

UNITED STATES DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY

WASHINGTON

**A CHANCE TO WORK IN THE FORESTS**

[Questions and answers for the information of men offered the opportunity to apply for national emergency conservation work]

**EMERGENCY CONSERVATION WORK**

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Two hundred and fifty thousand men in the United States are to have the opportunity of working for 6 months in National or State parks and forests. Each man will receive a minimum cash allowance of \$30 a month, most of which he will allot to his dependents at home. The number of places to be filled is small compared with the number of men who will want these places. The opportunity has come to you to decide whether or not you want to apply for a place in this service. The following questions and answers are given for your information and that of your family and to help you in arriving at a decision:

**What is emergency conservation work?**

Q. How did this national emergency conservation work start?

A. Congress passed a law, which was approved on March 31, 1933, providing for this work as a means of relieving a part of the distress and unemployment now existing throughout the United States.

Q. What is the purpose of this work?

A. Partly to give 250,000 men, many of whom have never had the chance to hold down a job, an opportunity to work for a 6 months' period at wholesome, healthful, outdoor work. Partly to accomplish constructive, worth-while work on national forests, national parks, State forests, State parks, and on other lands where such work will contribute to the welfare of the country as a whole. In a word, the purpose is to build men by means of work which will advance a national plan for American forestry.

**Who are eligible for emergency conservation work?**

Q. What men are eligible for this work?

A. The work is to be given primarily to young men between the ages of 18 and 25, who are citizens of the United States, unmarried and unemployed, who wish to volunteer for this work, and who wish

to allot a substantial portion of their \$30 monthly cash allowance to their dependents. In addition, there will be selected a certain number of older men, married or unmarried, who live near the work projects, who are unemployed, and who have had actual experience in work in the forests. It will be especially valuable to have some of these older and experienced men among those getting their first taste of work in camp and forest. In the case of these locally selected men, no allotments to dependents will be required.

Q. Are men who have served in prior enrollment periods eligible?

A. A member of the Civilian Conservation Corps discharged, for any cause, prior to the expiration of his term of service in any enrollment period will not be reselected or reenrolled in a succeeding enrollment period. A member discharged from an enrollment period on expiration of his term of service and who fails or is not permitted immediately to reenroll at his station will not be eligible for reselection or enrollment in a succeeding period. A member dishonorably discharged at any time, for any cause, will not be reselected in the same or any succeeding period without the special approval of the Director, Emergency Conservation Work.

Q. Does a man *have* to accept this work if it is offered to him?

A. No. No one is being "drafted" for emergency conservation work. To have one of these jobs is a privilege. Application is voluntary. No one should apply unless he is ready to fit into camp life with a group of 200 men and give his best efforts to the job.

Q. Will there be any discrimination because of race, creed, color, or politics?

A. There will not.

### What are the conditions agreed to?

Q. What will a man receive in return for this work?

A. He will receive his food, clothing, and shelter (dependent upon the severity of the winter climate at the camp site, shelter will consist either of tentage or frame buildings) in camp for a period of 6 months. In addition, he will receive a minimum cash allowance of \$30 a month, most of which should be allotted to the people who are dependent on him, as the man will not need more than \$5 a month in cash at camp for incidental expenses. On the other hand, a man with much less than \$5 per month in cash to meet his own incidentals will be at a disadvantage.

Q. Is there any chance for advancement in this work?

A. Yes. For the purpose of rewarding energetic effort and recognizing outstanding leadership, not more than 5 percent of the authorized strength of the Civilian Conservation Corps may be paid a cash allowance of \$45 per month, and not more than an additional 8 percent a cash allowance of \$36 per month.

Promotions to any of the technical and supervisory positions authorized for emergency conservation work for which enrolled men demonstrate their ability may also be made.

Q. Does the man have to stay on this job for the whole 6 months?

A. Yes. He is expected to stay for the whole 6 months. He has an opportunity to become fully informed about this emergency conservation work before he starts. When he takes the enrollment oath he enters into a contract with the United States Government to work for 6 months on emergency conservation work in return for receiving \$30 a month cash allowance, food, clothing, shelter, and medical service. If he left in the middle of the 6 months, he would make a vacancy in the camp that would mean loss and extra expense for the Government. If some extraordinary circumstance arises, or if he receives an offer of permanent employment, he may be released from his contract and discharged. However, no man should start in on the emergency conservation work unless he expects to work through the 6 months.

### How to apply

Q. What is the first step if a man wants to apply for this work?

A. He should fill out the application memorandum, which will be furnished by the organization which invites him to apply for enrollment.

Q. What is the next step?

A. As soon as the agency which selects the men is notified that more men should be sent forward, the agency will get in touch with the suitable number of the men who have applied and will instruct them to go to a certain United States Army recruiting station on a particular date for preliminary physical examination.

Q. Does this mean that the man is going to join the Army?

A. No. The machinery of the Army recruiting stations is being used because it is the most convenient and most effective way of handling the enrollment of the 250,000 men over the United States. However, the man does not enlist or become a soldier; he remains a civilian from beginning to end.

Q. What is done at the recruiting station?

A. The man is given a preliminary physical examination. The purpose of this is to see whether there are any physical conditions that would make it impossible or inadvisable for him to attempt hard physical labor in the forests. For example, it would be unfair both to the man and to the job to select a man who is crippled, or who has a bad heart condition, or some other similar physical handicap. A man with a communicable disease (including venereal disease) cannot be accepted, and men physically unable to perform ordinary labor will be rejected.

Q. How does the man get to the recruiting station if he lives at some distance from it?

A. This will have to be arranged by the man, his family, or the organization which has invited the man to apply. In many instances a neighbor will doubtless be willing to take one or more men to the recruiting station. In such cases, the neighbor ought to wait until

he finds out whether the men are accepted, or whether any of them are rejected and need to be taken home again.

Q. What should a man bring with him to the recruiting station?

A. He should bring a lunch with him as he may be at the recruiting station all day. *He should also come prepared to go directly from the recruiting station to the "conditioning camp" or "work camp" without returning to his home if he is accepted.* This means that he should bring with him whatever things he wants to take with him for the 6 months on the job. The man ought to "travel light." He may bring one suitcase if he wishes. Clothing, blankets, and camp equipment will be provided for him at camp. He should bring toilet articles—toothbrush, comb, hairbrush, and shaving kit for use until the Government toilet kit is issued at camp—and he may bring one good suit of clothes for excursions away from the camp, and any other special pieces of equipment, such as a flashlight, that he may want to take along.

### Getting into condition

Q. What happens after the man passes the preliminary physical examination at the recruiting station?

A. He is then sent on, at Government expense, to a conditioning camp at one of the United States Army posts or camps, where he remains about 2 weeks for more thorough physical examination, vaccination against smallpox and typhoid, formal enrollment, and for a conditioning or hardening process which will put him in shape for the outdoor life and the work in the forest. In many cases, however, men may be sent direct from the recruiting station to the work camp, at which place all the foregoing processes will be consummated.

Q. What if a man is rejected when this general physical examination is made?

A. He will then be sent back, at Government expense, to the place of his selection or to his home, dependent upon which is the shorter distance.

Q. What does the process of enrollment include?

A. The man takes an oath (or affirmation) of enrollment, which reads as follows:

"I, \_\_\_\_\_, do solemnly swear (or affirm) that the information given above as to my status is correct. I agree to remain in the Civilian Conservation Corps for the period terminating at the discretion of the United States between September 30 and October 15, 1934, unless sooner released by proper authority, and that I will obey those in authority and observe all the rules and regulations thereof to the best of my ability and will accept such allowances as may be provided pursuant to law and regulations promulgated pursuant thereto. I understand and agree that any injury received or disease contracted by me while a member of the Civilian Conservation Corps cannot be made the basis of any claim against the Government, except such as I may be entitled to under the act of September 7, 1916 (39 Stat. 742) (an act to provide compensation for employees of the United States

suffering injuries while in the performance of their duties and for other purposes), and that I shall not be entitled to any allowances upon release from camp, except transportation in kind to the place at which I was accepted for enrollment. I understand further that any articles issued to me by the United States Government for use while a member of the Civilian Conservation Corps are, and remain, property of the United States Government and that willful destruction, loss, sale, or disposal of such property renders me financially responsible for the cost thereof and liable to trial in the civil courts. I understand further that any infraction of the rules or regulations of the Civilian Conservation Corps renders me liable to expulsion therefrom. So help me God."

Q. What will be the nature of the conditioning process at the conditioning camp?

A. It will include "setting-up exercises", hikes, and certain types of manual labor in camp. It will not include military training of any character.

### In the forest camp

Q. What happens at the end of the 2 weeks' conditioning process?

A. The man is sent, at Government expense, to a work camp, which is his headquarters for the rest of the 6 months.

Planning, supervision, and execution of work done from camps on the national forests will be by representatives of the Forest Service of the United States Department of Agriculture. The Forest Service also supervises and assists State authorities whose representatives have direct charge of work which is done on State (except State parks) and private lands. Within national parks supervision of all work will be by the National Park Service of the United States Department of the Interior, which will also supervise and assist State authorities whose representatives will have direct charge of all work on State parks.

The War Department is responsible for the enrollment, equipping, and conditioning of the men, normally consummated at Army posts, and for the construction, command, supply, administration, sanitation, medical care, hospitalization, pay, discipline, education, and welfare at work camps.

Q. How far is the work camp likely to be from a man's home?

A. Work camps of 200 men each will be located at various places where there is work on approved projects to be done. A man may be sent to a work camp in his own State or in a neighboring State. In general, the work camp is likely to be in his general section of the country, though in some cases assignment to distant camps is necessary. Transportation costs money, and men will not be sent longer distances than are necessary.

Q. What sort of work will be done in the forest?

A. Many kinds of work, including making trails, paths, simple roads, and fire lanes; planting of trees; timber survey work; construction of fire towers, shelters, etc.; landscaping and work in the

park areas; eradication of tree pests and diseases; and improvement of the forest by thinning and removing undesirable species. The men will also be subject to emergency calls on any day at any hour of the day or night, to fight forest fires.

Q. Does a man need to have experience in camp life or work in the forests to fit into this work?

A. Not necessarily. It is expected that many of the men will be "green." But there must be physical health *and the willingness to learn and work with others*. Experienced leaders and foremen will help, guide, and instruct. New men enrolling for the 1934 summer period will normally be assigned to a work company which has been at work for 1 year.

Q. What will be the hours of work?

A. Except in emergencies, 40 hours per week, made up of 8 hours per day from Monday to Friday, inclusive, except that lost time during the week will be made up on Saturday. Actual time on the job each day, exclusive of travel and lunch time, not less than 6 hours.

Q. Who will be in charge of the men?

A. While going to and from camp to the jobs, and while on those jobs, they will be under the supervision of experienced and qualified representatives of the United States Forest Service, the National Park Service, or the various State forest or park services. While they are in camp or off the job they will be under the supervision of the Army officers, who will be in charge of the camp itself.

Q. Will the men be under military discipline?

A. No. The men will be civilians and will be treated as civilians. There will be neither military training nor military discipline. The clothing which they receive from the Army will be work clothes, not military uniforms. The men will, of course, be required to comply with such rules as are laid down for work and camp life. A penalty system is authorized for minor offenses. This system is comparable to the penalties customarily imposed by management of industrial enterprises in order to maintain efficiency of production and equality of opportunity and privileges for those employed. Continued violation of rules or instructions will be cause for dismissal from the emergency conservation work.

Q. When does the cash allowance begin?

A. As soon as the man has taken the oath of enrollment.

Q. When will a man be paid his cash allowance?

A. Once a month. The allotment which he has made to his dependents will be mailed direct to them by the Army. The man will be paid the remainder in cash.

Q. Will a man be able to buy anything at camp?

A. Yes; there will usually be a "company exchange" which will have for sale the articles that men will be most likely to want to buy.

Q. What will a man do when he is off the job?

A. There will be much of interest to do on Saturdays and Sundays and after working hours. Keeping the camp in good order, cleaning up, and carrying on the regular daily duties incident to camp life will require some time. In many cases there will be opportunities for hiking, mountain climbing, fishing, and swimming. There will be religious services on Sundays. Permission to leave camp for a limited time outside of working hours will be granted, and visitors will be permitted to visit the camp, under the general rules which will be established.

Q. What chance will a man have for self-improvement?

A. In addition he has the advantage of recreational, library, and educational facilities and equipment. Each camp provides equipment for games and sports, library books and magazines, and study materials. Educational advisers in the camps, under the direction of the camp commander, supervise a program of study for all enrollees who want to continue their education.

Q. What if a man gets sick or has an accident while he is in camp or on the job?

A. He will receive free medical care, and hospital care if needed. So far as accidents are concerned, he will come under the United States compensation law governing Federal employees.

Q. What will happen at the end of the 6 months?

A. He will turn in the clothing and camp equipment received from the Army, excepting enough clothing for his personal protection. After a final physical examination he will be issued a discharge and be sent back at Government expense to the place of selection by the Department of Labor, or to his home if that is a shorter distance from the conditioning camp than to the place of selection. For men serving close to their homes discharge will normally be direct from work camps. Others may be returned to the conditioning camp of enrollment for discharge.

Q. To sum it all up, what does a man get out of this offer?

A. Six months of hard but healthy outdoor work in an enterprise that is for the benefit of the people of this country. Six months of camp life, food, clothing, shelter, medical service, education, and recreation, plus \$30 a month minimum cash allowance for himself and his dependents.

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This is a concise statement of the facts about emergency conservation work. There isn't any "catch" or any "joker" about it. The representative of the local organization who has invited you to apply will be glad to answer any other questions you may have. No one is forcing you to go into this work. The decision is up to you. Think it over. Make your own decision as to whether you want to fill out the application blank and apply for a place in the ranks of these 250,000 American men who are going out into the forests for emergency conservation work.

