

CONNECTICUT STATE COUNCIL OF DEFENSE

DEPARTMENT OF AMERICANIZATION

Hartford, Conn.

CIRCULAR 5.

THE NON-ENGLISH SPEAKING EMPLOYEE IN INDUSTRY.

A Liability, not an Asset.

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1. Cannot read safety signs and warnings.
 2. Cannot understand orders and instructions regarding work, machinery and material, if given in English.
 3. Cannot read printed rules and regulations of plant.
 4. Cannot talk with American born employees.
 5. Cannot be directed and trained except by interpreter foremen, who are frequently unreliable.
 6. Cannot obtain information first hand.
 7. Cannot understand employer's point of view.
 8. Causes loss of time in making explanations.
 9. Causes accidents.
 10. Causes damage to machinery and material due to misunderstanding.
 11. Causes increased labor turnover.
 12. Causes decreased efficiency.
 13. Causes reduced output and production.
 14. Causes waste of time needed for operation.
 15. Causes poor workmanship.
 16. Is susceptible to fallacious ideas and rumors.
 17. Makes cooperation between foreman and employee less effective and cordial.
 18. Provides basis for industrial misunderstandings.
 19. Increases compensation costs.
 20. Increases costs in supervision.

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For these reasons alone, every plant is urged to Americanize all its employees in the interests of good business and public welfare.