of those shown for raising money for communists, and the service of the company was not appreciated until much later. The company is angry with the communists who infringed upon their good will.

Above are only a few examples of what is going on in the hospital, and how the patients' recuperation is hindered by these red elements are beyond words.

Here are some of the organizations formed in the hospital:
1) The Employees' Union
2) Seifu-kai (patients' self-governing organization)
3) The Communist block of Kiyose Hospital
4) Kiyose Hospital Unit of Communist Youths' League
5) Kiyose branch of Russo-Japanese Friendship Society
6) Kiyose Branch of Friends' Association of New Japan Literary Society
7) Social Science Research Society
8) Kiyose Hospital Democratization Society
9) League of Youths' Democratization

Besides these, the central office and branch office of the Japan Patients' League are in this hospital and the same people are members of all those organizations. The organization which is to reflect the patients' opinions is Seifu-kai. The members of the standing committee of this self-governing organization are to be elected from among the comparatively well patients from each ward; and among the standing committee members, executive committee members are to be elected. The whole system is democratic, but the trouble is that most of the patients who are physically capable are members of Communist youths' League. And this, the only one organization of and for the patients, is being taken over by the communists now and is appealing to the public as one which is very active in time of trouble.

For those who are on the administrative side of the hospital, there is the Hospital Operation Council (to which hospital administrators, employees' union and executive committee members of Seifu-kai take parts in discussion for operation of the hospital and all members are communists). The central office of Japan Sanatoria Patients' League is also occupied by communists only.

An example of anti-American Propaganda:

Any communist may say this type of thing as if he knew everything, but when it is said to the kind of people who are isolated for normal society, like us, the effect is more than upon normal people. The communists know this psychology and use this showed we were grateful for it as a transfusion to the disabled economic condition of Japan, the communists say (May 13).

"We must be wise enough to see the malicious intention of America to rob Japan of independence. Behind this kindness, there is the cunning trick of the Capitalistic country to put the economy of one country under pressure and make her a subordinate nation."

As for delay in repatriation, they say,

"It is just a formal procedure that the boats go back and forth between Japan and Russia. The boats come back to Japan even when they are not fully loaded, while at Russian ports repatriates have long been gathered. The reason for this is that the repatriates are anti-American and Pro-Russian and the Americans in Japan do not want to have them under their administration. They also calculate the necessity of foods for them, and they are avoiding a food shortage by keeping the repatriates away from Japan. But they advertise that Soviet Russia is delaying the repatriation progress for their own reasons. This is an awfully biased explanation, but can be taken as it is, according to the condition of the listener.

We have given you a brief idea of how we are suffering under the pressure of communism. Even if we want to reform this situation, we have no supporters from those who are physically capable, and we have no financial aid or help from any system. We are just lying in our sick beds and having to watch and suffer. If the hospital is left alone in this way, it will become a volcano of communism. The members of the Communist Party in the hospital are about 65 of 66. The members of the Youths' Communist League are 64. (as of Feb. 49) The communists among the employees openly work for their political beliefs during their duty hours.

staff?

We merely ask you to do something for us so that we can be relieved from the presence of such political movements and can become well again. The reason why so many patients join the party in this hospital is because they are afraid of the too violent spirit of the leaders. If possible we want to raise our own movement to protect ourselves from them. Please give us your help.

/Signed/

Tosaburo Okamura
Hideo Tanno
Morimasa Hada
Noboru Nagai
Tosen Kubota

File
WPB

Mrs Hoover

CIVIL SERVICE DIVISION
Government Section

4 August 1949

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Deputy Chief
Civil Service Division

SUBJECT : Foodstuff Control Bureau

NPA investigations reveal the following:

Reference is made to your memorandum of same subject dated 26 July. The Foodstuff Control Bureau is an "outer agency" of the Ministry of Agriculture and Forestry and not organizationally connected with the Foodstuff Distribution Kodan.

WPB
8/4/49

Regarding current practice in delivery of discharge notifications to employees, the Ministry of Agriculture and Forestry and other ministries and agencies of the Japanese government do not deliver such notifications through the union headquarters of the employee unions in their respective ministries.

THOMAS L. ELIOT
Personnel Specialist

TLE:jd

CIVIL SERVICE DIVISION
Government Section

26 July 1949

MEMORANDUM FOR: Mr. Thomas Eliot, Personnel Specialist

SUBJECT : Foodstuff Control Bureau

I note from Press Translations of 26 July a translation from Akahata of 21 July which states that the Foodstuff Control Bureau chapter of the union is making plans to go on a sit-down strike if members of its union receive dismissal notices. Kindly ascertain for me and advise whether the Foodstuff Control Bureau is a part of the Foodstuff Distribution Kodan or whether it is a separate office entirely.

Also I note reference to the forwarding of dismissal notices "through the executive department of the sub-chapter" and the threat that if dismissal notices are received in this manner, they would be returned "in a bundle". Have NPA investigators ascertain whether it has been a practice of the Agriculture and Forestry Ministry to send its official notifications to the employees through the headquarters of the union. It also might be wise to widen the scope of this inquiry and ascertain whether any other ministries might also be following this practice.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

~~Hmr Dist~~
~~2/Salter~~ MS
~~3/ Eliot~~

CIVIL SERVICE DIVISION
Government Section

2 August 1949

MEMORANDUM FOR: The Record

SUBJECT : NPA Report on Alleged Dishonesty at Air Safety Board as Reported in Akahata, 23 July (attached)

1. Subject as reported above is generally a matter of fact.

2. The Air Safety Board is an external agency of the Telecommunications Ministry and has grown from a small organization to its present size under the guidance of the Allied Forces.

3. Employees are for the most part technicians and the atmosphere prevailing is one of unity and friendliness.

4. The Air Safety Board has a small budget and requires approval of the main ministry for any disbursements. For this reason, the Board has worked with the employees' union to utilize left-over funds from its predecessor organization which existed during war time and, in addition, set up non-existent employees. The amounts illegally obtained were two and one-half million yen for employees' welfare and transportation and two and one-half million yen for the entertainment of GHQ personnel.

5. Double entry bookkeeping was employed. However, this was for the purpose of keeping track of the use of the funds and not for the benefit of any individual staff members.

6. Three Communists are included among the employees of the Board and one of ~~them~~ apparently ~~has~~ direct connections with the Party. It is believed that this ~~man~~ man reported the incident to the CP.

7. The employees union considered that such exposure was in the province of the ~~union~~ and, therefore, expelled the three Communists for having reported the incident independent of the union.

ZENTEI Headquarters through the union?

8. As things now stand, the incident has been turned over to the Telecommunications Ministry and the Inspection Section of the Accounts ~~Division~~ of the said Ministry is undertaking the investigation.

9. The above facts were received from the Deputy Chief of the Board, Mr. Oba, who expressed his regret over the incident and promissed a detailed report upon formal ~~notification~~ inquiry from the NPA.

Tsuoma told to have Sato send a formal inquiry. 8-9-49

Formal report requested by Sato from V-M Office Thilac. Mr. two weeks ago. Followed up by Telephone call 8-17. 8-18-49

10. The Tokyo District Procurator's Office received on either the 20th or the 21st an individual suit by Yabuki against the Chief of the Board, Matsuo, and three others (Telecommunications' Minister, Ozawa, Ikeda, Finance Minister, and the Chief of the Board of Audit, Sato).

11. The complainant, Yabuki, is apparently an employee of the Central Telephone Office and is believed to be a member of the CP, Chiyoda Ward Committee.

JOHN SATO JS
Examination Specialist

JS:rj

No administrative action is reported as having been taken. JS

ITEM 127 CHARGES BROUGHT AGAINST AIR SAFETY OFFICIALS

(Full Translation)

AKAHATA, 23 Jul -- The Communist cell at the Air Safety Board in Tokyo, Chiyoda Ku, Otemachi has recently been investigating the case of Board Chief MATSUO Shizumaro, who has misappropriated public funds by adding (500) non-existent employees to the payroll.

When it was revealed on 20 July that high officials in the Finance Ministry, the Audit Board and the Economic Stabilization Board were involved in the misappropriation of public funds totalling more than 5,140,000 yen, the Chiyoda district committee of the Communist Party formally brought charges against Chief MATSUO of the Air Safety Board, Telecommunications Minister OZAWA, Finance Minister IKEDA and Chief SATO of the Audit Board.

Board Authorities, frightened at the Communist cells' exposure of the irregularities, proposed to the union executive committee that they would pay each employee a 1,000 yen livelihood allotment if the case were kept quiet. On the 16th and 17th they had WATANABE and HAMADA, democratization league leaders, prepare a duplicate account book.

The Communist cell at the board declared that, since the offices concerned were responsible for compiling and auditing the government budget, it was the cell's intent to conduct a thorough investigation of the irregularities among the higher officials, in parallel with the all-out struggle against the mass-discharge of lower officials expected shortly.

Prelim. Rep't by 1700 7-29

C O P Y

CIVIL SERVICE DIVISION
Government Section

2 August 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Proposed Establishment of Medical and Dental Facilities and Restaurant in NPA Building

1. As you know, various members of NPA management, from time to time, have insisted that medical and dental facilities as well as a restaurant be established in the NPA building for the use of the staff. To this date Civil Service Division has discouraged and frankly directed them not to take any positive steps primarily due to lack of the necessary finances.

2. I have noticed from information coming from reports of meetings between management and union representatives that at each meeting management gives the union the definite impression that the above facilities will be established. Mr. Salter has also been interested in these projects and has talked to me about them on a number of occasions.

3. This week an estimate for the installation of medical and dental facilities were presented to me which would involve an expenditure of 800,000 yen. This cost is primarily for the purchase of equipment and does not exclude expenditures for personnel or medicines. Actually the cost for personnel to the extent of some 900,000 yen is apparently of little concern because such personnel could be included in our unused personnel quota. The cost of medicines is to be born by Mutual Aid Associations.

4. The restaurant appears to be a matter of real issue with the employees. They contend that they cannot afford to purchase food in downtown Tokyo considering their present salaries. Many of them are forced to spend most of their noon hour traveling to Shibuya where apparently the rates are somewhat lower. The cost of renovating basement quarters for a restaurant would be approximately 350,000 yen. They wish to establish a restaurant in the central corridor of the basement directly back of the front entrance which would eliminate the objection raised by us of odors which would be undesirable.

5. The cost as outlined above for these three projects amounts to ¥ 1,150,000. ¥ 520,000 of this amount they contend can be furnished by savings made in estimates in the budget for regional office furniture. ¥ 147,000 can be used from under-runs in book binding and printing accounts. The balance of ¥ 483,000 was suggested by them as possibly being obtained from the emergency operating fund.

6. My discussions yesterday on these matters were with Messrs Ono and Kanatsugu. I told them that we would not approve using the

emergency operating fund for these purposes, particularly at this time of the budget year with so many capital improvements necessary to the NPA building after we have acquired additional office space. I did ask them if it were possible to transfer other funds perhaps which principally occur in under-run items. I have changed my opinion as to the necessity for these projects because I feel that at the end of this fiscal year NPA will undoubtedly return to the Japanese treasury large sums of money which we will have been unable to use due to our inability to get many programs under way. Because this division was instrumental in establishing an employee organization and because such facilities as above listed seemed to be common practice in other ministries, I feel that we should attempt to gain for the NPA staff the same privileges as enjoyed by the employees of other governmental agencies.

7. In view of the directive which came across our desks last week stating that we could not order a Japanese organization to do or not to do this or that, it seems to me that the best we can do is to advise them on matters of this type. They have repeatedly asked for these items and I am sure that the budget will stand for these expenditures.

8. As of this date I am supposed to be considering the advisability of this problem. I have advised them, however, to work out a program for the balance of the year indicating what may be offered to the employees in the way of employee facilities or activities trying to give them an awareness that after all the budget should be used for carrying out the various programs of NPA for which it is established. I shall appreciate your comments.

Foster R Roser.

FOSTER ROSER,
Examination Specialist.

FR:mvb

CIVIL SERVICE DIVISION
Government Section

1 August 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief
Civil Service Division

SUBJECT : Employee Relations

In view of the SCAP policy with respect to advising the Japanese Government and the demand by FEC for further explanation of SCAP labor policy, it might be well to have some statements from appropriate Japanese officials, such as President of the NPA, Minister of the Ministry of Labor, and Chairman of the Central Labor Relations Board.

MacDonald Salter

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

cc: Mr. Steward
Mr. MacCoy

CIVIL SERVICE DIVISION
Government Section

27 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Oath of Office

1. Submitted herewith for your review are a draft of a rule entitled "Oath of Office by Personnel" and a proposed amendment to Rule 1-2 to define "regulations".

2. You will note that the oath as submitted is identical to that which is prescribed for members of the National Personnel Authority, except that in Paragraph 1 the words: "solemnly declare" have been replaced by "firmly swear". The substitute terms are held to be more typically Japanese. Moreover the words: "solemnly declare" are regarded by the Japanese as being suitable only for the highest officials and seem to be in the nature of a solemn official pronouncement to the public. Mr. Shirven and I concur in recommending the draft as submitted. Mr. Okabe reports that the Commissioners "have no objection" to the draft.

3. Because regulations have been mentioned in Paragraph 4 of the Rule regarding oath of office, Mr. Okabe believes it necessary to specify by amendment of Rule 1-2 that "regulations" shall mean the regulations of the National Personnel Authority. This brings up the more fundamental question of the theory of delegation of responsibility by NPA and the power of the Commissioners and the Director General to issue regulations. Drafts of rules governing such points have been prepared but are being withheld by Dr. Asai until he can discuss the problems with you. The accompanying amendment to Rule 1-2 is based on the assumption that all regulations will be issued by the Commissioners and that power will not be delegated to enable the Director General to issue them. This does not coincide with the views of Civil Service Division.

GORDON W. PETERSON,
Organization Specialist.

GWP:mvb

28 July 49

NPA-Gen'l.

CIVIL SERVICE DIVISION
Government Section

25 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : NPA Party

The NPA has selected the Korakuen Gardens for the party to be given by Dr. Asai, Messrs. Yamashita, Uyeno, and Kanazashi to Messrs. Hoover, Steward, and MacCoy on Thursday, 28 July at 1730.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

-126-

CIVIL SERVICE DIVISION
Government Section

21 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Kodans

1. NPA has been informed of the necessity of readying drafts of the following rules by 1000 hours Monday, 25 July:

a. Revocation of 1-5 which placed the Foodstuffs Distribution Kodan in the Special Service.

b. 1-7 Exceptions to the Law Based on the Special Nature of the Duties and Responsibilities of "Kodan" Employees. (This rule was cleared by CSD 17 June)

2. Consideration should be given to calling a meeting to consider the problem of the Foodstuffs Distribution Kodan as set forth in the memorandum of 20 July by Mr. MacCoy. Such meeting might include the chairmen of the two personnel committees of the Diet.

GORDON W. PETERSON
Chief, Organization Branch

GWP:jd

NPA General

CIVIL SERVICE DIVISION
Government Section

20 July 1949

file

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : NPA Official Party

On Tuesday, 19 July, Mr. Kanazashi called at the request of Dr. Asai to proffer an invitation to Messrs. Blaine Hoover and son, Luther Steward and MacCoy to attend a small NPA party which will include Dr. Asai, Messrs. Yamashita, Uyeno, Sato and Kanazashi on the Japanese side.

Mr. Kanazashi said that Dr. Asai wanted to maintain this as a small party to be held at either the Shinjuku Gardens, Korakuen Gardens, or some similar comfortable place and that it would be held on an economical scale of a buffet supper and the first run of new Japanese beer. The date suggested was either 21 or 22 July or if those dates are not agreeable he suggested that you stipulate what date would be agreeable next week. The time for the party to convene would be approximately 1730 hours.

Dr. Asai is awaiting word from you as to the date that will best suit your convenience.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

Mr MacCoy
Thursday 28 July
is all right. Harwood
regrets he ability
to attend
BH

Informed
NPA re date
7/21/49 WPM

NPA General

CIVIL SERVICE DIVISION
Government Section

20 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : NPA Official Party

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Dr. Asai is awaiting word from you as to the date that will best suit your convenience.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

Mr MacCoy
Thursday 28 July
is all right. Harwood
regrets he ableto
to attend
WPM

NPA reception
7/21/49 WPM

NPA General

CIVIL SERVICE DIVISION
Government Section

20 July 1949

file

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : NPA Official Party

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W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

Mr Hoover
Thursday 28 July
is all right. Harwood
regrets he absolutely
to attend

WPM

NPA notified
9/21/49 LWB

NPA. Gen

CIVIL SERVICE DIVISION
Government Section

20 July 1949

MEMORANDUM FOR: Mr. Thomas L. Eliot, Personnel Specialist

SUBJECT : Personnel Investigators--Internal Revenue

On Monday, 18 July, Mr. Matsukata advised me that he had accidentally encountered the fact that the Japanese Bureau of Internal Revenue had a staff of "personnel investigators". He inquired as to the duties of these men and was told that their responsibility was to investigate government employees to ascertain whether they were or were not Communists. Mr. Matsukata pointed out that he thought this was the duty of the NPA and not the Bureau of Internal Revenue, and he suggested that they further investigate the matter.

I think it might be wise to call Mr. Kawasaki's attention to this and suggest that he secure all the information possible about these individuals, their supposed responsibilities, when they were established, how many men are involved, and what kind of records they keep, as well as any other information which you feel might be pertinent or have a bearing on this matter. This information should then be given to Mr. Sato for presentation to the three Commissioners for decision as to what action they deem advisable.

It might be well for you to check on this matter with Mr. Rankin also to discover whether his classification analysts have unearthed any information on the same subject.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

NPA - Appointments

CIVIL SERVICE DIVISION
Government Section

20 July 1949

MEMORANDUM FOR: Mr. MacDonald Salter, Chief, Classification and Compensation Division

SUBJECT : Proposed Appointment of Mr. Takimoto as Secretary, Social Security Committee

Reference is made to your memorandum of 18 July on the above subject. The matter has been discussed with Mr. Hoover, and we note from your memorandum that Mr. Sato, the Director General, NPA, has already disapproved Mr. Takimoto's serving as Secretary of the Social Security Committee.

Mr. Hoover rightly enough points out that such decisions are the responsibility of Mr. Sato and the members of the Civil Service Division would seriously weaken his command of the supervision of NPA and destroy Mr. Sato as a supervisor if we took the position of countermanding his orders and decisions or forced him without unusual and exceptional reason to make such alterations.

It is felt that the problem you present does not fall in this latter category; therefore, Mr. Hoover suggests that we not interfere with Mr. Sato in this case.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

Mrs Hoover File
9.21.49

CIVIL SERVICE DIVISION
Government Section

20 July 1949

WPMcC 7/20/49

MEMORANDUM TO: Mr. W. Pierce MacCoy, Deputy Chief, Civil Service Division

SUBJECT : Advisory Councils

1. The accompanying memorandum for record explains the ousting of Trade Associations from domination of government's control of industry and the return of such associations to power by the appointment of their officers to advisory councils and committees, a large proportion of which were created in the last session of the Diet, Government Section having relaxed its controls. Mr. Moss, Anti Trust and Cartels Division, ESS, is recommedding a Cabinet resolution to prohibit membership of Trade Association officers on advisory councils: Such resolution would infringe upon the jurisdiction of both the appointing officer and the NPA.

2. I explained to Mr. Moss my understanding of NPA's jurisdiction in the matter of qualifications for office and the employment process but have as yet made no recommendations to him in behalf of Civil Service Division.

3. The next meeting called by Mr. Moss is for 0900 hours Monday, 25 July, at which time he will meet with representatives of the Ministry of Agriculture and Forestry and Ministry of International Trade & Industry. Although he expects me to be present at such meeting, I indicated that I hoped to advise him of this Division's attitude on the matter later this week.

NOTE

4. As indicated in the accompanying memorandum, I am inclined to feel that the Cabinet might be allowed to adopt a resolution similar to that proposed by Mr. Moss despite the obvious disadvantages of such a course of action. In addition, I would suggest that we request that the National Personnel Authority and Civil Service Division be given an opportunity to review, criticize and, if possible, edit the draft resolution which is being evolved through the meetings of Mr. Moss with Ministry officials.

YOUR ADVICE ??

5. What is your wish in this matter?

Decision by BH.
21 July: Let things go ahead as the planned.

GORDON PETERSON
Chief, Organization Branch

Att.
GP:rj

CIVIL SERVICE DIVISION
Government Section

20 July 1949

MEMORANDUM FOR: The Record

SUBJECT : Advisory Councils

1. On 18 July Mr. S. S. Moss, Controls Branch, Anti Trust and Cartels Division, ESS, telephoned to explain the problem outlined in this memorandum and to suggest participation by a representative of the Civil Service Division in a meeting to be held in his office at 1400 hours, 19 July. After further inquiry and after discussion with Mr. MacCoy, the undersigned attended the meeting.

2. The problem centers around the Trade Associations which, until 1948, were controlling industry and the government's regulation of industry. The Trade Association Law (Law No. 191 of 1948), Articles 5 and 6 sets forth severe limitations upon the activities in which Trade Associations may engage. For example, Item 1, Paragraph 1 of Article 5, prohibits the following: "Controlling or attempting to control production or distribution by any means, including allocation of raw materials or orders, formulating or submitting plans or programs to the government for the allocation of raw materials, goods or facilities". Item 17 of the same paragraph prohibits "unduly influencing legislation or government policy". There are 16 other items in this paragraph placing restrictions on Trade Associations. Paragraph 2 of the same Article is as follows: "No Trade Association shall permit any act in whatever manner or form to evade the provisions or restrictions provided for in the preceding paragraph".

3. Upon being ousted from a dominating position in government affairs, the Trade Associations attempted other means of accomplishing their objective, the control of their respective industries. Apparently they met with considerable success during the Diet session earlier this year. A large number of advisory councils or committees were included in the establishment laws. Ostensibly they were established to provide a democratic advisory service to the controlling governmental agencies. Mr. Moss reports, however, that it has become the practice to appoint officials of Trade Associations to membership on these advisory organs. Through such indirect means the Associations are again in the position to dominate government's control of industry. All too often the government agency is unable "because of inadequate staff" to investigate properly the matters upon which the advisory boards make their recommendations. The recommendations are accepted without challenge.

4. As a representative of Anti Trust and Cartels Division, Mr. Moss is attempting to block the control of industry by Trade Associations (as described above) by means of the Cabinet resolution setting forth a "statement of policy regarding the appointment of persons and functions of advisory councils established under laws and ordinances of the Japanese government". The part of such statement is contained in the following provisions:

"5) With regard to all other advisory committees established by the government, the following policy shall prevail:

"a. No full time employee or officer of any Association shall be appointed on a council.

"b. Persons with learning and experience in an industry, who hold a part time post in a plant or company, and who concurrently are officer of an Association, may be appointed to a council, provided that no council shall consist of more than 50 percent of non-government members of such council.

"c. No council or committee shall examine individual cases, or make recommendations in such cases, but shall handle general problems within the industry".

Items 1 to 4 of this statement of policy consists of exceptions to the quotation above.

5. The councils and committees involved in this memorandum are in general "attached organs" of ministries. They are named and their purposes are specified in the establishment laws of the ministries. The law typically prescribes that the "internal organization, scope of responsibilities, commissioners and any other personnel of the attached organs set forth in the preceding paragraph shall, unless otherwise provided for in any other law (inclusive of any ordinance issued thereunder), be specified by a Cabinet Order". Pursuant to the establishment law, Cabinet Orders have been issued prescribing more in detail the responsibilities, organization and procedures of these agencies. For example, Cabinet Order No. 207, Commodities Allocation and Distribution Council Order prescribes that the council shall be composed of the Minister of Agriculture and Forestry and not more than 30 other members appointed by him. In addition, expert members may be appointed. Members and expert members are to be appointed "from among the personnel of the administrative organs concerned and men of learning and experience in the .....". Terms of office are set forth.

6. Such councils or committees are in the National government service.

With a few exceptions they are regular service personnel by reason of such membership. Rule 8-7, Appointment of Part Time Personnel, prescribes a simplified employment procedure for members of councils and committees. Part time personnel are divided into two groups by such rule, those whose appointment do not require approval of NPA, and those whose appointment do require prior approval by NPA. In some cases, possibly in all cases, the committees in question are included in the latter category. Nowhere in the rule has NPA transferred responsibility to the Cabinet from either the appointing officer or from the NPA. Nevertheless, it is the Cabinet which is being called upon to place further restrictions upon the qualifications of committee members. This is an extension of the practice already in existence illustrated in the preceding paragraph of this memorandum. The composition of councils and committees, if not specified by law, has been provided by Cabinet Order, the NPA having failed to establish qualifications.

7. Mr. Moss does not believe he could accomplish his objectives by merely placing additional restrictions upon the powers and duties of the committees. He does believe that his proposals and restrictions upon the membership of councils will help materially. The reconciling of the Trade Association law with the establishment laws, together with subsidiary laws providing for the functions of councils and committees is a matter of high public policy, not merely a personnel recruitment problem. For such reasons it may be inadvisable for NPA to assume responsibility for the establishment of the restrictions proposed by Mr. Moss. Therefore, despite the apparent loss of jurisdiction by NPA, it may be wise to make no objection to the suggestion that the Cabinet establish the policy by resolution. NPA would then, presumably, be in the position of participating in the enforcement of such resolution. This might be an enforcement of the spirit rather than the technicalities of the resolution, however.

GORDON PETERSON
Chief, Organization Branch

GP:rj

CS.O Watch Towers

Dr. Hooper

for your info

WPM 7/21

CIVIL SERVICE DIVISION
Government Section

18 July 1949

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Deputy Chief, Civil Service Division

SUBJECT : In re Anonymous Mail Contribution to CSD, 15 July (KAWAMOTO)

1. The individual whose card and name were included in subject, above, was through coincidence investigated approximately two weeks ago by Mr. KAWASAKI of the NPA.

2. In an interview this morning Mr. Eliot and myself found that KAWAMOTO, Kazutaka, a Tokyo University History Department student, came to Mr. KAWASAKI'S attention through a friend who happens to be living in the same rooming house as KAWAMOTO.

3. KAWAMOTO comes from a good family, his father being a purged ex-banker in KOBE. He seldom speaks to his five or six fellow roomers in the KIMURA home, leaving early in the morning and returning late at night. KAWAMOTO once boasted to Mr. KIMURA (a building contractor) that he was an NPA employee and that the CP got him that job. This last fact, transmitted to Mr. KAWASAKI, prompted the investigation, the investigation and its subject being known only to Mr. KAWASAKI and Mr. MURAJI. Mr. KAWASAKI appeared to be quite surprised, therefore, that KAWAMOTO's name had been received at CSD.

4. It was found that KAWAMOTO is a Party member, that he sold the AKAHATA (Red Flag) in front of KITAZAWA Station, that he is, naturally, not an NPA employee; that the firm for which he works, the Labor-Farmer Correspondence Association, is run by SUZUKI, Tomin, an ex-YOMIURI newspaperman turned communist and that he does have several friends at NPA, chiefly among members of the fourth training class (X-4). Mr. KAWASAKI has been working, and will continue to work, to uncover those friends, some of whom are communists, as well as to obtain a complete copy of the fragmentary form which was received through the mail (subject, above).

5. Another angle in Mr. KAWASAKI's investigation developed when the father of a certain FUKUSHIMA, an X-4 employee, asked Mr. KAWASAKI, through a mutual friend, to check on young FUKUSHIMA's activities. (The father fearing his son was turning communist). It was found that young FUKUSHIMA had merely been approached on joining the Party by KAWAMOTO, KAWAMOTO claiming that 20 men in X-4 had already joined, but had rejected the idea.

6. Mr. Eliot suggested to Mr. KAWASAKI that the KAWAMOTO case be used to thoroughly work on the NPA cell and its activities in general and that progress reports be made to this office.

JOHN SATO
Examination Specialist.

JS:mvb

GOVERNMENT SECTION
CIVIL SERVICE DIVISION

12 July 1948

MEMORANDUM FOR : Mr. Blaine Hoover
Chief, Civil Service Division

SUBJECT : Meeting with Mr. Kikuyama, Chief, Inspection Division, Administrative Management Bureau.

1. On Monday, 12 July, Mr. Kikuyama, Chief of the Inspection Division, Administrative Management Bureau, called to make his first report to you following inspection of the first agency made by his division.

2. Attached is copy of his report on the spot inspection of the Trade Board and the Trade Corporation (Kodan.) Mr. Kikuyama stated that the members of the Trade Board and the Trade Corporation had cooperated to the fullest extent with his organization in conducting this survey. I understand that the next agency which he intends to inspect is ESB, mainly because his report on the Trade Board and Trade Corporation indicated such a close interlocking with ESB, as to make it imperative that ESB be covered next to enable the Inspection Division to complete and close their report on the Trade Board.

3. A copy of Mr. Kikuyama's report has been forwarded to the Trade Board with the request that they make comments on his findings and advise him of what steps they intend to take to correct the situation. Upon receipt of this memorandum from the Trade Board, the Inspection Division will then furnish the Trade Board with a detailed analysis of their inspection. Copies of both the memorandum from the Trade Board and the detailed report from the Inspection Division will be forwarded to Mr. Hauge and to this office.

4. Two points in the attached report are especially worthy of note. Item number 4, while not too clearly stated, brings out the point to the Japanese mind that the Trade Board is too heavily loaded with Kodan officials and Mr. Kikuyama's recommendation is that they be entirely removed from the Trade Board and be replaced with government officials.

5. Item number 7 refers to the ten directors which the law permits the Trade Board to appoint. These directors must be cleared with the Foreign Trade and Commerce Division of ESS before they can

be appointed. Mr. Kikuyama pointed out that so far, the Foreign Trade and Commerce Division had only approved one of these and thus the other nine were working without official sanction. He feels that it is urgent that ESS be "stimulated" to take action in these cases and indicate either approval or disapproval in order to permit the Trade Board to act within the legal limits of the law. He brought out the fact that it was necessary for the volume of business that they were handling, to have all ten directors on active duty every day.

6. A great deal of the delay referred to in the report which is occasioning improper handling of cases presented to the Board is caused by dilatory responses on the part of ESB. He intends to bring this out in his report on that organization. Mr. Hanamura accompanied Mr. Kikuyama as his interpreter.

W. PIERCE MacCOY
Deputy Chief, Civil Service Division

WPM/hm
Attachment

file 9-21-49
DA 1

1) DeAngelis can't this the fellow who was in Korea?

2) Sutter ~~HS~~ Same Fellow - has been transferred from Kure to Yokohama

CIVIL SERVICE DIVISION
Government Section

12 July 1949

Sutter.

MEMORANDUM FOR : Mr. ~~Gordon W. Peterson~~
Chief, Organization Branch

3) ~~Hadley~~ note 1/4 2)

SUBJECT : Excerpts from National Public Service Law Promised Labor Officers - Eighth Army, MG

all he is looking for is copy of NPSL which I said he would get (when I met him in Hiroshima) when available. MS.

At 0915 Tuesday 12 July, 1949 Mr. Doherty of the Labor Division Eighth Army Military Government called my office to ascertain the status of the policy excerpts from the National Public Service Law which you had evidently promised him in a discussion some time ago. I explained the situation surrounding the securing of proper translation of NPSL and pointed out that that was no doubt the reason for the delay in providing him with the information which he had requested. I promised him that I would drop a note on your desk to call the matter to your attention again although I was sure you had not forgotten the matter and were merely delayed because the final translation of the law had not as yet been approved. I assured him that as soon as this had been cleared, which would probably be another two weeks, that you would prepare and forward the extracts which he deemed advisable to place in the hands of the various labor representatives on military government teams.

This is merely provided for a check on your memory and for your information.

WPM:mw

W. Pierce MacCoy
Deputy Chief
Civil Service Division

CIVIL SERVICE DIVISION
Government Section

July 11, 1949

MEMORANDUM FOR: The Record

SUBJECT : Political Activity in Government Institutions

1. The attached letter from patients at the Kyose National Sanitarium contains charges which indicate provisions of the National Public Service Law are being violated. Investigations conducted by Public Health and Welfare Section reveal that conditions described at the Kyose Sanitarium are wide spread in national hospitals and sanitariums.

2. According to the charges, Articles 101 and 102 of the National Public Service Law are being defeated.

Instances of violations of Article 101 are:

(a) Doctors and nurses hold open discussion in wards on political party activities under guise of improving relationship between patients and hospital employees' union.

(b) Hospital employees work for their political parties during duty hours.

Instances of violation of Article 102 are:

(a) Permitting political posters and printed matter on national hospital bulletin boards.

(b) Permitting use of national hospital for political speeches.

(c) Permitting political organizations the use of national hospital buildings in soliciting party funds and members.

3. Disciplinary punishment for violation of Article 101 of the National Public Service Law can be administered under Article 82 of the same law. Disciplinary punishment for violation of Article 102 cannot be administered at present as political purpose and political activity have not been defined by rules of the Authority.

4. It is recommended that:

(a) An investigation be conducted by the National Personnel Authority to determine to what extent the charges are true and to what extent Articles 101 and 102 of the National Public Service Law are being

violated at Kyose Sanitarium.

(b) A rule be issued by the National Personnel Authority defining political party, political purpose and political activity under Article 102 of the National Public Service Law.

(c) A follow up be conducted by the National Personnel Authority to insure that indicated political activities have been eliminated.

ALBERT R. DeANGELIS
Compensation Specialist

Attachments 2

ARD:vr

COPY.

Political Activity in Institutions

Dr. Morton
26-6995

PHAW GS 5 July 1949

1 1. Pursuant to conversation with Mr. DeAngelis, a letter received from patients of Kiyose National Sanitarium is forwarded as an enclosure for your investigation and recommendation.

2. It was brought to our attention that political activities of the type described in subject enclosure are not consistent with current legislation concerning political activity in government institutions.

3. Enclosure is only one example of numerous complaints of this nature which have been received over the past three years by this Section, and investigations on numerous occasions have revealed that the activities described are prevalent in many of the national hospitals and sanitariums.

4. Activities of this type are detrimental to the health of the hospital patients and do not provide a favorable atmosphere in which a patient may satisfactorily recover from chronic illnesses such as tuberculosis which require rest and quiet, to say nothing of the interference in the proper administrative and medical care functions of the hospitals.

1 Encl
a/s

C. F. S.

C O P Y

Note from a sanitary viewpoint: - I, who wrote this letter am a patient, but by strict bacteriological examination, I was lately found to be free of germs.

Okamura

- - - - - - - - - - - - - -

Letter: Dated 18 June 1949
From: Patients of Kyose National Sanatorium
To: Dr. Morton, PHW, GHQ, SCAP
Content:

Complaints from patients under heavy pressure from a publicly recognized communistic movement.

The severity of red movements in this hospital is well known to all national sanatoria in Japan and among all communists. As article 21 of the Constitution admits freedom of speech and political ideas, we do not mean to accuse them for their movements. We simply complain that our recuperation is greatly hindered as they try to rob us of rest and quietness and force their partial, biased and agitative ideas on our nerves already strained by long illness. We are tortured thus mentally, as well as physically, and our recovery is greatly hindered. The sanatorium openly permits their movements and we patients are annoyed, troubled, and even worried to see that the sanatorium is turning into a nursery for reds. We hereby request you to do somethings for us regarding this situation, taking the following facts into your kind consideration.

1. They visit the lying patients and give anti-American talks, invite them to join their party, ask support for various activities of communist organizations and signatures for the petitions for release of arrested members of their party. If one ward has fewer supporters than they expected, they mark the ward as "not sympathetic enough" and they force the patients there to open a discussion meeting in that ward, inviting Party members, doctors, and nurses who are communists. They advertise that such a discussion meeting is to improve friendly relationships between the patients and the hospital employees' union, but in fact it is only to gain more members for their party.

2. Most of the bulletins and circulating papers in the hospital are communists' propoganda. They report is nothing but strikes and their biased excited opinions and give no truth. Of course they declare that all newspapers except the Akahata (Red Flag) are full of lies. The bulletin boards, walls and halls are all spoiled by such posters and printed matter and are not clean as public institution should be.

3. Communist organizations formed outside of the hospital come into the hospital for fund-raising movements and their speeches disturb the patients.

In March this year, in a ward there were two patients who were hemorrhaged. After such a speech, one of them had a hemorrhage of 1800 cc and the other's temperature rose to 40, and after a month he died of brain trouble.

4. All movies shown to the patients for recreation are Soviet movies and they charge for them.

5. Communists have special privileges in the hospital and the hospital rules are disregarded.

All visitors of the patients must wear a visitor's badge and traders in the hospital must wear a trader's badge. But those from outside communist organizations and the red book-sellers come in without these badges for visits to the communist patients or to conduct their business, and are quite at home in the hospital.

A communist member of the Diet, Kenichi Ito is now hospitalized and is occupying a small room (which is for serious cases) all by himself, while serious patients are in a large room with others. Mr. Ito is going to give a speech on the 22nd, (between 1 p.m. to 3 p.m. during which the patients are supposed to have absolute rest) in the recreation room. (Announced in the "The Seven Stars")

6. There has been almost no lectures given to the patients concerning their health and comfort. All lectures are of a political nature. On the 15th, Mr. Shoichi Haruta, a communist member of the Diet gave a speech, and on the 22nd, Mr. Ito is scheduled to speak. The loud speakers are used for announcements of such speeches and invitations even during the rest period and the patients are disturbed. There was even a whole summer school course (6 lessons) conducted in the hospital and Mr. Hiroshi Nuyama and Miss Toshiko Akamatsu were the instructors. Once there was a Study Course of Social Science for a week in Hachioji and an instructor from a communist school was sent and he used a textbook by Stalin. Shigesuke Mamiya lectured on "Struggles in Literature."

7. Movement to retract the vice-minister's notification concerning posters. (The director is ignoring the notification.)

The few of us who were suffering from those disorderly posters and stimulous talks were again ignored and the movement to retract the notification is being advertised as if it were of the united opinion of all the hospital, and the struggle is enlarging. The hospital seems to admit it as they do not do anything about it.

8. About the cause of the low rate of discharge.

Patients' organizations are yelling for an increase of beds, but it seems to us more necessary to find the cause of the low discharge rate. When a patient becomes a little better, he is soon invited to join the party and he wears himself out in their cause, keeping no regular rules of recuperation and he soon spit blood and germs again. By repeating this, the patients never get well and stay on in the hospital, and some of them die. The communist patients do not try to make themselves better; they are forgetting their duty to try to get well while they are provided money to do so by the Government.

9. An example of compulsory money collection.

As an employee of Daiei Movie Company is a patient in the hospital, the company once offered to show us a picture, free "just to show their gratitude" on the 30th of April. But at the entrance of the recreation room the communist patients were waiting and forced the audience to contribute to the party and forbade the entrance of the person who did not pay. Most of the patients and the employees of the hospital believed long after that this picture was one of the cases shown for raising money for communists, and the service of the company was not appreciated until much later. The company is angry with the communists who infringed upon their good will.

Above are only a few examples of what is going on in the hospital, and how the patients' recuperation is hindered by these red elements are beyond words.

Here are some of the organizations formed in the hospital:
1) The Employees' Union
2) Seifu-kai (patients' self-governing organization)
3) The Communist block of Kiyose Hospital
4) Kiyose Hospital Unit of Communist Youths' League
5) Kiyose branch of Russo-Japanese Friendship Society
6) Kiyose Branch of Friends' Association of New Japan Literary Society
7) Social Science Research Society
8) Kiyose Hospital Democratization Society
9) League of Youths' Democratization

Besides these, the central office and branch office of the Japan Patients' League are in this hospital and the same people are members of all those organizations. The organization which is to reflect the patients' opinions is Seifu-kai. The members of the standing committee of this self-governing organization are to be elected from among the comparatively well patients from each ward; and among the standing committee members, executive committee members are to be elected. The whole system is democratic, but the trouble is that most of the patients who are physically capable are members of Communist Youths' League. And this, the only one organizatien of and for the patients, is being taken over by the communists now and is appealing to the public as one which is very active in time of trouble.

For those who are on the administrative side of the hospital, there is the Hospital Operation Council (to which hospital administrators, employees' union and executive committee members of Seifu-kai take parts in discussion for operation of the hospital and all members are communists). The central office of Japan Sanatoria Patients' League is also occupied by communists only.

An example of anti-American Propaganda:
Any communist may say this type of thing as if he knew everything, but when it is said to the kind of people who are isolated frm normal society, like us, the effect is more than upon normal people. The communists know this psychology and use this showed we were grateful for it as a transfusion to the disabled economic condition of Japan, the communists say (May 13).

"We must be wise enough to see the malicious intention of America to rob Japan of independence. Behind this kindness, there is the cunning trick of the Capitalistic country to put the economy of one country under pressure and make her a subordinate nation."

As for delay in repatriation, they say,

"It is just a formal procedure that the boats go back and forth between Japan and Russia. The boats come back to Japan even when they are not fully loaded, while at Russian ports repatriates have long been gathered. The reason for this is that the repatriates are anti-American and Pro-Russian and the Americans in Japan do not want to have them under their administration. They also calculate the necessity of foods for them, and they are avoiding a food shortage

by keeping the repatriates away from Japan. But they advertise that Soviet Russia is delaying the repatriation progress for their own reasons. This is an awfully biased explanation, but can be taken as it is, according to the condition of the listener.

We have given you a brief idea of how we are suffering under the pressure of communism. Even if we want to reform this situation, we have no supporters from those who are physically capable, and we have no financial aid or help from any system. We are just lying in our sick beds and having to watch and suffer. If the hospital is left alone in this way, it will become a volcano of communism. The members of the Communist Party in the hospital are about 65 or 66. The members of the Youths' Communist League are 64. (as of Feb. 49). The communists among the employees openly work for their political beliefs during their duty hours.

We merely ask you to do something for us so that we can be relieved from the presence of such political movements and can become well again. The reason why so many patients join the party in this hospital is because they are afraid of the too violent spirit of the leaders. If possible we want to raise our own movement to protect ourselves from them. Please give us your help.

/Signed/

Tosaburo Okamura
Hideo Tanno
Morimasa Hada
Noboru Nagai
Tosen Kubota

1) De Angelis
2) ~~Dom[illegible]~~

CIVIL SERVICE DIVISION
Government Section

29 May 1950

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Deputy Chief, Civil Service Division;
Mr. MacDonald Salter, Chief, Classification & Compensation Branch, Civil Service Division.

SUBJECT: Four Articles from KANRO SHIMBUN, Official Newspaper of the National Federation of the Government Workers Unions, dated 24 May 1950 and Specifically Designated as "Data and References for the Coming 3rd National Convention"

(TN: Convention to be held on 27 and 28 May 1950 at NCIU Hall, Shiba, Tokyo)

I. First article is written in the form of "Report of the Federation's activities in the last one year" and given by SATO, Yasumasa, Chairman of the Central Executive Committee, National Federation of the Government Workers Unions. Itemized in 9 parts, it describes the past activities of the Federation in such fields as struggle against mass discharge, fight for higher wages, down with YOSHIDA Cabinet movement, what the Federation has accomplished, in what aspects it erred, etc. Items 2, 3 and 5 deal with NPA and the position classification plan.

Summary:

Item 2. What happened to the Registration question?

"NPA rule" requiring registration of employee unions was effectively utilized by the government to carry out its mass discharge program and to promote division and dissension in the union ranks. Unfortunately, the intimidation and threat by the government to illegalize unregistered organizations of employees had the effect of throwing the rank and file of the union into confusion and disorder, and even of leading some of our union leaders to unwittingly aid the government program of union breaking. However, the strong stands taken by the Headquarters of our Federation as well as by various NCIU locals in our negotiations with the NPA are strengthening our position. We are now on the verge of nullifying the effectiveness of this "NPA rule." We must relentlessly carry on this struggle to do away with this "rule" completely.

Item 3. Revival of suppression and oppression and our fight against the "NPA Rules."

By instituting two more "rules," i.e. "Ban on Political Activities," (Rule 14-7), in September of last year and "Payroll Plan" (Rule 9-5) in January of this year, the NPA has been intensifying its program of oppressing government employees. These are vicious rules that can, by clever manipulation, deny all freedom in union activities and turn employees into docile slaves. It cannot be

denied that the government has succeeded to some extent. For example, the recent summary wholesale dismissal of the entire communist cell members at the Public Procurator's Office and at the Attorney-General's Office has had considerable unfavorable effect on the morale of our rank and file. However, the very extremeness of the vicious "no political activities" rule has made it almost impossible for the government to enforce it and in a majority of instances this rule is a dead letter. We must fight against this NPA rule not only as a vicious rule of oppression but as a part and parcel of the enemy's intention to colonialize our country.

Item 5. Fight against Position Classification Law.

It has now become necessary for us to fight against the Position-Classification Law which, in name and in fact, is intended to strangle all government workers. The NPA, which had been deferring the administrative and compensation adjustment, finally submitted its Position Classification Law bill to the 6th National Diet. Our fight against this bill, both at the Diet and in our daily shop struggle, has been based on the following four points:

(1) This law, by coordinating and systemizing the chains of command will intensify administrative control over government employees and will turn them into spiritless automatons.

(2) By establishing a wage system based on the Position Classification plan in the guise or pretext of "compensation in accordance with ability," it will, in effect, establish such low wages as will not even guarantee a minimum wage.

(3) Particularly in Japan's present condition, this law embodies a danger of strengthening the old bureaucracy and reviving the bureaucratic caste system.

(4) All authorities of personal administration will be held dictatorially in the hands of NPA.

The bill was finally adopted with partial amendments by the 7th Diet. Meanwhile, the NPA had begun its "allocation" operation in the "crafts" group classification, and has been cleverly forcing the workers to fill "position description" forms. Not only must the union members refuse to comply with this vicious demand but carry the struggle even further, to the final abolition of the entire Position Classification Law.

II. Second article is entitled "Objectives of Our Struggle," by OIKAWA, Vice Chairman of the Central Executive Committee. Itemized in 13 parts, it deals with establishment of minimum wages, fight against Position Classification Plan and NPSL, anti-military base and colonialisation program, etc. Items 3, 4, 6 and 7 deal with NPA, Position Classification, etc.

Summary:

Item 3. Do away with Position Classification Plan.

Position Classification Plan will revive the old bureaucratic caste system in the government service and intensify working conditions. We must fight against this plan because:

(1) It systemizes chain of command and strengthens control over employees, who thus will be turned into mechanical slaves.

(2) It further lowers the present starvation wage levels by setting up a wage system based on occupation classification, thus destroying the unions.

(3) It makes control from outside easier by reorganizing and patterning the government service after foreign systems.

(4) NPA gains dictatorial power over all personnel administration.

(5) Thus dividing and destroying labor unions, it turns government offices into agencies of cooperation for war.

Item 4. Do away with the "Payroll" system.

Since the establishment of NPA Rule 95 and the institution of the payroll system, timekeepers at all offices have been constantly spying on every move of the employees with one eye on the clocks. Thus we are suppressed even in our legitimate union activities. We are tied down to our work all day long like a piece of machinery. We dare not get up from our desks to go to the restrooms or even on official errands. In short the payroll system is an instrument to intensify oppression and enables the government to use us as mechanical robots under slave labor conditions.

Item 6. Abolish NPSL.

Despite the constant rise in commodity prices, our pay, frozen at ¥6,300 since December 1948, has not been changed, resulting in a decrease in our "real" wages. Yet, except for our right to vote in elections, we are given the sub-human treatment of being denied all rights to complain or protest against the above plight. So far, the so-called democratization of government offices has resulted only in strengthening police authorities and foreign trade, with domestic industry and people's living conditions completely ignored.

We once enjoyed freedom of action, good contracts, and the right of collective bargaining, of association, etc. which are the basic rights of workers. We were able in the past to win our wage increase struggles and effect democratization at our offices to some extent only because we did have these rights. The Government has always argued that it could not meet the wage demands of the unions, and yet where we fought resolutely and united we were able to win. All of these facts teach us a lesson that unless we regain these rights (collective bargaining, association, etc.) we cannot surmount our present plight. The NPSL is the law that took away these rights from us. They said to us, "You are the servant of the public, not of the part thereof. Therefore, you must not strike against or negotiate with the government which represents the nation. The NPA will guarantee your welfare and livelihood." However, we see with our own eyes today that it is this very government which is selling us down the river, that only we, the workers, can protect our rights and interests, and that the NPA is nothing more than an agency of suppression and oppression.

III. Third and fourth articles, written respectively by YOSHIDA, member of the Central Executive Committee and MIYASHITA, chairman of Young People's Association deal in much the same questions of struggle against colonialization, anti-military base movement, wage increase, etc. They mention the NPA, the Position Classification Plan, the Payroll plan, etc. as some of the obstacles to be fought against and destroyed in their overall union struggle. Arguments offered are repetitive of the two previous articles.

Comment:

Apparently, the statements and arguments presented in all of the articles mentioned above are the usual "National Federation of Government Workers' Unions" line of agitation, struggle policies, and clarification of its objectives written or presented by union officials. Nothing in the articles indicate any collusion, tacit or blatant encouragement, direct or indirect participation on the part of the officials of the NPA staff or elsewhere on a high government level.

SHO ONODERA
Position Classification &
Compensation Analyst(Interpreter)

WT-IV

Williams, CCS.

Clint
For Imai file
MS

received from G/S 11 July 1949

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Civil Communications Section
Postal Affairs Divisions
APO 500

11 July 1949

SUBJECT: Possible Failure of MOPS to Investigate and Correct Alleged Violations of Postal Regulations and Criminal Laws

MEMORANDUM TO: Deputy Chief for Postal Affairs

1. On numerous occasions, information has been received at CCS relative to alleged violations of postal or criminal laws and malfeasance or dereliction of duty by supervisors and employees of the Ministry of Postal Services. Due to the manner by which this information is received, it is not known whether or not officials of the Ministry are aware of existing conditions and if any action has been taken to correct these irregularities. Several of the more important subjects are described in the following paragraphs for your information and whatever action is deemed advisable.

a. One of the most flagrant violations is the constant use of official mail channels by labor unions to avoid payment of postage. This constitutes a large loss of revenue to the Ministry and action should be taken to correct this abuse and if necessary to prosecute offenders.

b. It is believed that many devious methods are used to circumvent the regulations prohibiting payment of salaries by the Ministry to full time union workers. Strong agitation by labor unions is being taken to repeal this regulation and no doubt pressure is being exerted upon many postal officials to overlook current violations.

c. It is necessary that matters requiring attention of various bureaus be promptly reported. Some postmasters or supervisors are known to have conducted investigations that obviously should have been reported to the Inspection Bureau, thereby making investigations more difficult and in some instances, impossible.

d. It is noted that in the past little or no attention was given rules, orders, or regulations promulgated by the Ministry or Communications Bureau for the attention of postmasters. Often if the order did not meet with the approval of the postmaster, it was completely ignored. Typical of this is the constant abuse of the regulation prohibiting placing of posters about the post office without first obtaining permission. This order has never been enforced. Another example is the refusal of Oita and Beppu post office workers to take a required examination. Kumamoto post office union branch burned examination papers and examiners were forced to return without accomplishing any results.

DEPUTY CHIEF FOR POSTAL AFFAIRS

e. Perhaps one of the main reasons why postmasters are reluctant to discipline offendes is the lack of support by Ministry and Postal Services Bureau officals. An example of this is the request for instructions by the postmastr of Iizuka Post Office, Fukuoka-ken, Kumamoto Bureau. The postmastr stated, "Upon decision to transfer the surplus personnel of the Posil Savings Section to the Postal Insurance Section, the members refuse tmove. If we concede this will hinder future transfers. What shall we o?" Kumamoto Postal Services Bureau, Supervision Section answered, "I hink if you make every effort to settle the problem and they do not wisho cooperate, it cannot be helped. The only solution is for you and the Uon to settle the problem between yourselves." This is only one example ere the Ministry or Bureau officials have failed to definitely state ficial policy. How can a postmaster or supervisor be expected to efficiency carry out the duties of his office when he receives no support or assistce from his superiors?

f. The fo wing letter was sent to postmen by the Tokyo Shibaura Electrical Workers ion, Kawasaki-shi, Kanagawa-ken.:

> "Dear tman and member of Zentei: We are confronted with threat of personnel retrenchment and wage reducn. In order to fight against them our unions decided as one of struggle tactics to refuse accepce of any letter concerning dismissal. We requeyour sincere cooperation."

It is further repor that in Kochi prefecture the Japan Cement Company mailed 77 dismissaltices to employees. Thirty-three of these notices were intercepted aithheld by the Union President, Yano Katsuichi. Upon receiving thiformation the post office started an investigation. It is not known whr the mail was withheld in violation of postal laws; however the matteruld have been reported to the Inspection Bureau and investigation condd by that body and not by the postmaster or supervisors.

g. Occasily reports are received incident to embezzlement by postal officials. example, it was recently reported that Y. Ebisawa, Chief of Regular M Section, N. Fujishina, Chief of Special Mails Section, and M. Ueda, Chief Liaison Section, of Tokyo Central post office embezzled 360,000 from last yearb budget by entering false cash accounts in the books. Ebi obtained 120,000 yen; Fujishina, 115,000 yen; and Ueda, 100,000 yen. y also gave 25,000 yen to other section chiefs. This matter should be tigated to determine the veracity of the information.

T. N. ALLEN
Chief, Security Branch
Domestic Postal Division

File under
N.P.A.

Civil Service
File 7-15-49

Civil Service Division
Government Section

8 July 1949

Dr. Kiyoshi Asai
President, National Personnel Authority
The Government of Japan
Tokyo, Japan

Dear Dr. Asai:

I desire to acknowledge a memorandum submitted by you today outlining the recommendations which the National Personnel Authority proposes to make to the Prime Minister under the provisions of Law No. 200, 1949, and in particular under Article 3, paragraph 2, of that Law.

The Civil Service Division makes no objection to the plan proposed by you. This is not to be interpreted, however, as constituting approval of the plan by the Civil Service Division either in principle or method of development. The Civil Service Division recognizes that the National Personnel Authority under the above law and existing conditions of operation is under the necessity of making recommendations to the Prime Minister on this subject matter at the earliest possible date and that further consumption of time in the effort to refine the report might seriously complicate the problems of administration.

In presenting these recommendations to the Prime Minister the National Personnel Authority should specifically direct attention to the fact that under the Law the allowances are to be paid only within the extent of the existent budget; that it is not the function of the National Personnel Authority to determine the extent to which such funds are available; and that such coordination should be made at the instance of the Prime Minister by the Finance Minister in consultation with the Public Finance Section, Finance Division, Economic and Scientific Section, GHQ, SCAP, in accordance with the usual practice.

Yours very truly,

BLAINE HOOVER
Chief
Civil Service Division

BH:mw

File
Mr. Shirven
7-25-49

CIVIL SERVICE DIVISION
Government Section

7 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Qualifications for the Government Statisticians

1. During the last session of the Diet, the Civil Service Division recommended through the National Personnel Authority the deletion of references to qualifications of government statisticians from the law governing official statistics. The Diet accepted the suggestion. The National Personnel Authority now recommends the issuance of a directive which would temporarily prescribe that the qualifications for government statisticians be the same as those which were formerly contained in the part of the law which was deleted. Mr. Shirven concurs in recommending the accompanying draft for your clearance.

GORDON PETERSON
Chief, Organization Branch

Encl.
GP:rj

Directive No. ....

Re Qualifications for official statisticians ("Tokei-kan") as provided for in Article 10 of the law pertaining to statistics.

Pending to the establishment of a pertinent rule of the Authority, qualifications for a personnel in charge of statistics ("Tokei-shuji") as provided for in Paragraph 6, Article 10 of the law pertaining to statistics (Law numbered 18 of 1947) shall govern the qualifications for official statistician ("Tokei-kan") as provided for in Article 10 of the said law.

CIVIL SERVICE DIVISION
Government Section

1 July 1949

MEMORANDUM FOR THE RECORD:

SUBJECT : Intimidation of Supervisors

Discussed this subject today with NPA. They will revise the rule (14-5) and submit it by 6 July.

BH:mw

BLAINE HOOVER
Chief
Civil Service Division

cc: Mr. Peterson

~~Z Vol 1 49~~

Press Release - Misc

CIVIL SERVICE DIVISION
Government Section

1 July 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Guarantee of Status

Your attention is invited to the following press translation:

PLANNING DISCHARGE
ENCOUNTERS OBSTACLE

JIJI PRESS

"TOKYO, June 25 - The Government's plan of discharging approximately 14,000 reparations plants maintenance personnel in July has hit a snag as it was discovered that the recently enacted law limiting Government agency staffs was inapplicable to 1,943 Government officials engaged in the maintenance system, it was learned.

A new law has to be enacted to make possible their discharge but the process would make it inevitable to postponement until after the end of the next Diet Session, probably in October, it was said.

If the Government attempted to discharge those Government officials through some means unendorsed by law, it would conflict with the clause of the National Public Service Law guaranteeing public servants' positions, it was further learned."

There appears to be widespread misunderstanding of the guarantee of status provisions of the NPSL. I suggest that the Law Bureau of NPA make an analysis of these provisions and that the NPA then issue a public statement or series of statements designed to clarify the meaning of the law. It is absurd that the NPSL should be relied upon to prevent the discharge of employees after their functions are terminated.

Maynard N. Shirven

MAYNARD N. SHIRVEN
Chief, Examination Branch

MNS:rp

cc: Mr. Peterson

8 July 49 Discussed with NPA

-112-

~~2100 Friday~~

File
7-7-49
lhm

CIVIL SERVICE DIVISION
Government Section

CONFIDENTIAL

29 June 1949

MEMORANDUM FOR : Technical Members of Staff

SUBJECT : NPA Meeting - 30 June 1949.

The following subjects are listed for discussion with the National Personnel Authority in a meeting to begin at 1000, 30 June 1949:

Assignment of space - NPA building.

Zenkanro petition.

Proposed rule 14-5 relating to the intimidation of supervisors.

Positions held by commissioners NPA.

Rule covering reduction in force - Kodans.

Findings - new pay investigation.

Equity procedures.

Members of staff will be present in this building during the discussion of these subjects and prepared to appear for discussion of subjects relevant to their assignment.

BLAINE HOOVER
Chief
Civil Service Division

BH:mw

CONFIDENTIAL

CIVIL SERVICE DIVISION
Government Section

29 June 1949

MEMORANDUM FOR: Mr. Jesse B. Bettis, Compensation Specialist

SUBJECT : Work Assignments

In view of the instructions received from Mr. Hoover yesterday, it will be necessary for me to virtually assign to you complete responsibility for the following:

1. Complete the review of the proposed standard time and attendance and payroll procedures and reach an agreement in this office. Be certain that NPA is satisfied on the forms and procedure and initiate the program effective August 1, if possible. At least try to get it inaugurated in Tokyo by that time. Be certain that Takimoto and the commissioners are informed of this program and are in agreement to its inauguration. Obviously there will be certain rules, regulations and directives which must be necessary to institute this program, which they will have to approve.

2. Continue the discussions with Mr. Hasumi in an attempt to reach an understanding for action on the report on pay administration. When you have done that discuss it again with me as soon as possible and we will try to work out some solution.

3. Lay out a specific plan for the inauguration of leave controls. This should include desired legislation and necessary rules and regulations, as well as some indication of the timing for these actions. It is possible that the Diet may convene the latter part of August.

MacDonald Salter

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

Eliot

CIVIL SERVICE DIVISION
Government Section

27 June 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : An Open Letter of Inquiry to Dr. Asai, President, NPA

1. A copy is attached of the translation together with the Japanese of a letter of inquiry directed to NPA by ZENKANRO. This was submitted on 16 June, 1949, late in the afternoon personally to Dr. Asai by a delegation from ZENKANRO's National Convention which was in session in Tokyo. The document is written rather bluntly and in a somewhat impolite form. It is designed primarily for popular consumption. The last sentence requests a reply in writing by noon 17 June 1949.

2. Dr. Asai met with the delegation and orally replied to all the questions raised in this letter of inquiry. He stated that his replies were similar to those he had given to the Diet touching upon the same questions. Mr. Mizuno, who is handling employee relations, was present and took notes. Since ZENKANRO'S convention was still in session, a very brief reply was given by Dr. Asai in writing consisting of a memorandum summarizing very briefly the statements which he had made orally. Dr. Asai felt such a reply was needed by ZENKANRO in order to report back to their convention.

3. Dr. Asai noted the marked difference in tone and in politeness of the inquiries made by the delegation in contrast to the statements made in the open letter of inquiry. A copy is attached of Dr. Asai's reply to ZENKANRO.

4. No further action appears necessary with respect to this letter of inquiry. However, ZENKANRO apparently continues to contact Dr. Asai who continues to spar with them.

MACDONALD SALTER,
Chief, Classification-Compensation Branch.

MS:mvb
Attachments (2)

Translation

June 16, 1949

To: Mr. Kiyoshi Asai
The President, NPA

From: National Council of the Government Workers' Union, The Second National Convention

An Open Letter of Inquiry

Last winter in spite of our opposition, the Revised (revised for the worse) National Public Service Law was passed and NPA was established. We will continue to press(lit. demand) to the utmost for the abolition of NPSL. By this Law the NPA has been charged with a duty of exerting all possible efforts for the guarantee of livelihood for government workers.

However, the achievement of NPA since its inauguration is as follows. The administrative adjustment is just around the corner and we are faced with the dangers of low pay, additional work(longer working hours) and unemployment. At this time, the NPA should clarify where the responsibility lies and also clarify concrete measures for the realization of lofty ideal of guaranteeing livelihood of government workers. As a result of decisions reached at the convention, we are going to press(lit. demand) the NPA to provide answers for the following items, and at the same time will make appeals to the outside.(lit. home and abroad; interior and exterior)

1. Recomputation of pay and reduction in step grade(in-grade)

Because of reduction in step grade(in-grade) and year-end

adjustments, the Y6,300(6307) base was not completely put into force. What is the reason for not exerting effort to protect the Y6300 base? We think that the responsibility for reduction lies with NPA. Will this(fact) be recognized by NPA? Why was it that the members of unions who tried to attend the public hearing which officially accepted application of complaints, were subjected to brute force?

2. Recommendations regarding the revision of pay base

We have reached a stage where we must take urgent procedures for revision of pay base by firmly taking into consideration the rise in prices of commodities since July, 1948, when the original draft was drawn up for the Y6300 base, to the present. Even though this was the case, why was it that no recommendation was made to the Fifth Session of the Diet? Is the NPA determined to speedily carry out revision of pay base? (If so) how much progress has been made in the way of preparations?

3. 48-hour working system

Under present conditions in Japan, the 48 hour working system places an extremely heavy burden in work. Together with low pay, it is presenting a miserable situation. To cope with this situation, simultaneous increase of at least 5 steps(for all employees) must be carried out. What happened to the simultaneous increase of 5 steps(for all employees) which was firmly promised to take place by the end of February? Was higher efficiency attained by the 48 hour system? In connection with these problems the NPA(it) has expressed its intention of improving the situation. Is the NPA devising concrete measure?

4. Area allowances and cold area allowances

As for the revision of area allowances, the conclusion reached by the Temporary Wage Committee has already been reported. Just how much effort has been exerted in connection with its enforcement? Cold area allowances and coal allowances were put into Law by the Fifth Session of the Diet. Just how much preparation has been made in connection with their materialization? When will the cold area allowances and the coal allowances actually be disbursed?

5. Unconditional cooperation for administrative adjustment and suppression of union activities

a) Reviewing appeals

Because of non-existence of the(NPA) Rule, an official investigation is not being carried out in connection with appeals covering unjustified dismissal of members of the Ministry of Finance Office Workers' Union and the Paper Allocation Board Workers' Union. How far has the NPA progressed in connection with the preparation of (establishing) proceduresf for appeals? When will the review be started?

b) Establishment of principle regarding the "unrestricted personnel slash"

The NPA announced the establishment of ~~[illegible]~~ "rules concerning dismissal of employees against the will of employees" and "criteria for ~~eliminating~~ EXEMPTION FROM administrative adjustment". What are the reasons for NPA's assertion that the members of union(association) will be protected by these? The "criteria for ~~eliminating~~ EXEMPTION FROM. administrative adjustment" ties in very closely with the "criteria for adjustment", which was announced immediately before the NPA's "crite~~ira~~ria".

This attitude indicates that the NPA is fully cooperating with the Government's personnel slash program. Where can one find the (so called) unique characteristics of NPA? The Rule 8-9(conditional appointment) makes our position precarious.(lit. vacillate[ing]) The scope of application of this Rule should be clearly shown.

c) Suppression of union activities

Prior to the materialization of "personnel slashing" administrative adjustment, it(the NPA) has established Rules in rapid succession and carried out the following:

1)- cessation of pay to full-time union workers

2)- requiring unions to register

3)- ~~pinningxiimi~~ placed limitation on union activities during working hours

This is suppressing the existence of a union by carrying out unjustified intervention into internal affairs of a union. A recent intervention in the method of collecting union(association) fees was indeed an irrational act. Rights of labor have been distorted by NPSL, and now the rights are about to be denied dogmatically by Rules of the NPA. Produce evidences, if these acts are not contrary to the spirit of the Constitution.

d) Lack of fixed principle(policy) towards the Maximum Personnel Law and the Organization Law

Although it(the NPA) speaks of (cries for) scientific personnel administration, when the Maximum Personnel Law and the Organization Law were discussed at the Diet,

it (the NPA) did not make any concrete and positive proposals as a guardian of public servants and remained as a spectator when the (public servants') "right of appeal" was deprived. Will such attitude increase administrative efficiency? If so, produce the evidence. If studies are being made to cope with the situation regarding the question of retirement fund(separation fund) they should be made clear.

6. Negligence towards promotion of welfare(for public servants)

With regards to enforcement of "Revised Accident Compensation Law", "Revised Mutual-Aid Association Law", "Housing Law" etc., which were passed by the Fifth Session of the Diet for the promotion of ~~the~~ welfare for the public servants, what are the prepartions being made? And just how much interest does it(the NPA) possess? The Government has been encroaching our vested rights by ~~deducting~~ ax making deductions for being absent for a day or for engaging in union activities. The NPA has simply left these matters alone. Explain the reasons for such attitudes.

7. Oppression against NPA employees

The employees of the NPA also have their own association. They too are placed in the depth of poverty and privation. The association was prohibited from participating in "May Day" (demonstration). It was prohibited from expressing its thought regarding the vote of confidence of Commissioners. Why? In connection with unjustified dismissals of twelve employees, they (the employees) decided to

engage in a mutual struggle with ZENKANRŌ(National Council of the Government Workers' Union) by resolutions adopted in two general meetings but due to an improper intervention of authorities this resolution to engage in a mutual struggle was ~~kikkadxxxkxthaxthird gaaaraxixmaatingxafxthaxaaaaaxiation~~ "killed" at the third general meeting of the association. Herein, we feel the undemocratic and obscure nature of the NPA. Clarify the reasons for unjustified dismissals and the circumstances surrounding the "killing" of mutual struggle.

8. <u>"Secret Police-like" attitude of NPA</u>

(T.N. An expression "TOKKŌ" is used in the original. "TOKKŌ" is an abbreviation of "TOKKŌ KEISATSU", which means a secret police(system). This system was abolished in October 1945)

Recently the NPA established Violations Investigation Section in its Investigation Division. The nature of this organ(Section) was shown by the appearance of two administrative officials(JIMUKAN) in spectators seats during our Convention. ~~Why~~ Why is it necessary to investigate our democratic convention? The targets of investigation were leaders of the Ministry of Commerce and Industry Office Workers' Union, Ministry of Agriculture and Forestry Office Workers' Union, Audit Bureau Workers' Union etc. and also leaders of ZENKANRŌ (National council of the Government Workers' Union) Clarify the reasons for such action.

Summing up the above, the NPA has completely cooperated with the Government in all matters pertaining to low pay, placing additional burden on labor(longer working hours) and personnel slash, and is completely ignoring the outrageous measuresm of the Government.

Not a thing has been done by the Commissioners to guarantee our livelihood. Our right to live is being steadily decreased and we can no longer believe the promises made by the NPA to protect us at the beginning. This fact is very clear, in the light of 200,000 votes of non-confidence cast by the members of the unions. The NPA will answer the above questions with sincerity and at the same time, clearly indicate whether it will be possible to hereafter protect the welfare and interest of public servants. We would like to have you submit your reply to us in writing by noon of the 17th.

17 June 1949

Translation

TO: SATO, Yasumasa, The Chairman, National Council of the Government Workers' Union

FROM: ASAI, Kiyoshi

SUBJECT: Reply to an Open Letter of Inquiry from the Second National Convention of ZENKANRO (National Council of the Government Workers' Union)

In reply to a letter of inquiry submitted by the Second National Convention of your union on June the 16th, I wish to reply as follows:

1. Recomputation of pay and reduction in step rate (in-grade).

The NPA has made recommendations to the Diet and to the Government on ¥6307 base and has exerted its utmost for the same. The measures taken in connection with recomputation of pay and reduction in step rates were in accordance with "The Law Administering New Pay", which was passed by the Diet. We are extremely sorry that these measures resulted in unforeseen disturbances among government workers.

2. Recommendation on pay base revision.

In connection with the revision of pay base we are conducting thorough investigations and studies at present.

3. 48-Hour Working System

The 48-hour working system was an emergency measure adopted to attain economic stabilization as stipulated in "Nine Principles". We will consider and conduct a study on unbalanced situations resulting from changes made in pay among various ministries as a result of 48-hour working system.

4. Area allowances and cold area allowances.

With regards to the revision of area allowances through cooperation of such government agencies as Statistics Bureau, Prime Minister's Office, ESB, Ministry of Labor, Ministry of Welfare, etc., we are conducting surveys and studies. As soon as possible, we are planning to make some recommendations to the Diet and to the government regarding the conclusions reached by our studies. The cold area allowances and coal allowances were passed by the Fifth Session of the Diet. However, the Prime Minister will enforce these laws in accordance with the recommendations to be made by the NPA. At present the NPA is conducting studies to determine areas where these allowances will be applicable and also a ratio of distributions.

5. Unconditional (all out) cooperation with administrative adjustment and suppression of union activities:

(1) Reviews for appeals

The draft of NPA rule covering the procedures to be followed

when making appeals was finally drawn up and it will be made public and also will be enforced in the near future.

(2) Establishment of the principles of "unrestricted personnel slash".

Because such matters as position-classification plan, fundamental conditions (criteria) of work evaluations are not complete, the NPA is following a policy of not participating in administrative adjustments. The announcement made by the NPA at the National Personnel Council was not in connection with the criteria for administrative adjustments. The NPA merely stated the factors under which employees will be exempted from administrative adjustments. The NPA rule 8-9 relating to conditional appointments was established in accordance with NPSL and it will be referred to in appointments and promotions of all employees who fall in the category of regular government service.

(3) Suppression of Union Activities

The NPA rules pertaining to a cessation of pay for full-time union workers, registration of union, placing restrictions on union activities during working hours, etc, were all established in accordance with NPSL.

(4) Lack of fixed principles regarding Maximum Personnel Law and Organization Law.

The NPA took the stand of "not intervening with the present administrative adjustment" (taking part in) and left the matter up to the deliberation of the Diet which represents the will of the people. With regards to the retirement allowances accompanying administrative adjustments, the government (principally the Ministry of Finance) is working on draft at present. However, NPA does not have any part in this.

6. Neligence in Welfare Matters (among the Programs to be followed by the NPA.

The fact that welfare programs for the public servants are lagging is indeed regrettable. "Revised Mutual Aid Association Law", "Housing Law", etc, were drafted by the government and the NPA has great concern in these.

7. Oppression of NPA employees--by NPA

8. "Secret Police-Like" attitude of NPA

Since I am of the opinion that matters mentioned in 7 and 8 are non-existent, I have nothing to say.

1-~~Mr. Hoover~~ BN 6/28/49
2-~~Mr. Foster~~
~~See #4~~ FBR
3-file 6-27-49

CIVIL SERVICE DIVISION
Government Section

24 June 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Special Meeting with Dr. Asai on 23 June

This is to report and to make a record of the special meeting I had with Dr. Asai and Mr. Sato on 23 June at your request to discuss several matters in which your office is particularly interested.

1. Report on history of labor relations. I called Dr. Asai's attention to the fact that sometime ago you had requested a report on the history of labor relations in the Japanese government and that as yet we have not received such a report. Dr. Asai discussed the matter with Mr. Sato and I was advised that the report covering current labor relations since the beginning of the Occupation has been completed and is now in the hands of the interpreters. Mr. Sato feels sure that this will be in your hands by Monday, 27 June. He stated that the report on the history of labor relations prior to the Occupation would require a longer time to complete and that he is unable to advise when this will be ready. I pointed out that your main interest is in the relatively current history of labor relations since the beginning of the Occupation and that I felt sure you would be willing to agree to the delay in the submission of the report covering the history prior to the Occupation if you can have the part of the history covering the Occupation by the date mentioned.

2. Report on the reaction of the Japanese employees and unions to the issuance of NPA Rule No. 9-3, issued 13 June 1949, placing a restriction on the deduction of union dues from the salaries of employees. I inquired as to the date of the first pay day following the issuance of this Rule. Dr. Asai stated that Thursday, 23 June, was the first pay date following the date of issuance of the Rule and that according to law they had a staggered pay day which would cover the dates of 23, 24, and 25 June. Dr. Asai stated that in his opinion we would receive no reaction from the Japanese until the week following the pay period and even then he did not expect much reaction since he felt that this was a relatively minor matter in the minds of the Japanese in comparison to all the other arguments which the unions are now pushing. The next few days will tell whether or not Dr. Asai's forecast is correct.

3. I advised Dr. Asai that my office had had a call from Mr. Koike, Chief of the Division of Equity, NPA, advising me that the postal workers of the special postoffices of the Ministry of Postal Services had formally

requested an oral hearing on the subject of wages. Dr. Asai stated that he was familiar with this petition and was aware that Mr. Koike had called me. I pointed out that all equity subjects came directly under Mr. Hoover's supervision, but that he wished to be appraised of exactly what the petition covered since the statement relative to wages was rather a broad and general field. Dr. Asai informed me that what was happening was that the employees in the special postoffices were being required to work more than 48 hours a week and in many cases as much as 72 hours a week without receiving overtime allowances. The employees wished this matter to be investigated by NPA and the special postmasters to be ordered either not to require them to work beyond the 48-hour maximum period or to pay them the proper overtime allowances when it is necessary for them to work over the 48 hours a week. He stated that there was a great deal of history involved in this complaint which actually placed it in the realm of a political question as much as a personnel administration one.

It seems that the postmasters in charge of these special postoffices are in the majority of cases also serving as members of the prefectural and city councils. This immediately brings them under Article 2 of the Second Supplementary Provisions of the National Public Service Law which states that they must relinquish this dual capacity in an elected position and a government position prior to 30 June 1949. The situation is further complicated by the fact that in the majority of cases the postmasters personally own the buildings in which the business of the postoffice is being conducted. Thus, if the postmaster elects to retain his position on the council of the prefecture or city and thereby resigns his position as postmaster, the Ministry of Postal Services will immediately be placed in the awkward position of having to find new quarters for the postoffice. Also, Dr. Asai is afraid that an open hearing on this case at this time will place another weapon in the hands of the radical leaders of the unions in their fight with the government against the pending RIF program. He says that he can foresee the radical elements pointing a finger at this abuse of labor as a definite justification for adding more people to eliminate the necessity for overtime rather than reducing staffs as the government now plans to do.

Dr. Asai requested advice as to how they should proceed on handling this petition. Instead of answering the question or giving Dr. Asai any advice, I inquired as to how he as President of the NPA, operating on the National Public Service Law, felt they should handle the situation. Dr. Asai stated that in his opinion the National Public Service Law was passed and the NPA established to protect the employees generally against unfair practices by the government and, therefore, he did not see, even granting the political difficulty at the moment, how the NPA could avoid granting an open hearing to investigate the matter and if the complaints were found justified to order the Ministry of Postal Services to immediately stop such mal-practice under penalty of making specific examples of individual postmasters who had thus abused their employees and transgressed the law

to the extent of invoking either NPA discipline or the legal penal provisions of the National Public Service Law, whichever was indicated. I advised Dr. Asai that I would carry this information and his remarks back to Mr. Hoover and that I was sure the matter would be discussed with him within the next day or so.

4. Space in the NPA Building for the NPA staff. I took up briefly the subject of space in the NPA Building for the NPA staff and inquired (1) whether the NPA legally has full control of the NPA Building, (2) what does the word "control" mean in this relationship, and (3) whom did Mr. Sato mean by "they" when he said that "they" had granted NPA so much space in the building, and if NPA had control of the building who was this person or group of persons referred to by Mr. Sato who apparently had a final say in allocating space to NPA over and above NPA's ruling.

Dr. Asai discussed the matter in Japanese with Mr. Sato and stated to me emphatically that NPA had full legal control of the space in the NPA Building. On the second point he stated that the word "control" used in this relationship meant the same thing to the Japanese that it does to us in that it meant that the NPA had absolute and final approval of the assignment of space and could order any agency housed in the NPA Building to move out if NPA needs the space. It is interesting to note here that this is somewhat contrary to the interpretation placed on the use of the word "control" and the use of the word "priority" as indicated by Mr. Kanatsugu. On the third point Mr. Sato answered and stated that the "they" to whom he referred was a committee composed of one representative from each agency housed in the NPA Building. I pointed out that if this were the case, NPA has rather sold its rights down the river since this provides NPA with only one vote against all the other votes represented by other interests on the committee. Mr. Sato stated that the National Election Management Committee has indicated that they will move by the end of July. I suggested that if this were the case, their volunteering this information indicated that if NPA applied a little pressure they could probably get this committee to move earlier than that date, and I strongly recommended that the NPA secure the movement of that committee by July 15. I pointed out to Dr. Asai and Mr. Sato that recently a new building had been completed to replace the Prime Minister's Office which was destroyed by fire, and that two agencies in the NPA Building had been offered space in this new building, but had refused to move even after being urged by the Ministry of Finance and that I was sure if NPA had applied pressure at that particular time they could have forced the movement of these two agencies to the other office space. I advised Dr. Asai that I felt this was a definite dereliction of duties by those responsible in NPA.

I pointed out to Dr. Asai that Mr. Hoover had secured many things for the NPA on the basis that it was a new organization and therefore could not be expected to handle these responsibilities so early in their administrative life, but now that they have been in existence for two years Mr. Hoover could no longer utilize this excuse for shouldering the burdens which should

be the operating responsibility of NPA itself. Under the circumstances I felt that the NPA must henceforth assume its own moral responsibilities and functions, stiffen its moral spine and strike out for itself to secure the various services and operating rights which could guarantee its continuing existence in the years to come. I pointed out to Dr. Asai that I was merely speaking as a representative for Mr. Hoover and in no way was supplanting Mr. Roser whose responsibility under orders from Mr. Hoover was to work with NPA on its internal organization and service problems. I stated that I would advise Mr. Roser of the comments which I had made to Dr. Asai and Mr. Sato and that he would officially carry on as he had in the past as a representative of the Civil Service Division on these problems with the National Personnel Authority.

I ended by urging Dr. Asai to take immediate steps to clarify the situation with the other agencies in the building concerning the space needed by NPA and to assure themselves that they secure this necessary space at the earliest practical moment. I must in all honesty, however, sum up this report by the statement that I am not too sure how much impression my remarks made upon either Dr. Asai or Mr. Sato. I had the definite feeling that Dr. Asai listened to me very courteously, but that mentally he went only part of the way with my comments; however, I have nothing definite upon which to base these feelings--just a hunch.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

~~1 - Mr Hoover~~
~~2 - Mr Rankin~~
~~3 - Mr Shaw~~
~~4 - Mr Slattery~~ MS.

CIVIL SERVICE DIVISION
Government Section

24 June 1949

5 - file 6-27-49
NPA authority

MEMORANDUM FOR THE RECORD

SUBJECT: Secretariat of the Supreme Court

At 1000 hours on 22 June, Mr. Ishida, Personnel Director for the Supreme Court, called to discuss the matter of the so-called Secretariat of the Supreme Court. Originally, the Supreme Court had requested that these men be placed outside the purview of the National Public Service Law by placing them in the special service. I have had three previous meetings with Mr. Ishida over a period of four or five months in an attempt to convince him that these men should not be placed in the special service, but should be retained in the regular service subject to the National Public Service Law.

Originally, the Court's contention arose from the fact that they felt that the title "Secretariat to an Associate Justice of the Supreme Court" would force these men to be placed in lower clerical grades under the classification act. I finally convinced Mr. Ishida that this was not necessary nor was it intended by the operation of any classification act. The men in question are all regular judges with years of experience on the bench who are brought in from outlying cities and towns to serve a temporary period, usually not to exceed two years, as secretaries and assistants to the Associate Justices of the Supreme Court. Actually these men serve in the capacity of judicial experts rather than in the position which we normally think of as a secretary to an Associate Justice.

At present, there is no law which prescribes a specific salary for these men. The Chief of the Supreme Court Secretariat has the responsibility for establishing the salary range within the limits which are established by the new pay act. This provides quite a wide bit of latitude in the establishment of salaries at the present time. There is no legal restriction which would prevent the Chief of the Supreme Court Secretariat from paying the judges their regular salaries while serving on this temporary detail. The judges have resisted assignment to these positions in the Supreme Court because in the past they have been forced to accept a lower salary while serving on this temporary detail than the salary they receive while sitting upon the bench in their own judicial districts. Since it is to the advantage of the Supreme Court and necessary in the operation of their judicial system that the Court be permitted to utilize the services of these trained judges in this special capacity, the judges should not be penalized by being forced to accept a reduction in salary during the period of such temporary assignment.

Mr. Ishida states that there will always be approximately thirty of these men on duty in the Supreme Court at any one time and they follow a system of rotating judges for this assignment. Under the circumstances, it was suggested to Mr. Ishida that the Supreme Court request the NPA in writing to consider these thirty men under Article 13 of the First Supplementary Provisions of the National Public Service Law and permit the Supreme Court to establish a special classification for these men under the regular service, thereby allowing the Court to continue to pay the judges at their regular salaries while serving on temporary duty with the Supreme Court.

It was also suggested that these men not be called secretaries to the associate justices, but rather judicial experts, thereby avoiding confusion in their classification titles and simultaneously indicating by the title that the individuals are serving on a special assignment at a higher level than other employees in the Secretariat. Mr. Ishida agreed to submit such a request to the National Personnel Authority.

W. Pierce MacCoy

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

Jap Gov - Class & Comp

CIVIL SERVICE DIVISION
Government Section

5 April 1949

MEMORANDUM FOR : Mr. MacDonald Salter
Chief, Classification & Compensation Branch

SUBJECT : Court Clerk - Supreme Court.

Recently I forwarded a memorandum which had been furnished my office by Mr. Ishida, Director of Personnel Affairs Section, Supreme Court in which he attempted to establish that the position of court clerk in the Supreme Court and lower courts was of such responsibility that it would be placed in the special service under National Public Service Law and therefore outside the classified civil service. Attached are two copies of an additional memorandum which was furnished this office by Mr. Ishida on Wednesday 30 March. I have discussed the matter again with him and when he left he seemed to have a fuller understanding of the subject and stated that he understood a little more fully how the classification system worked. I gathered that he was completely confused as to the method to be employed in classifying various individuals of dissimilar positions and responsibilities which is understandable with the background that most of the Japanese bureaucrats had concerning any kind of classification. I am merely forwarding copies of these memoranda to you with the thought they might assist your office at a later date in establishing classifications for clerks of court.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:mw

1) ~~hsv hsv Chg~~
2) ~~hsv Shriver~~
3) ~~hsv Bellis~~ JPB
4) Eliot for indiv. files.

CONFIDENTIAL

CIVIL SERVICE DIVISION
Government Section

23 June 1949

MS.
6/23/49

MEMORANDUM FOR: Mr. MacDonald Salter, Chief, Compensation-Classification Branch

SUBJECT : Conference with Miss S. Balicka concerning Mr. T. Takimoto.

WFS
6/28

1. Mr. Takimoto is newly appointed Chief of the Compensation Bureau, according to Miss Balicka has been employed with the National Japanese Government since 1935. During his entire period of employment he has been engaged in research work on wages. This was even true of his brief period of employment with the Ministry of Munitions.

2. Miss Balicka spoke very highly of Mr. Takimoto's abilities. She stated that the Labor Division would have been completely reluctant to permit his release from the Labor Ministry were it not for the fact that his new position with the NPA would mean a promotion. She stated that Mr. Takimoto was one of the most qualified people in the Labor Ministry engaged in wage research.

3. According to Miss Balicka, Mr. Takimoto is capable of developing specific lines of approach and utilizing techniques upon being given merely the general outlines of a project. He is able to assume initiative in order to obtain acquired data and in making interpretations of acquired data. Moreover, he is ambitious and likes to assume responsibility. In this connection, in the event any errors have occurred under his supervision, he is able to resume full individual responsibility for them without attempting to shift them upon other shoulders. According to Miss Balicka, Mr. Takimoto likes competence in the performance of duties. Although he is willing to give an employee every opportunity for manifesting competence on an assignment, he is perfectly willing to discharge grossly incompetent individuals, if only for the reason that retaining such incompetents would be a reflection upon his own abilities.

4. Miss Balicka states that Mr. Takimoto is aggressive, in the better sense of the word, shows initiative and imagination, and is capable of independence. In addition he has considerable prestige in government circles and a splendid reputation for intelligence and competence. He has an extensive acquaintanceship with numerous important individuals throughout government circles and appears to be well liked. He has extensive influence which he is able to utilize in the performance and completion of assignments.

5. According to Miss Balicka, Mr. Takimoto, prior to the occupation, had been a petty third class official with the status of a technician. His first opportunity for self-advancement and self-aggrandizement occurred

with the coming of the occupation in 1945 when he began to receive heavy supervisory responsibilities. From that time on, he has developed until he became a section chief. He probably would be favorably inclined toward the principle of a merit system in view of the fact that, under the old bureaucracy, he had had very little opportunity for advancement. Miss Balicka states that Mr. Takimoto is the kind of person who is capable of receiving new ideas with an open mind. He is younger than most Japanese in the government service, despite the fact that he has been in the service since 1935. According to Miss Balicka, Mr. Takimoto is in his late 30's and probably not over 40.

Walter P Domanowski

WALTER P. DOMANOWSKI
Compensation Specialist.

WPD:mvb

1) Mr. MacCoy
2) Eliot
For personal file
WS

CONFIDENTIAL

CIVIL SERVICE DIVISION
Government Section

24 June 1949

MEMORANDUM FOR: Mr. MacDonald Salter, Chief, Classification and Compensation Branch WS

SUBJECT : Conference with Mr. Pollock, Public Health and Welfare Section, Concerning Mr. T. Takimoto.

The information from Mr. Pollock did not provide much in addition to that already received from Miss Balicka, Labor Division. What Mr. Pollock did present, however, appeared to confirm and collaborate the statements made by the Labor Division employee.

In fact, Mr. Takimoto, during the war years, never held any position which in any way affected the policies of the organization in which he worked. The personnel records of the Ministry of Welfare appear to indicate very little concerning Mr. Takimoto as an individual. Mr. Pollock stated that the personnel officer of the Ministry of Welfare knew very little about Mr. Takimoto save what he found in the records. According to these findings, he informed Mr. Pollock that there appeared nothing against his record, that he appeared to have performed his work competently and that he never held any supervisory position prior to 1945.

Mr. Pollock appeared to have received some intimations from his sources of information that Mr. Takimoto had been handicapped in his career by virtue of his not having been graduated from the proper department of the Tokyo Imperial University.

Walter Domanowski

WALTER DOMANOWSKI
Compensation Specialist

WD:rj

CONFIDENTIAL

NPA - Training

file

CIVIL SERVICE DIVISION
Government Section

20 June 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Proposed Visit of NPA Official to the United States

At 1:45 p.m. on Friday, June 17, Mr. Hauge informed Mr. Shively that Government Section had been allotted five places in the program to send Japanese leaders to the United States for a three month's visit. Government Section has allotted one place to the Civil Service Division. It was necessary for us to make a decision before 2 o'clock, and in the absence of you and Mr. MacCoy I decided to accept.

As we have previously stated, we do not feel that this is the proper time to send top key officials of the NPA stateside. This opportunity should be given only to highly qualified individuals and all such individuals are urgently needed in Japan at this stage of the program. However, there is one area of activity for which the NPA will be responsible which is non-controversial and in which the United States has shown outstanding leadership and technical skill - that is the field of safety. We are proposing that in the place allotted to the Civil Service Division we recommend a man to go to the United States to study with the National Safety Council.

On Friday afternoon I instructed Mr. Kasuya to discuss the matter with the commissioners of NPA and with the Director-General and ask them to give us the name of a man who met the following qualifications:

1. Engineering training and experience
2. Knowledge of English
3. Had never visited the United States previously (This is necessary because State Department clearance for Japanese who have been in the United States takes six weeks and the contracts must be signed before the end of the fiscal year.)

On Saturday Mr. Kasuya reported that the NPA wished to recommend Mr. NAKAYA, Yasukichi, whose curriculum vita is attached. Mr. Nakaya came to the office this morning and expressed a willingness to go to the United States if selected. He has recently been appointed Chief of the Employee Utilization Section, Efficiency Bureau, NPA, and will go to Nikko tomorrow to take the basic training course.

Mr. Grilli in Mr. Hauge's office has asked us to write a description of the proposed visit. I have told him that you were still deliberating the question but that I would send him a tentative proposal at once, subject to your amendment and confirmation.

My proposal is as follows:

The National Personnel Authority of Japan is responsible for providing a modern, scientific public personnel system in all of its aspects. Included in such a system is the subject of safety. Preliminary studies in this field indicate that the Japanese are almost completely lacking in any concept of adequate safety measures. The United States is outstanding among nations, both for its technical know-how and its leadership in the field of safety and accident prevention.

We have chosen NAKAYA, Yasukichi, who is now Chief of Employee Utilization Section, Efficiency Bureau, NPA, because of his engineering background and his ability to handle English. We hope to make arrangements for the National Safety Council, located in Chicago, Illinois, to sponsor his visit.

Specifically, we want Mr. Nakaya to study the literature in the field, to talk with qualified officials, and to undertake a program of conducted field visits. We want him to bring back with him an understanding of statistical procedures in accident reporting and forecasting and safety standards for all types of employment. He should also obtain a thorough understanding of public information media used in safety campaigns.

The National Safety Council has a wealth of material, much of which he could presumably bring back with him. But above all, we would hope that he would become impressed with the fact that accidents and fires can be prevented.

T.K.T.

THOMAS K. TINDALE
Chief, Training Branch

TKT:jd
Att. 1

cc: Mr. Grilli

GovSec - WATch Tower

CIVIL SERVICE DIVISION
GOVERNMENT SECTION

15 June 1949

MEMORANDUM FOR: Brigadier General Courtney Whitney
Chief, Government Section

SUBJECT : Monopoly Public Corporations Activity

Information has come to our attention that the All Japan Monopoly Bureau Workers Union has instructed their Gumma-ken chapter to adhere to a 44-hour work week. This is following a pattern which many government unions are similarly attempting--to issue directives to their union members thereby supplanting government and managerial orders with union orders.

Since the Monopoly Public Corporations and hence the Monopoly Bureau workers are no longer under the National Public Service Law, no official action can be taken in this particular case by the National Personnel Authority; however, it is deemed advisable to call this to your attention so that other interested sections of SCAP who are charged with the responsibility of supervising the activities of the Monopoly Public Corporations might be forewarned of such activity.

W. PIERCE MacCOY
Acting Chief
Civil Service Division

WPM:jb

Gov. Sec. Watchtower

CIVIL SERVICE DIVISION
Government Section

14 June 1949

MEMORANDUM FOR: Mr. W. Pierce MacCoy, Acting Chief
Civil Service Division

WPMcC
6/14/49

SUBJECT : Monopoly Public Corporation Activity

As a part of Eliot's watchtower activities he turned up the information that the headquarters of the All Japan Monopoly Bureau Workers Union instructed their Gumma-ken chapter to adhere to a 44 hour work week.

Since these employees are no longer subject to the NPSL, no official action can be taken by NPA. If this instruction is being implemented, some SCAP section should take action to insist on a 48 hour work week now applicable to government and industry.

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

Dictated answers to Gen Whitney on this subject 6/15/49 WPMcC

file 6-13-49

CIVIL SERVICE DIVISION
Government Section

13 June 1949

MEMORANDUM FOR: The Record

SUBJECT : Appointment of Baron Dan Ino, National Museum Council

1. It was determined that the subject appointment ~~will~~ would be in violation of the National Public Service Law and consequently the Recruitment Division was advised to discuss the matter with the Ministry of Education and to suggest that the nomination of Baron Dan be withdrawn in order to avoid embarrassment to everyone concerned.

2. This suggestion proved acceptable and the nomination has been withdrawn.

Maynard N. Shirven

MAYNARD N. SHIRVEN,
Chief, Examination Branch.

MNS:mvb

Revised

CIVIL SERVICE DIVISION
Government Section

10 June 1949

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division

SUBJECT : Power of the National Personnel Authority under the National Public Service Law

On Friday, 10 June, you requested legal answers to three questions:

1. Has the National Personnel Authority complete and full legal authority to enforce the National Public Service Law?

Answer: Chapter II, Article 3 of the National Public Service Law as amended states, "In order to ensure the thorough-going enforcement of this Law and attain its objectives, the National Personnel Authority is created and charged with responsibility for enforcement of this Law. * * * Subject to this Law the Authority shall develop, coordinate, integrate, and order policies, standards, procedures, rules, and programs and recommend legislative and other necessary action for personnel * * *."

2. Does the National Personnel Authority have the legal right to place in operation a job classification plan and to classify all jobs in the National Government?

Answer: Chapter I, Article 2 of the National Public Service Law reads in part as follows: "The national public service shall be divided into the regular service and the special service. The regular service shall be comprised of all positions of the national public service other than those in the special service. * * * The provisions of this Law shall apply to all positions in the regular service (hereinafter these positions will be referred to as government positions and persons holding positions therein as personnel). The National Personnel Authority shall have authority to determine whether positions are in the national public service or not, and, within the provisions of this Article, to determine whether positions are in the regular service or the special service."

Chapter III, Section II, Article 29 reads in part as follows: "The position classification shall be prescribed by law. The Authority shall develop a position classification plan whereby all government positions are classified according to the kinds of duties and by the degrees of complexity of duties and responsibilities involved. * * * The plan, as provided in the preceding three paragraphs shall be submitted to the Diet and its approval obtained."

Article 31 reads in toto as follows: "In effectuating the

position classification plan, the Authority shall, as provided by rules of the Authority, allocate to one of the classes of positions every government position to which the position classification plan is applicable. The Authority shall, as provided by rules of the Authority, review at any time the allocations prescribed in the preceding paragraph, and revise them, where deemed necessary."

Article 32 reads in toto as follows: "In regard to all government positions in the regular service, no classification shall be made by other than the position classification plan."

Chapter II, Article 3 reads in part as follows: "Subject to this Law the Authority shall develop, coordinate, integrate, and order policies, standards, procedures, rules and programs and recommend legislative and other necessary action for personnel with respect to the following matters: 1. Position classification, compensation, dual compensation, pay plan * * * ".

Thus, it can be said that Article 2 establishes what positions shall fall under the purview of the National Public Service Law, hence under the purview of the National Personnel Authority, and names such positions as "all positions in the regular service" and specifies that hereafter they shall be referred to as "government positions", while Article 3 states that the National Personnel Authority shall be responsible for establishing position classification and Article 29 states that the Authority shall develop a position classification plan to cover "all government positions". Article 31 provides that the Authority shall allocate all positions in the service to a class in the position classification plan while Article 32 states that no plan other than the classification plan established by the National Personnel Authority shall be utilized to classify or grade all government positions in the regular service.

3. What official position has Zenkanro (National Liaison Council for Government and Public Workers Union) taken regarding the National Public Service Law, the National Personnel Authority, and the position classification plan?

Answer: I have been unable to find any news articles which specifically state Zenkanro's position; however, intercepts are available which state that Zenkanro in cooperation with Sanbetsu (National Congress of Industrial Unions) is preparing struggle tactics against the National Public Service Law and the regulations of the National Personnel Authority. I assume by this statement they mean the rules of the NPA. Since these are in the confidential category they cannot be quoted but are available in our files for your reference.

W. PIERCE MacCOY
Deputy Chief
Civil Service Division

WPM:jb

CIVIL SERVICE DIVISION
Government Section

8 June 1949

MEMORANDUM FOR : Miss Machin
Mr. Roser

SUBJECT : Dismissal of Employees - NPA

Will you please inform me whether the attached report is correct in stating that the employees concerned were asked to submit a request for dismissal. The normal procedure would be to give them order of dismissal. Why was this not done?

[314]

BLAINE HOOVER
Chief
Civil Service Division

BH:mw
1 enc.

-100-

GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

file
Riverton Z Letter Laws

7 June 1948

MEMORANDUM FOR : Brigadier General Courtney Whitney
Chief, Government Section

SUBJECT : Revision of Labor Laws

1. As previously noted by you, there exist certain labor laws which have provisions relating to government employment or which are susceptible to such interpretation.

2. These laws should be revised prior to 1 July 1948 to protect the National Personnel Authority from interference and delay in the exercise of its functions after that date.

3. Acting on your instructions we have reviewed these laws and find them to be:

The Trade Union Law, #51 of 1945
The Labor Relations Adjustment Law, #25 of 1947
The Labor Standard Law, #49 of 1947
The Mariners Law, #100 of 1947
The Employment Security Law, #141 of 1947

4. We are of the opinion that clarification can be achieved most simply and effectively by the following procedure:

a. Specific references to government employment will be deleted if non-essential and if essential transferred to the National Public Service Law.

b. General references which may or may not apply to government employment and which may be appropriate to non-government employment are untouched but security is provided by inclusion in the law of a general provision stating that the law does not apply to government employment.

5. Application of this procedure suggests, and we recommend, revisions of law as noted (Attachment A).

Blaine Hoover

BLAINE HOOVER
Chief, Civil Service Division

BH/hm
Attachment

ATTACHMENT "A"

PROPOSED REVISIONS TO:

Trade Union Law - #51 of 1945

Article 4, Paragraphs 1 and 2, delete all and substitute therefor:

"This Law and any ordinances, rules or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947) as amended."

Labor Relations Adjustment Law - #25 of 1947

Article 38, Paragraph 1, delete all and substitute therefor:

"This Law and any ordinances, rules, or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947) as amended."

The Labor Standard Law - #49 of 1947

Article 8, Paragraph 1, Item 16, delete all. Re-number item 17 to become item 16.

Article 33, Paragraph 3, delete all.

Article 40, Paragraph 1, line 2, delete "17" and substitute therefor "16."

Article 56, Paragraph 2, line 3, delete "17" and substitute therefor "16."

Article 112, Delete all and substitute therefor:

"This Law and any ordinances, rules, or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947) as amended."

The Mariners Law - #100 of 1947

Article 120, delete all and substitute therefor:

"This Law and any ordinances, rules, or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947), as amended."

Employment Security Law - #141 of 1947

Supplementary Provisions: Add the following paragraph:

"This Law and any ordinances, rules, or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947) as amended."

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GENERAL HEADQUARTERS
SUPREME COMMANDER FOR THE ALLIED POWERS
Government Section

7 June 1948

MEMORANDUM FOR : Brigadier General Courtney Whitney
Chief, Government Section

SUBJECT : Revision of Labor Laws

1. As previously noted by you, there exist certain labor laws which have provisions relating to government employment or which are susceptible to such interpretation.

2. These laws should be revised prior to 1 July 1948 to protect the National Personnel Authority from interference and delay in the exercise of its functions after that date.

3. Acting on your instructions we have reviewed these laws and find them to be:

The Trade Union Law, #51 of 1945
The Labor Relations Adjustment Law, #25 of 1947
The Labor Standard Law, #49 of 1947
The Mariners Law, #100 of 1947
The Employment Security Law, #141 of 1947

4. We are of the opinion that clarification can be achieved most simply and effectively by the following procedure:

a. Specific references to government employment will be deleted if non-essential and if essential transferred to the National Public Service Law.

b. General references which may or may not apply to government employment and which may be appropriate to non-government employment are untouched but security is provided by inclusion in the law of a general provision stating that the law does not apply to government employment.

5. Application of this procedure suggests, and we recommend, revisions of law as noted (Attachment A).

BH/hm
Attachment

BLAINE HOOVER
Chief, Civil Service Division

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Trade Union Law - #51 of 1945

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Labor Relations Adjustment Law - #25 of 1947

Article 3E, Paragraph 1, delete all and substitute therefor:

"This Law and any ordinances, rules, or orders issued thereunder, shall not apply to employees of the national, prefectural, municipal, town, or village government agencies and similar public agencies or to employees of government enterprises included in the regular service under the provisions of Article 2 of the National Public Service Law (Law 120 of 1947) as amended."

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CIVIL SERVICE DIVISION
Government Section

7 June 1948

MEMORANDUM FOR: Mr. Blaine Hoover, Chief, Civil Service Division.

SUBJECT : Proposed Revisions to Labor Legislation.

1. Attached hereto are proposed revisions to labor legislation removing from the provisions of such legislation all governmental employees. The Laws to be revised are:

The Trade Union Law, # 51 of 1945

The Labor Relations Adjustment Law, #25 of 1947

The Labor Standard Law, #49 of 1947

The Mariners Law, #100 of 1947

The Employment Security Law, #141 of 1947

MacDonald Salter

MACDONALD SALTER
Compensation Specialist

MS:mvb
Encl. 1

2 From: G-2 To: Government Section Date: 2 June 1949
CI Opns Control/LMF/mhb

1. Results of investigations conducted during March, April and May 1949 on above listed persons are presented in Summary of Information dated 31 May 1949, subject: "National Personnel Authority Employees (ONOUCHI Yukio, HASUMI Taichi and MYOKYU Wakashi)" (Incl 1).

2. Investigations have failed to reveal any Communist affiliations or sympathies on the part of persons listed, but it has been reported by a usually reliable source that MYOKYU Wakashi is engaged in blackmarket activities.

1 Incl:
S/I, dtd 31 May 49, subj:
NPA Employees, etc., (in dup)

C.A.W.

3

CIVIL SERVICE DIVISION
Government Section

1 June 1949

MEMORANDUM FOR: Mr. MacDonald Salter, Chief, Classification and Compensation Branch

SUBJECT : Work Program, Salary and Wage Section, NPA June through December, 1949

In compliance with your memorandum dated 27 May 1949, a summary covering the work program planned for the Salary and Wage Section, Compensation Bureau, NPA, is outlined below. There is also attached a chart on which the scheduled projects are plotted, showing the anticipated beginning and ending dates and duration of project.

The Salary and Wage Section is now organized into four units as follows:

1 - Office of Chief of Section
2 - Cost of Living Section
3 - Wages and Working Conditions
4 - Pay and Leave Administration

These units are not headed by unit chiefs but rather are broken down into eight groups and are supervised by individual group leaders. The functions of these groups are as follows:

Unit 1 comprises the office of the chief of the section and the administrative unit.

Unit 2 is composed of the cost of living studies; area, family and cold climate allowances.

Unit 3 is composed of administration and technical interpretation of the laws under one sub-unit, and studies of salary schedules, compensation hearings and wage surveys in the second sub-unit.

Unit 4 comprises three units as follows: (a) special allowances and allowances in kind, (b) hours of work and working conditions and leave, (c) payroll and time and attendance reporting.

In addition to the above units or groups, there is a separate unit which reports directly to the chief and is concerned with pensions, mutual aid, and injury compensation. This unit is not considered in this report.

A careful review of the functions being performed by the various groups indicates that although there is some division of responsibility and work, there is some overlapping. This is to some extent due to the small staff assigned to this section. Upon bringing the staff up to full strength some reorganization is anticipated.

There are presently assigned 39 employees, including the chief of the section. It is planned to increase this number to 79 for the section proper and to assign for training and orientation 28 employees who will be reassigned to the regional offices after they have become thoroughly familiar with the basic and technical operations of the section.

Based on the present organizational structure and anticipated changes, the employees will be assigned as follows:

Office of the Chief	10
Cost of Living Studies	12
Administration and Technical Interpretation of the Laws	12
Studies of Salary Schedules, Compensation Hearings and Wage Surveys	12
Special Allowances and Allowances in Kind	6
Hours of Work, Working Conditions and Leave Administration	8
Payroll and Time & Attendance Reporting (It is anticipated that 6 employees will be assigned to the pension, mutual aid and injury compensation section)	12

The 28 employees to be later assigned to the regional offices will be rotated through the various units so that they may become familiar with the overall operation.

The scheduled projects, with a brief summary of the schedules, are as follows:

1. Development of a continuous cost of living study. This will comprise the development and maintenance of a cost-of-living index.

2. A scientific study for the classification of areas for cold climate allowance and the establishment of areas for area allowances and recommendations for the issuing rates; also studies and recommendations for changes in family allowance.

3. A survey of all government agencies to determine practices in effect regarding the payment and issuance of allowances in kind.

4. The survey of all government agencies to determine present practices in the issuance of uniforms and clothing, and allowances for these items.

5. A survey of wages in industry and comparison of wages between private industry and government.

6. General survey of salaries and allowances presently being paid to government employees in all government agencies.

7. Study of the application of compensation schedules to educational officials and employees engaged in special work in accordance with the provisions of Article 15 of Law No. 46 of 1948.

8. Study of practices in the various agencies regarding hours of work, rest periods, etc.

9. Evaluation of pay legislation and regulations and recommending necessary changes and revisions of pay laws; study of the various compensation schedules with the view of eliminating the special schedules and the use of one general salary schedule for all government employees.

10. Study of existing leave laws, policies and regulations and practices being followed by the various agencies; preparation of new leave laws, regulations and procedures.

11. Development of time and attendance reporting and standardization of payroll procedures.

12. Development of a system of audit and inspection of payrolls and pay administration in general.

13. Standardization of procedures for statistical reporting.

14. Further development of hearing procedures regarding the advanced phases of compensation.

As indicated on the attached chart, some of these projects will of necessity be of a continuous nature, others will be recurring over a period of from three to six months. As is also indicated on the chart, duration of the projects can only be estimated at the present time and many of them will no doubt continue into the next year.

Staff meetings are to be held weekly in the office of the Salary and Wage Section, with the writer in attendance, so that the work may be coordinated and the projects carried out according to schedule. Weekly reports will be made by the various group leaders to the section chief, who in turn will make a consolidated report to this office.

JESSE B. BETTIS
Compensation Specialist

JBB:jd
Att.

31 May 1949

CI Opns Control/JPPB/LMF

SUMMARY OF INFORMATION

SUBJECT: National Personnel Authority Employees (ONOUCHI Yukio, HASUMI Taichi and MYORYU Wakashi)

1. The following information has been received from usually reliable sources concerning ONOUCHI Yukio, HASUMI Taichi and MYORYU Wakashi, employees of NPA:

a. ONOUCHI Yukio: Formerly employed with the Construction Bureau and is not believed to be in sympathy with the JCP. According to source he is a conscientious worker and a quiet type of person. He is not interested in and has no particular connection with labor unions.

b. HASUMI Taichi: Age 43, Saitama-ken, Urawa-shi, Tokiwa-cho, 7-chome, 10 banchi. When the National Railway Workers' Union (Kokutetsu) was established, HASUMI was a member of the Central Struggle Committee of the Hiroshima Maintenance Section. The Union transferred him to the Omiya Maintenance of the Omiya Work Shop, Saitama-ken, Omiya-shi, as a special worker of the Union. He was transferred from Omiya-shi to Tokyo in October 1948. He supported the right-wing element when he was in Kokutetsu, and the leftist elements of Kokutetsu caused him to resign from the Union. It is reported that he maintains very close liaison with KIKUKAWA Takao of Kokutetsu, but only because he was formerly a member of the Central Struggle Committee of Kokutetsu and is still interested in their activities. He is very active in the Democratization League (Mindo) and there is no reason to believe that he has any connection with the JCP.

c. MYORYU Wakashi: It is reported that MYORYU has no connection with the JCP, but seems mainly interested in blackmarket activities in cooperation with some Chinese nationals in Tokyo. On the other hand, it has been rumored that MYORYU is connected with the JCP, but this is believed to be nothing more than slander.

Incl 1-2