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Policy with Regard to Employment Opportunities for Enrolled Men

United States Department of the Interior, Office of National Parks

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UNITED STATES
DEPARTMENT OF THE INTERIOR
Office of National Parks,
Buildings and Reservations
Washington

Emergency Conservation Work
(N. P. S. Circular No. 49)
(Also SP Circular No. 19)

September 2, 1933

Policy With Regard to Employment Opportunities for Enrolled Men

The following communication, dated August 25, has been received from Director Robert Fechner of the Emergency Conservation Work:

"While in conference with the President recently on the subject of continuing the Emergency Conservation Work, the President definitely expressed himself as being in favor of permitting the widest possible opportunities be given to enrolled men to secure jobs in private industry. This included employment on public works projects also.

The President asked me to try to work out some plan by which the enrolled boys could be given at least an equal opportunity with others to secure available jobs. I do not know yet just what I can do along this line.

While the President did not definitely say so it is my understanding that in securing jobs he had in mind that the enrollees should try to get employment in private industry or on public works in the vicinity of their homes.

Unless you are further informed on this matter this will be the policy to be followed."

Promotions for Enrolled Men on ECW

The Director of Emergency Conservation Work has approved a new policy under which enrolled men may be promoted to any vacancies in the technical, supervisory and facilitating positions authorized for ECW for which enrolled men have demonstrated their ability. When released from enrollment and appointed to the higher positions these men will have the status of members of the supervisory and facilitating personnel.

This is a welcome opportunity to offer greater incentives to enrolled men and to benefit the project by employing men in the higher positions who have learned the job right on the ground. These appointments are of course subject to the approval of the Secretary of the Interior and where recommended names for such positions have already been furnished by the Secretary's office they must be given preference.

Pay rates for Skilled Workers

In connection with a question recently raised, the Director of Emergency Conservation Work has stated that where skilled workers such as carpenters, plumbers, bricklayers, etc., are employed continuously over long periods, a monthly wage within the limits of the approved pay schedules is applicable and proper. On the other hand, where the employment is for short periods, either single or intermittent, the established local going daily wage should be paid.

Rental of Machinery

The following instructions used by the Forest Service to govern the prices paid for rental of tractors, graders, and other machinery used for ECW work should also be used as a guide in our own rentals.

1. The best attainable prices on rentals of machinery should be insured by searching out contractors and other owners who might rent their machinery to us, by circulating invitations to make competitive bids, by private negotiations, and by any other available means.
2. For rentals expected to continue over six months, the monthly rental covering depreciation should not exceed 1/24th of the approximate cost of the machine.
3. For rentals expected to continue for less than six months, the monthly rental covering depreciation should not exceed 6 per cent of the cost of the machine.
4. The foregoing limits are not absolute, but any rentals in excess of the limits defined should be regarded as emergency cases justifying rentals higher than those indicated.

Rental of machinery is ordinarily by the month, and it therefore costs the same if a machine is run six or seven hours per day as if run for two or more 8-hour shifts per day. Therefore every effort should be made to work out schedules whereby rented machines can be operated as many days in the month as possible and for as many hours per day as practicable. This is, of course, the same principle in effect with regard to machines that have been purchased. Possibilities of returns from purchased machinery will often terminate, temporarily at least, with the closing of the ECW project, and the more hours the machines work during the project, the more nearly will their purchase price be realized.

Inoculation of Supervisory and Facilitating Personnel

The Surgeon-General of the Army has authorized ECW camp physicians to inoculate supervisory and facilitating personnel on ECW payrolls against typhoid and smallpox without cost to the men concerned.

Discharge of Enrolled Men to Return to School

The War Department on August 25 issued the following instructions to Corps Area Commanders:

"The Director, Emergency Conservation Work, on August 23d authorized a change in paragraph 24a, C.C.C. Regulations, Provisional, War Department, April 5, 1933, extending authority to discharge members of the C.C.C. in those cases in which enrollees establish their bona fide intention of returning to a school or university. The regulations in question are being revised to conform."

Re-enrollment of Discharged Men

The War Department on August 25 instructed Corps Area Commanders as follows:

"Corps Area Commanders are authorized to reenroll discharged members of the C. C. C. In all cases arising under this authority in which an applicant is denied reenrollment by the Corps Area Commander it is desired that a full statement of all facts bearing upon the case be forwarded to the War Department for the final decision of the Director, Emergency Conservation Work."

Amendment to Disciplinary Regulations

On August 25 the War Department sent the following instructions to Corps Area Commanders as an amendment to the instructions which are contained in N.P.S. Circular No. 35 of July 24:

"The Director, Emergency Conservation Work, has made certain decisions which require changes in C.C.C. Circular No. 16. This Circular now directs the forfeiture of all cash allowances and allotments due in the case of dishonorably discharged members of the C.C.C. The Director holds that such forfeiture shall not be applied to cash allowances or allotments except for the month in which the offense took place and for any intervening period between the date of the offense and the date of discharge. The same principle will be applied to deposits of vertrans. C.C.C. Circular No. 16, revised to conform, will issue in due course."

Furloughs for Jewish Holidays

The War Department under date of August 24 sent to all Corps Area Commanders the following supplement to the instructions relative to furloughs for Jewish holidays quoted in N. P. S. Circular No. 48 and SP Circular No. 17 of August 23:

"Your attention is invited to C.C.C. Circular 21, War Department, dated August 18, 1933, on the above subject. Such furloughs as may be granted within the restrictions announced in the foregoing circular will be on a pay status and will not be charged against the furloughs contemplated in paragraph 19f, C.C.C. Circular No. 16, dated July 29, 1933"

Continuation of C. C. C. at Full Strength for a Second Enrollment Period

You have been furnished with a copy of the War Department instructions of August 26 to the Corps Area Commanders on the above subject.

As a supplement to this, the War Department under date of August 30 advised the Corps Area Commanders that local experienced men would be permitted to accompany units moved within the corps area and to reenroll for a second period, and that locally enrolled men not desiring to move may be either transferred to nearby units at the discretion of the Corps Area Commander or discharged at the time the camp is moved.

Also on August 29 the War Department advised all Corps Area Commanders as follows:

"Letter of instructions on the continuation of the C. C. C. dated August 26 is corrected to change the date October first where it appears in paragraph four to read September 30, and the date April 1 where it appears in paragraphs four and seven to read March 30."

In connection with this second enrollment, the Department of Labor advises its State Directors of Selection of Men in part as follows:

"It is well known that in each State the men needed can be selected and made ready for presentation for enrollment in a short period of time. It is believed to be most unwise to being selection much, if at all, before the first of October.

There are two reasons for this: (a) the longer the process of selection endures, the greater the number of voluntary applications to be dealt with, and hence the more unnecessary work entailed; (b) the longer the period between selection and enrollment, the more discontent on the part of the selectees and their families.

In due time you will be notified of the period of selection and the period of enrollment for each of your States. As soon as practicable each State Director of Selection will be informed of the number to be selected to replenish that State's original quota.

Each State will have opportunity to supply its fair proportion of 250,000.

The additional 25,000 men who are to be enrolled in the vicinities of the camps cannot now be apportioned among the States because it is not now known where the camps will be located which are to replace the camps which are to be abandoned.

Incidentally, the mention in Paragraph 6 of "300,000 men" as the ultimate strength of the Civilian Conservation Corps should be understood to include the 25,000 men in the veterans' contingent. Our own part of this total number will be 275,000 men, of whom about 25,000 will be local men from the vicinity of the camps."

THOSE NATIONAL PARKS AND MONUMENTS IN WHICH ECW CAMPS ARE ESTABLISHED OR ARE PROPOSED FOR THE NEXT ENROLLMENT PERIOD WILL PLEASE ACKNOWLEDGE RECEIPT OF THIS MEMORANDUM.

STATE PARK PROCUREMENT OFFICERS PLEASE ACKNOWLEDGE.

ARNO B. CAMMERER

Director