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Food Price Sample Chart

<u>Vegetables</u>	Sept. 1971	Oct. 1971	Nov. 1971	Dec. 1971	Jan. 1972	Feb. 1972	March 1972	Unit Cost Increase/Decrease	Percentage Cost Increase/Decrease
Head Lettuce	\$.205	\$.225	\$.31	\$.27	\$.31	\$.205		No Change	No Change
Head Cabbage	.24#	.28#	.21#	.31#	.26#	.32#	\$.39#	Up \$.15	Up 48%
Bell Pepper	.19#	.24#	.21#	.39#	.43#	.43#	.41#	Up .22	Up 54%
Tomatoes	.20#	.20#	.31#	.		.25#		Up .05	Up 25%
Celery	.225#	.21#	.30#	.35#	.40#	.40#	.36#	Up .135	Up 40%
 <u>Fruits</u>									
Bananas	.15#	.15#	.15#	.13#	.14#	.15#	.14#	Down .01	Down 7%
Apples	.19#	.17#	.20#	.15#	.19#			No Change	No Change
Oranges	.15#	.19#	.19#	.15#	.16#			Up .01	Up 7%

APPENDIX E

REPORT ON PROBLEM AREAS IN THE ECOLOGY CORPS

by Timothy White
April 12, 1972

Before proceeding to enumerate the problems confronting the Corps, I would like to make some preliminary observations.

Virtually every corpsman I have talked with, including the so-called rabble-rousers, would sincerely like the Corps to succeed if it would actually undertake its expressed functions, and if its administrators would seriously commit themselves to solving the problems I will attempt to outline below.

Until recently, most C.O.'s have tried to stick it out in the Corps because they felt the program, in spite of its many problems, had a great deal of potential. Since many of the problems were obviously hangovers from the way things were done in the Conservation Camp program, most corpsmen were at first hopeful that the Corps would gradually outgrow those undesirable vestiges, and would, in due time, initiate constructive changes on its own.

After nearly a year of waiting and numerous unsuccessful attempts to get Corps administrators to look seriously at the Corps' problems had produced regrettably few positive, and even a few negative, changes in the Corps, corpsmen felt they had no choice but to air their grievances publicly at the two recent legislative hearings. Hopefully, the hearings will have impressed upon Corps administrators the need to effect some significant changes in the Corps soon, before the already low morale among corpsmen deteriorates even further.

It has not been difficult for me to develop a list of problem areas in the Corps. Most of the problems are ones that I have personally experienced as a corpsman, and the other problems I have observed first hand on my field trips to the various centers. For the Governor to discount these problems as complaints coming from "a few dissidents who found they didn't like the blisters that they

were getting blisters on their hands..." is a gross injustice. The problems are very real and must be corrected as soon as possible.

In addition to describing the problems I have observed in the Corps, I have attempted to formulate some viable solutions to the problems. I believe that most of the solutions I have suggested could be implemented within the present structure of the Corps, and would, at the same time, be acceptable to corpsmen. I hope they can at least serve as a starting point for further discussions and eventual change in the Corps.

Failure of the Corps to involve itself in ecological work

Perhaps the greatest single objection that corpsmen, particularly the C.O.'s, have had about the Corps is that, beyond the role of fire fighting, corpsmen have not been involved in what they would call truly ecological or environmental protection work. Again, I think it was deplorable for the Governor to shrug off the corpsmen's strong feelings on this issue as the views of a few dissidents that have sounded off without seeing the big picture. My position in the Corps has given me an unique opportunity to "see the big picture", and, in spite of statements by Joe Griggs and others to the contrary, I must agree with the corpsmen that most Corps projects cannot honestly be called "ecological".

The most obvious and only accurate description of what the Corps has been doing is "conservation work". Although to many people the two terms, ecology and conservation, are synonymous, there is a fundamental difference between them, particularly at the program level. Ecological programs are directed at minimizing the affect of man on the environment so that a more naturally balanced, mutually beneficial environment can be realized. Conservation programs, on the other hand, are aimed at managing natural resources in order to insure man's maximum utilization of those resources without completely exhausting or destroying them. Both approaches are applaudable, but the difference between the two must be

recognized.

Ecology action, or environmental protection, is something that is very dear to most C.O.'s. If the Corps were in fact an Ecology Corps that was seriously committed to and involved in ecological work, I do not think it would have had any trouble recruiting enough volunteers to fill its camps last year, even at the low pay and without a draft law to coerce them to join. Many of the C.O.'s who joined the Corps last summer did so in spite of the absence of a draft law, because they were hopeful that the Corps would actually undertake its stated purpose "to aid in the maintenance of the natural ecology and the preservation of the beauty and natural resources of this state." The failure of the Corps to involve itself in ecological work has alienated many corpsmen, and has certainly aggravated the low morale caused by the other problems.

At this point, I think it is significant to point out that the majority of corpsmen do not object so much to doing conservation work, as they object to the Corps being called an Ecology Corps without its actually getting involved in predominantly ecological programs. To continue misleading prospective volunteers, as well as the general public, by using the name of Ecology Corps without changing its primary thrust to ecological programs is simply not fair.

It has been pointed out to corpsmen on numerous occasions that the Corps has a very limited budget of its own and that it simply cannot afford to develop its own ecology programs. Hopefully, Corps administrators will eventually develop a list of ecological projects and submit a request to the legislature for the funds needed to implement them. In the mean time, however, I think a significant portion of ecology-oriented projects could be incorporated into the Corps' work program if a really serious effort would be made, in soliciting contracts, to specifically seek out more contracts such as working for fish hatcheries, re-seeding bared land, clearing litter from along streams and campgrounds, and maintaining foot trails. Regrettably, I do not see much hope of this happening as

long as Corps contracts continue to be negotiated by the same personnel that negotiate Conservation Camp projects.

In summary, the Corps has a critical decision to make - to be or not to be an Ecology Corps. Either it should commit itself to getting involved in more ecological work, or the name of the Corps should be change to something more appropriate like the California Environment Corps or the California Conservation Corps. I would personally rather see the Corps become progressively more involved in ecological projects until it can truly claim to be an Ecology Corps.

Inadequate compensation

Nearly everyone agrees that the present \$40 a month allowance is totally unrealistic. I commend the Department of Conservation for recognizing that and working to provide an increase to \$100 a month effective July 1st.

It remains to be seen whether or not the \$100 a month will be sufficient inducement to keep corpsmen in the program for the recommended 6 months, but it is certainly not enough to encourage many re-enlistments. While the \$100 a month should be sufficient to cover most routine expenses (recreation, transportation, incidentals, etc.), it still doesn't provide corpsmen any margin for repaying outstanding financial obligations, like student loans or car payments; for meeting emergency expenses, like dental care or emergency trips home; or for saving money toward the day they finally get out of the corps and need to go job hunting or return to school. Since corpsmen do not receive veterans benefits, or end-of-service bonuses such as given in the Peace Corps and VISTA, it would be considerate to give them a wage that would allow them to set aside their own funds to meet future needs.

Corpsmen should be paid wages commensurate to the work they are producing, and \$100 a month is simply not adequate compensation for the type of hard manual labor being done by corpsmen, or for the dangers to which corpsmen are exposed

to in fighting wildland fires. In view of the fact that corpsmen are producing $1\frac{1}{2}$ to 2 times the production of regular hand-crews that are paid well over the minimum wage, I don't think it is unreasonable for corpsmen to ask for and be given approximately a minimum wage.

Implementing a minimum wage for corpsmen would almost certainly require direct appropriations from the state legislature, since it is highly improbable that the increase could be met entirely by increasing contract rates. Since the state assembly seems receptive to the idea of providing corpsmen a minimum wage, it appears the fate of the pay increase may well depend upon whether or not the Department of Conservation is ready to ask for the necessary appropriations. In making this decision, the Department is going to have to ask itself whether it really needs the fire fighting force provided by the corpsmen. If they do, then I think it is their responsibility and duty to ask the state to provide just compensation to corpsmen for their services. I am confident that the legislature, as well as the general public, will recognize that even paying a minimum wage it will still be cheaper to use corpsmen, particularly since they would still be partially self-supporting, than to go without the fire protection, or have to hire additional seasonal fire-fighters at the prevailing rates.

Another problem I have observed in regard to wages is that it does not seem fair to keep corpsmen on call 24 hrs. a day at the centers during fire season without some form of compensation. Regular forestry employees are paid an extra 15% during fire season for being on call at home, and are given C.T.O. when they have night duty at the centers. It is only fair that corpsmen be compensated for the extra 16 hrs. they are held on call, by either paying them an hourly rate of 15% of their regular hourly wage, or giving them one day of C.T.O. for every five evenings they are on call.

In summary, I would recommend that the Department of Conservation commit itself to the goal of increasing the wage to approximately the minimum wage starting

this July if at all possible, and, if not, by July 1973 at the latest. Starting this fire season, compensation in one form or the other should be provided corpsmen for being held on call during the fire season.

Need for health care protection

Another persistent concern of corpsmen has been the lack of adequate health coverage provided corpsmen. Workmen's Compensation Insurance hardly provides the comprehensive medical, life insurance, and dental coverage needed today. Corpsmen should not be punished for getting sick or injured on their time off - proper medical care needs to be provided for any illness or injury regardless of the cause. While it is one thing to say that corpsmen should buy their own coverage like other state employees, it must not be forgotten that other state employees receive salaries sufficiently high that they can afford to buy adequate coverage if they wish.

Corpsmen attending the April 4th Cost and Efficiency hearing were pleased to learn that a comprehensive group plan, covering both medical care and life, would be implemented August 1st once corpsmen are financially able to help pay for the plan. Details of this plan should be made public to corpsmen now, so they can determine if the plan does in fact provide adequate coverage. And until a minimum wage is provided, I think it would be impractical to expect corpsmen to pay more than \$5 a month of the cost. Picking up the remainder of the cost should be the responsibility of the Corps. Moreover, until the minimum wage is instituted, I don't think it is unreasonable to ask that corpsmen be provided basic dental care.

In summary, the fact that corpsmen are exempt contractees rather than regular state employees should not be held against them particularly when it comes to basic health needs.

Overcrowded living accommodations

Until recently the problems created by overcrowded living facilities were insignificant in comparison to the other problems. However, now that the centers are beginning to reach their quota of corpsmen, these problems are becoming more acute.

Living facilities at most of the centers were designed to house 80 inmates, not 80 free individuals. Living in barracks with row after row of bunk beds provides very little privacy and can be nerve-racking. The corpsmen's practice of building cubicles of privacy out of lockers and blankets is indicative of the need for privacy. The severe restrictions on personal freedoms caused by such close quarters were perhaps excusable when the facilities were being used by inmates who were being punished for committing crimes. However, neither the C.O.'s nor the regular volunteers have committed any such crimes, and they should not be subjected to the same restrictions.

As the center populations continue to increase, the noise and activity levels in the barracks will increase and the space available each individual will decrease. Such overcrowding will undoubtedly have an adverse affect on the general morale level, and thus indirectly affect work production. It is relevant to note that the Conservation Camp program itself has got more work production per man-hour since their own camps have been operating at a reduced level of 60 inmates, instead of the maximum of 80.

For the above reasons, I recommend that the populations at each center be limited to no more than 50 corpsmen (including support positions such as corpsmen cooks, laundrymen, etc.). If fire protection needs make it necessary to keep 80 men in each area, additional facilities (possibly in fire stations, highway maintenance facilities, etc.) should be requisitioned to accommodate the extra corpsmen. In addition, the existing center facilities should be remodeled into partitioned "rooms" so that some privacy can be achieved. The institution of a

minimum wage could also help in regard to the housing situation. First, the difference in cost between housing 50 men and 80 men at each center could be absorbed in a slightly higher housing fee. Secondly, once a minimum wage were effected, corpsmen would be able to take advantage of the option to live off-camp during the non-fire season.

Disparity in food quality

The poor quality and nature of food served at several centers has been a major concern of the corpsmen at those centers. The present suggested 53.6 ¢ a meal food budget is inadequate for feeding persons doing largely hard manual labor. Where camp administrators and cooks have tried to stay within that budget (at Inyo and Calaveras), the food quality and nutrition, and indirectly the morale of corpsmen, have suffered.

Having grown up eating institutional food in a boarding school and having been a cook in the Corps for six months, I realize it is difficult to satisfy the many different tastes and preferences found in any large group. However, I think many positive accommodations could be made by setting up food committees (composed of the regular cooks, the camp director or a foreman, the corpsmen cooks, and perhaps two representatives elected by corpsmen) at each center. At Humboldt where such a food committee has been functioning, there have been some welcomed improvements in the overall quality and nature of the food.

No matter how conscientious and creative the cooks may be, it is very difficult to provide a well-balanced, nutritional diet on a 53.6 ¢ a meal food budget. I would recommend that all centers adopt a more realistic food budget of around 65 ¢ to 70 ¢ a meal. Disparity in food costs at the various centers should be taken into consideration in setting the food budgets. Finally, I would suggest corpsmen be given vitamins to supplement their diet.

Clothing needs

While most of the clothing issued corpsmen is of adequate quality, the boots in particular of very poor quality. I know that there have been some administrative obstacles to getting boots, but sending corpsmen into fire situations in such slick-soled boots creates a dangerous safety problem. Another sub-standard item of clothing is the blue jeans. Corpsmen should be provided heavier, more durable pants, or be allowed to purchase their own as long as they conform to the general uniform. Finally, some type of thermal or fish-net long-johns should be provided all corpsmen who work out-of-doors in the winter.

Objectionable recruiting practices

While it is understandable that the centers need to be filled as soon as possible, the Corps' present recruiting practices may prove to be more of a handicap than a solution to this problem in the long run. The present recruiting practices are inefficient because they provoke considerable distrust and resentment of Corps administrators among corpsmen, which contribute indirectly, and in some cases directly, to the extraordinarily high turnover rate of corpsmen.

Since the inception of the Corps, a great deal of misleading information has been given out to prospective recruits. A few improvements have been made in this area - notably the replacement of that highly objectionable "Do your thing" leaflet with a new Corps leaflet which I attempted to keep as objective as possible. According to a few of the new recruits I have talked with; however, some of the people who are now recruiting volunteers are evidently less concerned about being objective and are continuing to mislead volunteers. Whether this has been intentional or unintentional, it should be stopped. New recruits should not be asked to sign contracts until they are fully informed about Corps regula-

tions and about the nature of the work projects they will be involved in at each center, and until they have a chance to visit with corpsmen at a center.

Another concern that I have personally is that the exceptionally good work records established last year by the C.O.'s not be sacrificed simply in order to fill the centers as soon as possible. It appears that the only criteria being used now in recruiting corpsmen is to take anyone who is willing to join the Corps and sign a six month contract. I do not want to derogate the volunteers in the Corps, but a number of the volunteers recruited since January have been of such low mental ability that they could actually become dangerous handicaps in any fire situation. Humboldt, for instance, actually recruited six mentally retarded persons. And while I all for giving everyone a chance to be productive, the Corps is not capable of providing the specialized help needed to integrate such persons into its work programs, much less develop them into trained fire fighters. Recruiting such persons, and then ruthlessly weeding out those unable to meet even minimal work standards seems to me to be a cruel and unproductive recruiting practice. In view of these past experiences, I think it is essential that certain minimum physical and mental standards be established for volunteers recruited for the Corps.

In regard to the recruitment of C.O.'s, I would like to make two additional recommendations. First, service in the Corps should be entirely voluntary. In other words, C.O.'s should not be ordered into the Corps unless they volunteer for it. Second, C.O.'s should only be asked to make the same 6 month commitment as regular volunteers. Those C.O.'s who are satisfied with the Corps would presumably re-enlist every 6 months until their two year obligation was over. Those C.O.'s who were not happy in the Corps would have the option of taking another alternative service job. The question of fulfilling the two year alternative service obligation should be settled between the C.O. and Selective Service, and should not be handled by the Corps. Establishing such a policy might help

some in the recruitment of C.O.'s, since many of those who are now hesitant to commit themselves to the Corps for the full two years might be willing to give the Corps a try for six months.

Need to relax grooming standards

Grooming standards, specifically hair lengths, have been a touchy point of contention between corpsmen and Corps administrators. Obviously both groups have strong feelings about this issue, but hopefully a compromise solution can still be worked out that would be acceptable to both sides.

Jim Stearn's effort last fall to accommodate some change in hair regulations was received very favorably by the corpsmen at Tehama. Why the corpsmen there did not follow through on this by formulating a viable standard, I do not know. However, I do know that corpsmen have not responded well to the conservative interpretation given the forestry grooming standards by some center directors and Joe Griggs. While the hair question has temporarily subsided in difference to the other more over-riding issues, it will undoubtedly crop up again and again until a mutually satisfactory compromise is reached.

Therefore, I would suggest the Department of Conservation take the initiative and establish the following new grooming standards. During the fire season, corpsmen would be required to follow the state forestry grooming standards for fire fighters. It should be made clear that these standards do not mean tapered sides like some center directors have implied. During the off-fire season, hair standards should be relaxed to the standards set by the Federal Forest Service for their fire fighters: i.e. hair can extend no longer than one inch below the collar and should not break the shoulders; and beards, sideburns, and moustaches are acceptable as long as they are tidily groomed.

Need for continuing dialog and an impartial grievance procedure

Most of the above problems could probably have been taken care of long ago without their turning into crisis situations, if the Corps had initiated regular dialog between corpsmen and administrators, as was promised last summer, and if a more impartial grievance procedure were in operation.

Recognizing that the morale problem was being aggravated by the frustrating lack of access to those administrators capable of changing Corps policies and regulations, another corpsman and I talked with Jim Stearns last summer about the need for regular communication and dialog between corpsmen and administrators. Two suggestions were made, and received the approval of Mr. Stearns. One was to set up regular meetings between corpsmen representatives and administrators, both at the center level, and on a corps-wide basis. The other was to start a new Corps newsletter as another vehicle for dialog. Except at Humboldt where regular center meetings have been held, none of the above suggestions have been implemented.

When Joe Griggs announced after the March 15th Finance Committee hearing that corpsmen would not be allowed to attend the long promised, and often postponed, corps-wide meeting even if it were ever held, I was personally incensed. Corpsmen have not asked that they be given administrative control over the program - that is unrealistic. But they are asking that they be given regular opportunities to express their viewpoints and make positive suggestions to Corps administrators. Unless the Department of Conservation supports Joe Griggs' statement that there will be no discussion in the Corps, I think it is absolutely essential that such a corps-wide meeting be called for the immediate future, and that plans be formulated to hold such meetings on a regular basis (perhaps quarterly) from now on. I realize that such meetings are difficult to arrange, but I cannot help but feel that they would take considerably less time and effort

to hold than it takes to deal with each problem after it turns into a crisis situation.

It appears the proposed Corps newsletter is going to suffer the same fate at the corps-wide meetings unless something is done quickly. In February I formulated an editorial policy for the newsletter, which with a few minor changes was approved by the Director. Joe Griggs felt that it would be best if wrote a letter to the center directors informing them about the newsletter and authorizing them to allow corpsmen to spend work time preparing material for the newsletter. Over a month and a half have elapsed since then without any action on his part, in spite of the fact that I pestered him nearly every other day to send the letter out so we could start getting material back in from the centers. Since an early release from the Alternative Service Program and the Corps has been arranged for me (effective April 17), I will no longer be able to follow through on the newsletter. As it stands now, I do not know whether or not there is any point in publishing a newsletter, or even if there is any corpsman who would be interested in editing it.

Another obstacle to solving problems in the Corps has been the total absence of a clearly defined, impartial grievance procedure. Although there is always the built-in grievance procedure of taking grievances up the bureaucratic hierarchy, as Mr. Stearns pointed out, this has been available to only a few corpsmen who have not been intimidated by veiled threats from center administrators and who have had the initiative to take their grievances to Sacramento. In one case that I know of personally, a corpsman was fired precisely because he tried to utilize that natural grievance procedure. In most cases, however, the grievances have simply been allowed to fester until they exploded in a crisis situation. I don't think it is necessary to re-state the need for such a basic element of good employee - employer relations.



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CALIFORNIA HEADQUARTERS
SELECTIVE SERVICE SYSTEM

FEDERAL BUILDING
801 I STREET
SACRAMENTO, CALIFORNIA 95814

12 April 1972

IN REPLYING ADDRESS
THE STATE DIRECTOR AND REFER TO
SUBJECT BELOW

9-CO-11

Assemblyman Mike Cullen, Chairman
Assembly Committee on Efficiency
and Cost Control
State Capitol
Sacramento, California 95814

Subject: Alternate Service Program

Dear Mr. Cullen:

As you requested, I am forwarding a copy of the Selective Service Regulations which pertain to the administration of the Alternate Service Program for conscientious objectors. Probably your main interest will be in the Sections 1660.5 and 1660.6, which cover eligible employers and eligible jobs for conscientious objectors assigned to alternate service. I appreciated the opportunity to appear before your committee and discuss the assignment of conscientious objectors to the California Ecology Corps. If I can be of further service to you in any way, please feel free to call on me.

With best regards,

Sincerely,

BILL D. MC CANN
Chief, Alternate
Service Program

Attachments

APPENDIX F

SELECTIVE SERVICE SYSTEM

National Headquarters

Office of the Director

Amendments to Selective Service Regulations

Whereas, on November 5, 1971, the Director of Selective Service published a Notice of Proposed Amendments of Selective Service Regulations 36 Federal Register 21294 of November 5, 1971; and

Whereas more than thirty days have elapsed subsequent to such publication during which period comments from the public have been received and considered.

Now therefore by virtue of the authority vested in me by Section 6(j) of the Military Selective Service Act, as amended (50 App. U.S.C. sections 451 et seq.), the Selective Service Regulations, constituting a portion of Chapter XVI of Title 32 of the Code of Federal Regulations, are hereby amended, effective 7:00 a.m. E.S.T. on December 10, 1971, as follows:

Part 1660 Alternate Service is added to read as follows:

"Part 1660 - Alternate Service

Sec.

- 1660.1 Responsibility for Administration.
- 1660.2 Examination of Registrants.
- 1660.3 Volunteer for Alternate Service.
- 1660.4 Selection of Non-Volunteer for Alternate Service.
- 1660.5 Eligible Employers of Registrants Performing Alternate Service.
- 1660.6 Eligible Jobs for Registrants Performing Alternate Service.
- 1660.7 Assigning Alternate Service.
- 1660.8 Performance of Alternate Service.
- 1660.9 Administration of Alternate Service.
- 1660.10 Release from Alternate Service.
- 1660.11 Completion of Alternate Service.
- 1660.12 Information Concerning Alternate Service.

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"1660.1 Responsibility for Administration.-(a) The state director, under the supervision of the Director, will assure compliance with the law, the regulations, and Selective Service policy concerning the program of alternate service for registrants who have been classified in Class 1-0.

"(b) The state director of the state in which a registrant is registered will have primary responsibility for the initial placement of the registrant in alternate service. That state director will coordinate any job placement activities in any state outside his own with the state director of that state. In assigning a registrant outside his own state, the assigning state director must have the approval of the 'receiving' state director or the Director of Selective Service.

"(c) Alternate service to be performed outside the geographical area under the jurisdiction of a state director will be administered by the Director of Selective Service after the assignment to such work has been made by the state director.

"1660.2 Examination of Registrants.-A registrant classified in Class 1-0 shall be ordered to report for Armed Forces examination in the same manner as any other registrant. If he

fails to report for or submit to this examination, or if he is found to be qualified for service, he shall be ordered to the appropriate alternate service job when his Random Sequence Number is reached.

"1660.3 Volunteer for Alternate Service.--Only registrants classified in Class 1-0 may volunteer for alternate service in lieu of induction. Any registrant in Class 1-0 may submit SSS Form 151 (Application of Volunteer for Alternate Service) to his local board. If the volunteer wishes to propose jobs which he feels would be approved for his alternate service he will submit each job on an SSS Form 156 (Employer's Statement of Availability of a Job as Alternate Service) simultaneously with his completed SSS Form 151 (Application of Volunteer for Alternate Service). The state director will approve or disapprove the proposed jobs. If the registrant fails to locate a suitable job or if the jobs submitted on the SSS Form 156 (Employer's Statement of Availability of a Job as Alternate Service) are not approved, the state director will take no action until sixty days after the registrant would have begun processing in accordance with section 1660.4 had he not volunteered. After the sixty days the state director may order the registrant to an available job.

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"1660.4 Selection of Non-Volunteer for Alternate Service.-

(a) A non-volunteer will not be ordered to perform alternate service in lieu of induction before registrants with his RSN who are classified in Class 1-A or 1-A-0 are ordered for induction.

"(b) When a registrant in the medical, dental, or allied specialist category is classified in Class 1-0, he will be ordered to alternate service in lieu of induction at the time that he would have been called for induction if he were in Class 1-A or 1-A-0.

"(c) When the RSN of a registrant classified in Class 1-0 is reached ('reached' means the national cutoff number is equal to or higher than the registrant's RSN) the local board will send him SSS Form 155 (Selection for Alternate Service; Rights and Obligations of Conscientious Objectors in the Alternate Service Assignment Process), and retain a copy in the cover sheet of the registrant. SSS Form 152 (Conscientious Objectors Skills Questionnaire) and three copies of SSS Form 156 (Employer's Statement of Availability of a Job as Alternate Service) will also be sent to the registrant at this time.

"(d) Mailing of the SSS Form 155 (Selection for Alternate Service; Rights and Obligations of Conscientious Objectors in the Alternate Service Assignment Process) by the local board is the effective beginning of processing for alternate service in lieu of

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induction for the affected registrant. If within 270 days after the registrant has exhausted his 60 day job search an alternate service job has not been obtained and the registrant has not been ordered to such job, he will be placed in a lower priority selection group. Delays in processing due to litigation instituted by the registrant, litigation pending against the registrant, or a postponement of processing for alternate service granted the registrant under section 1660.7 will not count toward the 270-day time period.

"1660.5 Eligible Employers of Registrants Performing Alternate Service.-Employment which may be considered to be appropriate as alternate service in lieu of induction into the Armed Forces by registrants who have been classified in Class 1-0 shall be limited to the following:

- (1) Employment by the United States Government, or by a State, Territory, or possession of the United States or by a political subdivision thereof, or by the District of Columbia;
- (2) Employment by a non-profit organization, association, or corporation which is primarily engaged either in a charitable activity conducted for the benefit of the general public or in carrying out a program for the improvement of the public health or welfare, including educational and

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scientific activities in support thereof, when such activity or program is not principally for the benefit of the members of such organization, association, or corporation, or for increasing the membership thereof; or

(3) Employment in an activity of an organization, association, or corporation which is either charitable in nature performed for the benefit of the general public or is for the improvement of the public health or welfare, including educational and scientific activities in support thereof, and when such activity or program is not for profit.

"1660.6 Eligible Jobs for Registrants Performing Alternate Service.--Five elements will be considered as a basis for determining whether a specific job is acceptable as alternate service for a registrant classified in Class 1-0:

(1) National Health, Safety or Interest:

The job must fulfill specifications of the law and regulations.

(2) Non-interference with the competitive labor market:

The registrant cannot be assigned to a job which is applied for by other qualified people who are not registrants in Class 1-0. This restriction does not

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prohibit the approval of special programs such as Peace Corps and VISTA for alternate service by registrant in Class 1-0.

- (3) Compensation: The compensation will provide a standard of living to the registrant reasonably comparable to the standard of living the same man would have enjoyed had he gone into the service.
- (4) Skill and talent utilization: A registrant may utilize his special skills.
- (5) Job location: A registrant will work outside his community of residence.

Criteria (3), (4), and (5) are waivable by the state director when such action is determined to be in the national interest and would speed the placement of registrants in alternate service.

"1660.7 Assigning Alternate Service.--(a) Processing of the registrant for assignment to alternate service will continue even though he fails to return SSS Form 152 (Conscientious Objectors Skills Questionnaire) within 15 days.

"(b) The registrant will submit SSS Form(s) 156 (Employer's Statement of Availability of a Job as Alternate Service) to the state director, who will determine whether the work is acceptable. A letter from an employer may, at any time, substitute for such

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SSS Form 156. When a job is approved, the state director will direct the Executive Secretary or clerk, if so authorized, or a local board member of a registrant's local board to issue a work order, SSS Form 153 (Order to Report for Alternate Service). The state director will issue a domestic travel request and provide meals and accommodations for a registrant, upon his request, who has been ordered to alternate service, as would be done for a registrant ordered for induction. Any time the state director disapproves a job proposed on SSS Form 156 (Employer's Statement of Availability of a Job as Alternate Service) submitted by the registrant, he will inform the registrant of his decision within 10 days after the state director receives such form.

"(c) At any time following 60 days after a registrant's SSS Form 155 (Selection for Alternate Service; Rights and Obligations of Conscientious Objectors in the Alternate Service Assignment Process) has been mailed, if the registrant has submitted no SSS Form 156 (Employer's Statement of Availability of a Job as Alternate Service) or if the submitted jobs have been disapproved, the state director may direct the Executive Secretary or clerk, if so authorized, or a local board member of a registrant's local board to order him to a job which the state director selects as the registrant's alternate service.

APPENDIX F

"(d) A registrant classified in Class 1-0 may take a job anticipating that it might later be approved as alternate service. If such a job is approved, the registrant will be credited with having performed acceptable service, when in fact he has performed such service, from the date he started the job, or the date he was classified in Class 1-0, whichever is later. No more than twenty-four months of service will be required. Time spent looking for an initial job is not creditable toward the twenty-four months of service.

"(e) A registrant who prior to the lapse of the sixty-day period established in paragraph (c), finds a job (jobs), but whose job(s) is (are) not approved by his state director, may request that the state director's decision(s) be reviewed by the Director prior to his being mailed an SSS Form 153 (Order to Report for Alternate Service). The registrant's case will be considered by the Director on only one occasion prior to his initial assignment to alternate service. However, he may request a review of as many as three such adverse decisions on jobs in this one review. The Director will either approve a job proposed by the registrant or, if the 60 days have elapsed, authorize a mandatory work order. Decisions by the Director will be carried out by the appropriate state director and local boards and their employees.

APPENDIX F

"(f) Any reason for granting a postponement for an induction order is sufficient for granting the postponement of processing for alternate service in lieu of induction.

"1660.8 Performance of Alternate Service.—Any registrant who knowingly fails or neglects to obey an order from his local board to perform alternate service contributing to the maintenance of the national health, safety, or interest in lieu of induction or who constructively fails or neglects to obey such order by his failure to comply with reasonable requirements of an employer shall be deemed to have knowingly failed or neglected to perform a duty required of him under the Military Selective Service Act. The registrant shall have failed to meet the standards or failed to perform satisfactorily if he did not meet the standards of performance demanded by the employer of his other employees in similar jobs.

"1660.9 Administration of Alternate Service.—(a) Whenever a registrant is refused employment by an employer who had previously agreed to hire him, whenever the registrant refuses employment, whenever a registrant's employment is terminated, or whenever he leaves his job, the state director administering the registrant's case will consider the circumstances surrounding the refusal, termination, or departure to determine whether the registrant had failed to perform his job or to conduct himself satisfactorily.

"(b) Whenever the state director has reason to believe that a registrant refused or constructively refused employment, or was relieved for cause or left his job unjustifiably he will conduct an investigation which will include the following steps; obtain a statement from the former employer describing the circumstances; send such statement to the registrant; obtain a statement from the registrant in his defense, if he wishes to make one; and compile any other evidence he feels is relevant. He will then determine whether the termination was for cause or whether the departure was unjustifiable. If he determines that the registrant's departure was without justification he will report the registrant for prosecution.

"(c) If the state director finds no failure of the registrant to perform satisfactorily he will order the registrant to another job as quickly as possible. If the registrant complies with the order to report to the new job, the intervening time between jobs will not constitute a break in the required period of alternate service.

"(d) The state director may reassign and reorder a working registrant at any time that he determines the original job ceases to be acceptable as alternate service as defined in section 1660.6. Such determination shall be reviewed by the Director upon the request of the registrant. The Director will either authorize the registrant to remain on his job or validate the reassignment.

APPENDIX F

"1660.10 Release from Alternate Service.—The state director of the state in which a registrant is working or the Director, when the registrant is not under the supervision of a state director, may release a registrant prior to his completion of twenty-four months of service upon a determination of a hardship, medical, or other bona fide basis for such early release. If the registrant is working outside the state in which he is registered, the decision should be made in consultation with the state director of the state in which the registrant is registered. When such a release takes place prior to completion of six months of alternate service, the state director of the state in which the registrant is registered may direct a reopening of the registrant's classification by the local board.

"1660.11 Completion of Alternate Service.—(a) After a registrant has completed his alternate service obligation, the state director will return (through another state director if necessary) the registrant's selective service file to the appropriate local board.

"(b) When the local board receives the registrant's selective service file, it shall inform the registrant that he has satisfactorily completed his alternate service. He shall be classified in Class 4-W.

APPENDIX F

"1660.12 Information Concerning Alternate Service.-

A registrant who is outside the area of his local board may seek information relative to any aspect of processing for alternate service from the local board or state director of his new place of residence. The assisting state director or local board will not assume the responsibility of the state director or local board of jurisdiction."

Curtis W. Tarr
Director

December 6, 1971

APPENDIX G

Statement presented to the California Assembly Efficiency and Cost Committee

Honorable Michael Cullen, Chairman

4 April 1972

At the request of the Department of Conservation, I would like to comment on the Ecology program as it has aided the University of California's White Mountain Research Station. At the outset, I wish to make clear that these remarks are based on my personal evaluation and do not constitute in any way an official position held by the University of California.

The White Mountain Research Station consists of four laboratories located at various altitudes up to 14,246 feet on the White Mountain Range which forms the eastern wall of the Owens Valley. The Station provides these facilities for use by scientific investigators interested in the unique environmental conditions of this high altitude region.

Since the beginning of the program at the Inyo Ecology Center last summer, we have availed ourselves of the services of the corpsmen in a number of our projects. I would like to describe these briefly and offer my opinion of the work performed.

At the Owens Valley Laboratory near Bishop, we have set aside more than 500 acres of desert land for the purpose of establishing a study area of the native plants and animals. The corpsmen are providing the necessary manpower to install the fencing required to protect the area. In recent weeks, the corps helped protect this area in yet another way. Several range fires near the Laboratory have threatened this site. The corps has reacted quickly and efficiently each time to prevent destruction of the area. This aspect of their program is very important to the entire Inyo-Mono area.

Work crews have been used at the higher elevations for the purpose of maintaining the laboratory sites in conditions consistent with the environmental protection of the area. They have assisted in painting, area clean-up projects, and in the development of a water storage system at the Barcroft Laboratory (12,500 feet elevation).

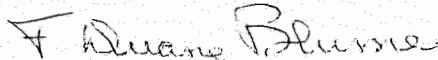
In one unique case, the educational background of one corpsman in the field of biology provided an opportunity to utilize his talents as an assistant in my own resident research program. In addition to the obvious benefits to my program, this young man gains much from the experience by broadening his own interests.

It is my observation that, in all the projects mentioned, the performance of the men has been outstanding and the quality of the work has been of the highest standard. I will not hesitate to use their services whenever the need arises.

The overall success of the Ecology Program, as I view it, is the combined result of the diligent efforts of the men who make up the corps in Inyo County, and the capable leadership provided by Mr. John Clark and his staff at the Center.

Undoubtedly, it will be difficult at this point to judge the effectiveness of the program in every detail. However, we can acknowledge the broad range of services provided by the program and recognize their value to the people of the State of California. It is my sincere hope that the Ecology Program will continue to receive the official and public support it has enjoyed during its first year of operation.

Respectfully submitted by:



F. Duane Blume, Ph.D.
Assistant Director
White Mountain Research Station
Bishop, California

APPENDIX H

UNITED STATES DEPARTMENT OF AGRICULTURE FOREST SERVICE

630 Sansome Street
San Francisco, California 94111

April 5, 1972



Mr. Mike Cullin, Chairman
Committee on Efficiency & Cost Control
California State Assembly
Room 440B State Capitol
Sacramento, California 95814

Dear Mr. Cullin:

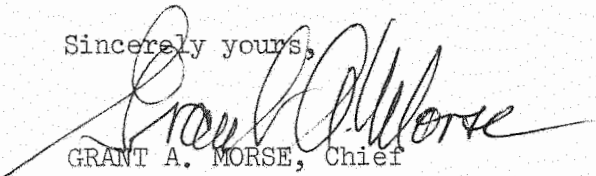
As you requested at the termination of the hearing of the California Ecology Corps yesterday, I am pleased to submit these comments for the United States Forest Service concerning the continuation of the Ecology Corps. The Corps provides a substantial and effective addition to the State's wildland fire fighting force. Adequately financed, it can continue to be an effective force in protection and development of resources within the National Forests in California as well as on lands where the primary responsibility for protection lies with the State.

The U.S. Forest Service protects and manages some 20 million acres of publicly owned lands which contribute a large share of the useable natural resources including wood, water, forage, wildlife as well as recreation, scenic and aesthetic attractions which make California's desirable environment.

As Director Stearns indicated yesterday, the California Ecology Corps in the current fiscal year has undertaken work on the Stanislaus, the Eldorado and the Inyo National Forests in addition to providing a trained source of hand crews for forest fire suppression. Additional work is expected in those situations where labor provided by the Ecology Corps can effectively supplement the work forces employed by the U.S. Forest Service directly or through other forms of contracting. We have found the work of the Corps to be of desirable quality and quantity.

I heartily endorse the testimony your committee heard yesterday supporting the continuation and extension of the Corps. We in the Forest Service look on it as a highly valuable addition to the total fire protection resource in the State. This resource appears even more critical in the light of the extended drought through much of California during the current winter.

Sincerely yours,


GRANT A. MORSE, Chief
Division of Information & Education

APPENDIX I

Sequoia and Kings Canyon National Parks Three Rivers, California 13271

L7019

March 31, 1972

Memorandum

To: Chief Park Ranger
From: Fire Control Officer
Subject: California Ecology Corps, Ash Mountain

The Ecology Corps crew based in Sequoia and Kings Canyon National Parks have been involved in the following activities since their arrival in November, 1971.

Ecological Restoration:

They have been involved in rehabilitating areas burned by the Shepherd Peak and Buena Vista Fires of 1971 and the Cherry Flat Fire of 1968. This work has included erosion control, fuel hazard reduction, and naturalization of old fire lines.

Hazard Tree Removal

Ninety-seven man days were spent in removal of hazardous trees at Lodgepole and Clough Cave.

Information Desk

One man has been on duty Monday through Friday on the information desk in the Chief Ranger's Office.

Other Duties

The Interpretive Division has been using one man part time to work in their darkroom developing and enlarging photographs. They have also been involved in fire tool repair, hose testing, wood cutting, boundary survey and snow survey work.

The availability of this crew for fire and search and rescue operations is an invaluable asset to these Parks. Two corpsmen will attend the Search and Rescue Training in Cedar Grove during April.

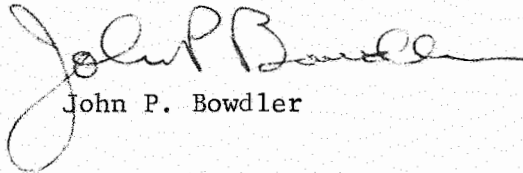
APPENDIX I

All except two Corpsmen have had actual fire experience, and all of them have had fire training. They are experienced in working as a large organized crew or in smaller groups on Class A fires.

For any emergency requiring sizable manpower, they are extremely valuable because of the size of the crew, their excellent physical condition, their knowledge of the area, and their ability to work as a disciplined crew.

Most of the above-mentioned work could not have been accomplished without the use of the Ecology Corps due to shortages of funds and manpower. The relatively low labor costs of the Corpsmen have allowed us to accomplish approximately twice the work we would have had if we had hired IGS-3 fire control aids for these projects. It should be noted that costs for the Ecology Corps will go up approximately 50 percent July 1, 1972.

Through March 31, 1972, we have utilized 787 man-days at a total cost of \$8459.21.



John P. Bowdler

DEPARTMENT OF CONSERVATION

DIVISION OF FORESTRY
DIVISION OF MINES AND GEOLOGY
DIVISION OF OIL AND GAS
DIVISION OF SOIL CONSERVATION



SACRAMENTO, CALIFORNIA
1416 Ninth Street

May 9, 1972

Honorable Mike Cullen, Chairman
Assembly Committee on Efficiency
and Cost Control
California Legislature
Room 440B, State Capitol
Sacramento, California

Dear Assemblyman Cullen:

This is in response to a request of May 8 by your staff member, Dean Cromwell, concerning the proposed July 1 increase of Ecology Corpsmen salaries from \$40 to \$100 per month. The total additional cost to implement this increase based on the four existing Ecology Centers will be \$245,000. To offset this additional cost, the department is increasing the reimbursement rate for Ecology Corps projects from \$8.50 per man day to \$12.50 per man day effective July 1. This rate increase will result in additional reimbursements of \$198,000.

All State and Federal agencies concerned have been notified of the increase.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Jim Stearns', written over a horizontal line.

James G. Stearns, Director

cc: Verne Orr
N. B. Livermore, Jr.

STATEMENTS, LETTERS, ETC., SUBMITTED



COMMITTEE ON EFFICIENCY AND COST CONTROL

Room 440-B, State Capitol
Sacramento, California 95814

April 6, 1972

Mr. Joe Griggs, Administrator
California Ecology Corps
1416 Ninth Street, Room 1550
Sacramento, California 95814

Dear Mr. Griggs:

I would appreciate it if you could supply a written response to the following questions by Friday, April 14:

1. Please explain the difference between ecology work and conservation work as referred to on Page 4 of Director Stearns' prepared statement;
2. Please provide the details of the "comprehensive health benefit program" to be implemented August 1, 1972;
3. Please itemize the personal care items referred to on Page 8 of Director Stearns' prepared statement;
4. With regard to the grievance procedure, please itemize by name, date, complaint, and disposition those grievances which have reached you for decision;
5. Please provide names of those corpsmen and their employers referred to on Page 8 of Director Stearns' prepared statement;
6. Please provide names, salaries, and benefits received, and work performed by corpsmen assigned in Sacramento since the inception of the program;
7. Please indicate the qualifications of volunteers as stated on Page 7 of Director Stearns' prepared statement;
8. Please explain why the Department now will charge \$12.50 per man day in support of \$100/month wages and did not charge this rate at the beginning of the program;
9. Are meetings of corpsmen permitted during work time;
10. Please explain how contracts are negotiated;
11. Please list the man-hours spent firefighting by the conservation camps during the last three years and by men from the Ecology Corps since its inception; and

Mr. Joe Griggs


-2-

April 6, 1972

12. Since the Humboldt Ecology Center is being permitted to expend 66¢ per man per meal and your budget limitation is 53.6¢ per man per meal, how is the difference recaptured for budgetary purposes?

Thank you for your consideration of this request.

Yours very truly,

A handwritten signature in cursive script that reads "Bob Wilson".

BOB WILSON
Committee Member

BW:ts

DEPARTMENT OF CONSERVATION

DIVISION OF FORESTRY
DIVISION OF MINES AND GEOLOGY
DIVISION OF OIL AND GAS
DIVISION OF SOIL CONSERVATION



SACRAMENTO, CA 95814
1416 Ninth Street

April 18, 1972

Honorable Bob Wilson
The State Assembly
State Capitol, Room 440-B
Sacramento, California 95814

Dear Assemblyman Wilson:

I appreciate your interest in the California Ecology Corps. This letter is in response to the questions you posed to Joe E. Griggs, Ecology Corps Administrator, on April 6, 1972.

- Item #1: The type of ecological work performed by corpsmen include, by the nature of the work, conserving and protecting the State's natural resources. There is very little difference in ecology work as performed by the Ecology Corps and certain conservation work performed by state, federal and local public agencies.
- Item #2: The insurance policy that will be available for corpsmen on August 1, 1972 is a basic health plan that will also provide a life insurance benefit. We are working out the details of coverage. This policy will be paid entirely by the State and will cover all corpsmen.
- Item #3: Personal care items include razors, razor blades, shaving cream, toothpaste, toothbrushes, hair tonic, shoe polish, shaving kits, combs, etc.
- Item #4: The following is a list of grievances received in this office from corpsmen and their disposition:

On December 12, 1971, grievance was received from D. R. Lantz, corpsman at Calaveras Ecology Center, requesting a raise in pay, health insurance other than workmen's compensation, and relaxing our regulations concerning long hair. This Department has worked very diligently to increase pay and will, in fact, raise the wages from \$40 to \$100 per month plus room, board and clothing, effective July 1, 1972. All emergency overtime work (except search and rescue) has been paid at the rate of \$2.80 per hour since February 1, 1972.

As to the question of long hair, we are continuing to follow the safety rules of the California Division of Forestry for firemen which requires no hair will be allowed to extend beyond the top of the shirt collar and no beards are allowed. There is a limitation on the size and shape of mustaches.

On December 27, 1971, we received a petition from virtually all corpsmen requesting a raise in pay. This has been answered above.

On December 12, 1971, we received a petition from the corpsmen at Ash Mountain Spike Camp of the Calaveras Ecology Center requesting that Friday, December 24, 1971, be declared a holiday for corpsmen. This had been taken care of previously by administrative action and that day was declared an informal time-off for all State employees and Ecology Corpsmen. This was a matter of the corpsmen initiating a petition based on an unfounded rumor that they would have to work on Friday, December 24.

We have received letters from corpsmen stating that they are not doing ecology work. We think they are and have tried to explain to all corpsmen the nature of the work in such a way that will allow them to make a connection between the work that they are doing and the ecological and environmental importance of that work.

Almost all grievances at the Centers are based on corpsmen rumor and misunderstanding and are handled to the satisfaction of everyone concerned at the Centers by the Center Director and his staff.

Item #5:	Melvin D. Brim	Department of Parks and Recreation
	Samuel Magill	Department of Human Resources Development
	Bernard Marquez	United States Forest Service
	John Yeakel	Department of Fish and Game

Many other corpsmen have transferred to other alternative service work from the Ecology Corps. Selective Service maintains these records; we do not. However, we have never refused to approve a transfer to other alternate service work when recommended by Selective Service.

Item #6: Samuel Magill -- \$50 per month plus \$5 per day expenses, 7 days per week. Work schedule -- 40 hours per week. Duties included assignment as assistant to the Departmental Employment Opportunities Officer. Magill also served as a Career Opportunities tutor for career opportunities development employees.

April 18, 1972

Tim White -- \$40 per month plus \$5 per day expenses, 7 days per week. Work assignment -- 40 hours per week. Assignment as assistant to the Departmental Public Information Officer preparing information, material and news releases relating to the Corps.

Item #7: Qualifications for non-conscientious objector corpsmen are as follows: at least 18 years old - not over 31 - in good physical condition - willing to work long and irregular hours and be on duty 24 hours per day, 5 days per week during the declared fire season - not on probation or parole.

Item #8: At the beginning of the program, the \$8.50 per day was based on the difference between our cost to operate the Centers paying \$40 per month, and the amount of money already budgeted for the Centers. Our decision to raise the base pay and the per day charge for reimbursable work is based on our ability to secure contracts from other agencies. This ability was largely unknown until the Corps became operational and the supporting agencies had time to plan projects and budget for supporting funds.

Item #9: Yes.

Item #10: Contracts are negotiated between the Ecology Corps Administrator, the California Division of Forestry District Deputy State Forester, and the contracting agency involved. Only those projects that are geographically located in areas that can be economically serviced are considered. Also, we do not contract to do work that is not of an environmental nature.

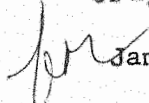
Item #11: Total man hours spent firefighting by conservation camp personnel during 1969-70-71 were 1,679,656 hours. Since the beginning of the Ecology Corps July 1, 1971, corpsmen spent a total of 8,040 hours fighting fires.

Item #12: Differences between actual meal costs and budget costs are made up by adjusting other budget operating items. Please keep in mind that most budget operating items are estimated and that internal adjustments are common practice.

Ecology Center meal costs were especially difficult to estimate the first year because of the corpsman option of taking meals on days off and unknown vacancy rate.

If you need any further information concerning the California Ecology Corps do not hesitate to let me know.

Original Signed by



James G. Stearns, Director

cc: Members, Committee on Efficiency and Cost Control
Mr. John Billett

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TERRY STATHOS
STAFF SECRETARY
TELEPHONE:
916-443-1959

April 19, 1972

Mr. James G. Stearns, Director
Department of Conservation
1416 Ninth Street
Sacramento, California 95814

Dear Mr. Stearns:

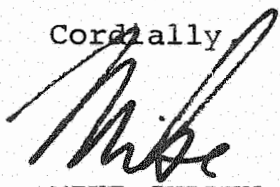
Pertaining to the committee's investigation of the operation of the Ecology Corps, would you please provide a written response to the following questions by Tuesday, April 25, 1972:

1. What are the work projects currently engaged in by each of the conservation camps? Please include a short description of the nature of each project. Also, please list the contracting agency and reimbursements for each project by the agencies to the Department of Conservation.
2. What were the work projects for each of the four conservation camps, which are now ecology centers, for three years prior to their conversion? Please include a short description of the nature of the work. Also, please list the contracting agency and reimbursements for each project by the agencies to the Department of Conservation.
3. How was the figure of \$8.50 per man day established as the fee to charge to contracting agencies for services of the corpsmen?
4. Has the Department of Conservation ever attempted to pay the corpsmen at a level commensurate with the federal minimum wage? If so, please explain such attempts in detail.
5. Please explain the procedure by which corpsmen obtain a transfer from one ecology center to another. Does the Department keep records of such requests?

April 19, 1972

6. Do you keep any record of volunteers who resign from the Ecology Corps? If so, please provide a list of such corpsmen for each camp since the beginning of the corps indicating length of service.
7. Do you keep any record of conscientious objectors who resign from the Ecology Corps? If so, please provide a list of such corpsmen for each camp since the beginning of the corps indicating length of service.
8. What is the Department's policy with respect to releasing conscientious objectors who request release?

Cordially,



MIKE CULLEN
Chairman

MC:JB:ts

DEPARTMENT OF CONSERVATION

DIVISION OF FORESTRY
DIVISION OF MINES AND GEOLOGY
DIVISION OF OIL AND GAS
DIVISION OF SOIL CONSERVATION



SACRAMENTO, CA 95814
1416 Ninth Street

April 26, 1972

Honorable Mike Cullen, Chairman
Assembly Committee on Efficiency
and Cost Control
California Legislature
Room 440B, State Capitol
Sacramento, California

Dear Assemblyman Cullen:

This is in response to your letter of April 19, 1972, concerning the California Ecology Corps and the Conservation Camp Program.

Replies to the eight questions included in your letter are attached.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jim Stearns", written over a horizontal line.

James G. Stearns, Director

JGS:mnr

cc: Members of the Committee

RESPONSES TO THE EIGHT QUESTIONS OF APRIL 19, 1972

1. WHAT ARE THE WORK PROJECTS CURRENTLY ENGAGED IN BY EACH OF THE CONSERVATION CAMPS? PLEASE INCLUDE A SHORT DESCRIPTION OF THE NATURE OF EACH PROJECT. ALSO, PLEASE LIST THE CONTRACTING AGENCY AND REIMBURSEMENTS FOR EACH PROJECT BY THE AGENCIES TO THE DEPARTMENT OF CONSERVATION.

The attached Conservation Camp Annual Report provides a good overview of the Conservation Camp Program.

The following is a listing of conservation camps that are doing reimbursable projects in the 1971-72 fiscal year including a description of the work and the dollar value of each job by contracting agency.

1. Alder Conservation Camp

- (a) Stream clearance - removing log jams and other debris to allow passage of fish to and from spawning grounds - \$2,600 - Department of Fish and Game.

2. Black Mountain Conservation Camp

- (a) Stream clearance - same work as 1(a) - \$7,000 - Department of Fish and Game.

3. Chamberlain Creek Conservation Camp

- (a) Sign construction - manufacturing signs of a permanent nature for the guidance of the public - \$800 - Department of Fish and Game.

4. Eel River Conservation Camp

- (a) Stream clearance - same work as 1(a) - \$5,000 - Department of Fish and Game.

5. Antelope Conservation Camp

- (a) General enhancement of big game and upland game habitat maintenance and improvement by collection of seeds of plants used for replanting ranges, thinning of brush fields to improve habitat of border species, installing galleenaceous guzzlers to provide water in dry areas where food and cover exist, building of camping facilities for the public - \$5,400 - Department of Fish and Game.
 - (b) Construction of three pavilions (kiosks) for the use of the public near lakes - \$6,000 - Department of Water Resources.

6. Intermountain Conservation Camp

- (a) Maintenance of facilities such as fish ladders, fish counting stations, fish screens and fish hatcheries. Enhancement of big game and upland game habitat by collection of seeds of plants used in improving game ranges, thinning of brush fields to improve habitat of border species such as quail and deer - \$5,700 - Department of Fish and Game.

7. Deadwood Conservation Camp

Facility maintenance similar to 6(a) - \$1,500 - Department of Fish and Game.

8. Magalia Conservation Camp

- (a) Building and maintenance of a fish diverter and maintenance of facilities at Gray Lodge Wildlife Refuge - \$2,100 - Department of Fish and Game.
- (b) Removal of debris from Oroville Lake to reduce boating hazards - \$7,000 - Department of Water Resources.

9. Baseline Conservation Camp

- (a) Removal of snow from roofs of state-owned buildings at Dorrington - \$1,000 - Division of Highways.

10. Pilot Rock Conservation Camp

- (a) Clean up hazard to the public the removal of old buildings, move trees and grass in a recreation area, maintain sites of various rain gauge stations - \$4,700 - Department of Water Resources.

2. WHAT WERE THE WORK PROJECTS FOR EACH OF THE FOUR CONSERVATION CAMPS, WHICH ARE NOW ECOLOGY CENTERS, FOR THREE YEARS PRIOR TO THEIR CONVERSION? PLEASE INCLUDE A SHORT DESCRIPTION OF THE NATURE OF THE WORK. ALSO, PLEASE LIST THE CONTRACTING AGENCY AND REIMBURSEMENTS FOR EACH PROJECT BY THE AGENCIES TO THE DEPARTMENT OF CONSERVATION.

The following is a listing of the work projects for each of the four conservation camps which are now ecology centers, for three years prior to their conversion. These figures are approximate because of lack of records. The contracting agency and approximate dollar figure for reimbursements and a short description of the work is given.

1. High Rock Conservation Camp (Humboldt Ecology Center)

(a) 1970

- (1) Department of Parks and Recreation - Approximately \$10,000 worth of campground improvement, cleanup, trail building and general maintenance work.

(b) 1969

- (1) Department of Parks and Recreation - Approximately \$14,000 worth of the same type of work as 1(a)(1) above.
- (2) Department of Water Resources - Approximately \$1,500 for flood control work

(c) 1968

- (1) Department of Fish and Game - Approximately \$6,000 worth of stream clearance work consisting of removal of debris from streams to enable fish life to move up and down the streams.
- (2) Department of Parks and Recreation - Approximately \$18,000 worth of the same type of work as 1(a)(1) above.

2. Plum Creek Conservation Camp (Tehama Ecology Center)

(a) 1970

- (1) Department of Fish and Game - Approximately \$5,000 worth of work on enhancement of habitat for upland game.
- (2) Department of Parks and Recreation - Approximately \$1,500 worth of work consisting of maintenance of recreational areas.

(b) 1969

- (1) Department of Fish and Game - Approximately \$4,000 worth of work of the same nature as 2(a)(1).

(c) 1968

- (1) Department of Fish and Game - Approximately \$3,000 worth of work of the same nature as 2(a)(1).

3. Inyo-Mono Conservation Camp (Inyo Ecology Center)

(a) 1970

- (1) Department of Fish and Game - Approximately \$10,800 worth of fish and wildlife habitat improvement.
- (2) University of California - Approximately \$1,500 worth of maintenance work at the White Mountain Research Center.

(b) 1969

- (1) Department of Fish and Game - Approximately \$18,000 worth of work similar to 3(a)(1).
- (2) University of California - Approximately \$700 worth of work similar to 3(a)(2).

(c) 1968

- (1) Department of Fish and Game - Approximately \$24,000 worth of work similar to 3(a)(1).
- (2) University of California - Approximately \$1,100 worth of work similar to 3(a)(2).

4. Vallecito Conservation Center (Calaveras Ecology Center)

(a) 1970

- (1) Department of Parks and Recreation - Approximately \$6,000 worth of work similar to 1(a)(1).

(b) 1969

- (1) Department of Parks and Recreation - Approximately \$12,000 worth of work similar to 1(a)(1).
- (2) Department of Water Resources - Approximately \$1,500 worth of flood control work.

(c) 1968

- (1) Department of Parks and Recreation - Approximately \$7,500 worth of work similar to 1(a)(1).

3. HOW WAS THE FIGURE OF \$8.50 PER MAN DAY ESTABLISHED AS THE FEE TO CHARGE TO CONTRACTING AGENCIES FOR SERVICES OF THE CORPSMEN?

This question was answered in response to Question 8 of Assemblyman Wilson's letter of April 6, 1972, to Joe Griggs, in a letter dated April 18, 1972, and signed by A. Alan Hill for James G. Stearns.

"At the beginning of the program, the \$8.50 per day was based on difference between our cost to operate the Centers paying \$40 per month, and the amount of money already budgeted for the Centers. Our decision to raise the base pay and the per day charge for reimbursable work is based on our ability to secure contracts from other agencies. This ability was largely unknown until the Corps became operational and the supporting agencies had time to plan projects and budget for supporting funds."

4. HAS THE DEPARTMENT OF CONSERVATION EVER ATTEMPTED TO PAY THE CORPSMEN AT A LEVEL COMMENSURATE WITH THE FEDERAL MINIMUM WAGE? IF SO, PLEASE EXPLAIN SUCH ATTEMPTS IN DETAIL.

Yes, the Department of Conservation actively attempted to place the Ecology Corps under the Federal Emergency Employment Act of 1971 at the minimum wage. On September 3, 1971, the Department formally applied through HRD to the Federal Department of Labor for grant funds to employ corpsmen at \$1.60 per hour. This

request was denied by the Department of Labor on October 28, 1971, because the centers were not located within one hour's commuting distance of the participants' residences.

5. PLEASE EXPLAIN THE PROCEDURE BY WHICH CORPSMEN OBTAIN A TRANSFER FROM ONE ECOLOGY CENTER TO ANOTHER. DOES THE DEPARTMENT KEEP RECORDS OF SUCH REQUESTS?

Corpsmen obtain transfers by notifying their Center Director that they wish to transfer to another Center, giving the reasons for the request. If the corpsman's work and conduct have been satisfactory, the Center Director notifies the Director of the Center the corpsman wishes to transfer to. If there is a vacancy, the Corps Administrator is notified and the transfer is accomplished.

6. DO YOU KEEP ANY RECORD OF VOLUNTEERS WHO RESIGN FROM THE ECOLOGY CORPS? IF SO, PLEASE PROVIDE A LIST OF SUCH CORPSMEN FOR EACH CAMP SINCE THE BEGINNING OF THE CORPS INDICATING LENGTH OF SERVICE.

Number of volunteers resigned from California Ecology Corps since inception:

<u>Center</u>	<u>Corpsmen</u>	<u>Hired</u>	<u>Resigned</u>
Calaveras Ecology Center	None		
Inyo Ecology Center	J. Barnett	3/3/72	3/20/72
	J. A. Bond	1/1/72	1/31/72
	R. A. Reese	2/25/72	3/21/72
Tehama Ecology Center	M. Catalano	1/24/72	3/14/72
	J. S. Howie	12/20/71	3/7/72
	D. May	2/7/72	2/18/72
	G. F. Nemeth	3/1/72	3/30/72
	C. Querfurth	1/19/72	3/3/72
	M. L. Thomason	1/28/72	2/29/72
	R. P. Yowell	3/9/72	4/12/72
Humboldt Ecology Center	E. C. Barnes	2/29/72	3/8/72
	G. A. Bennett	2/24/72	3/10/72
	M. D. Brim	1/6/72	3/3/72
	R. D. Buffham	3/17/72	3/21/72
	C. L. Chamberlin	1/31/72	2/8/72
	M. A. Coffey	2/3/72	3/1/72
	R. M. Corey	2/7/72	3/27/72
	C. W. Crowder	3/21/72	3/29/72
	S. Darling	1/25/72	2/29/72
	W. K. Grimm	1/31/72	3/20/72
	J. L. Honegger	2/29/72	3/13/72
	R. Johnson	1/9/72	2/9/72

Number of volunteers resigned from California Ecology Corps since inception (continued):

<u>Center</u>	<u>Corpsmen</u>	<u>Hired</u>	<u>Resigned</u>
Humboldt Ecology Center (continued)	D. L. Jones	3/21/72	4/3/72
	M. K. Jones	2/3/72	2/15/72
	C. L. Lonewolf	3/7/72	4/6/72
	R. G. Madonia	1/27/72	2/14/72
	J. A. McCrea	4/3/72	4/7/72
	T. O'Neill	1/9/72	2/9/72
	J. Reeves	1/19/72	2/22/72
	P. I. Sax	1/24/72	3/17/72
	G. Sherman	1/19/72	1/31/72
	B. Van Tassel	1/24/72	3/21/72
	G. Wagner	1/24/72	2/8/72
	R. N. Williams	12/13/71	3/13/72

7. DO YOU KEEP ANY RECORD OF CONSCIENTIOUS OBJECTORS WHO RESIGN FROM THE ECOLOGY CORPS? IF SO, PLEASE PROVIDE A LIST OF SUCH CORPSMEN FOR EACH CAMP SINCE THE BEGINNING OF THE CORPS INDICATING LENGTH OF SERVICE.

The following conscientious objectors have left the California Ecology Corps because of resignation, transfers to other alternate service work, or because they have completed their alternate service obligations. (A breakdown as to the specific reason for each separation is not kept.)

Number of conscientious objectors resigned from California Ecology Corps since its inception on July 1, 1971:

<u>Center</u>	<u>Corpsmen</u>	<u>Hired</u>	<u>Resigned</u>
Calaveras Ecology Center	B. N. McKarley	7/8/71	2/23/72
	S. H. Morrell	1/24/72	3/31/72
	R. Pierce	7/8/71	8/6/71
	V. J. Strawmier	7/1/71	2/14/72
Inyo Ecology Center	D. Anka	11/31/71	2/15/72
	J. C. Dore	2/24/72	4/11/72
	T. M. Green	7/1/71	4/4/72
	A. R. Hiibel	12/13/71	3/31/72
	L. W. Klepper	7/22/71	2/15/72
	M. R. Kuhns	1/31/72	2/18/72
	G. K. Lambert	9/16/71	2/15/72
	J. C. Mottl	7/1/71	3/22/72
	J. K. O'Brien	12/4/71	2/15/72
	D. M. Pepple	12/6/71	2/15/72
Tehama Ecology Center	J. W. Rafferty	2/28/72	3/29/72
	R. V. White	7/1/71	3/16/72
	E. R. Clark	9/9/71	9/20/71
	J. C. Coronado	7/1/71	3/12/72
	M. C. Flynn	7/2/71	4/5/72

Number of conscientious objectors resigned from California Ecology Corps since its inception on July 1, 1971 (continued):

<u>Center</u>	<u>Corpsmen</u>	<u>Hired</u>	<u>Resigned</u>
Tehama Ecology Center (continued)	J. W. Honeycutt	11/29/71	3/20/72
	S. H. Jones	7/2/71	2/14/72
	W. R. Lacey	3/30/72	3/31/72
	G. W. McCall	7/12/71	1/19/72
	L. McKinney	11/2/71	2/28/71
	W. R. Nordby	7/22/71	2/23/72
	B. L. Pethoud	7/1/71	2/14/72
	B. G. Ramentas	7/15/71	3/10/72
	K. L. Schultz	7/1/71	3/16/72
	T. N. Tracy	7/1/71	2/14/72
	J. J. Yeake1	11/29/71	3/14/72
Humboldt Ecology Center	D. L. Archibald	7/29/71	10/12/71
	R. N. Bayless	7/1/71	9/30/71
	D. T. Botner	2/8/72	2/16/72
	R. T. Corrigan	7/15/71	9/22/71
	B. Dahlquist	11/9/71	3/2/72
	F. G. Deneau	2/9/72	3/3/72
	R. L. Etienne	7/1/71	9/30/71
	R. E. Frizzell	7/1/71	3/31/72
	W. J. Glotzl	7/1/71	12/28/71
	J. P. Juckema	3/1/72	3/2/72
	A. T. Kendrick	7/1/71	10/11/71
	S. D. Lynch	7/1/71	8/16/71
	R. A. Lyon	7/6/71	10/18/71
	S. P. Magill	8/2/71	3/10/72
	J. B. Marquez	7/1/71	2/29/72
	B. C. Meinholz	7/1/71	12/21/71
	P. R. Nicolosi	7/1/71	3/31/72
	C. M. Parker	7/15/71	10/14/71
	J. W. Perry	8/17/71	2/7/72
	J. Rice	7/13/71	11/29/71
	B. A. Stone	9/1/71	2/12/72
	J. M. Witkowski	7/8/71	10/25/71

8. WHAT IS THE DEPARTMENT'S POLICY WITH RESPECT TO RELEASING CONSCIENTIOUS OBJECTORS WHO REQUEST RELEASE?

The Department does not release conscientious objectors. That is a function of Selective Service.

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Assembly Committee
III
Efficiency and Cost Control
California Legislature

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COMMITTEE SECRETARY
TERRY STATHOS
STAFF SECRETARY
TELEPHONE
916-445-1955

April 20, 1972

Mr. James G. Stearns, Director
Department of Conservation
1416 Ninth Street
Sacramento, California 95814

Dear Mr. Stearns:

After reviewing your April 18th letter to Assemblyman Wilson, I have the following questions relating to the answers you provided:

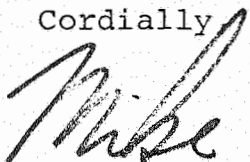
1. Please explain the "little difference" that exists between Ecology Corps projects and "certain conservation work";
2. What are the "certain conservation works performed by state, federal and local agencies";
3. What is the status of the insurance plan and with whom are discussions about it being held;
4. Please supply copies of all grievances you have received;
5. Please elaborate on the statement, "Almost all grievances at the Centers are based on corpsmen rumor and misunderstanding";
6. Please explain why meetings of corpsmen are permitted during work time;
7. Beginning July 1, 1971, how much time has been expended each month at each Center for such meetings;
8. Please describe the criteria you use in determining "those projects that are geographically located in areas that can be economically serviced";

April 20, 1972

9. Please describe the criteria you use to determine a contract is "not of an environmental nature";
10. Beginning with July 1, 1969, and for each month thereafter, itemize, by conservation camp, the manhours expended firefighting;
11. Beginning with July 1, 1971, itemize, by ecology center, the manhours expended each month for firefighting; and
12. Please itemize for each month, since July 1, 1971, the average cost per man per meal at each ecology center.

Thank you for your assistance in this matter. I would appreciate receiving your response by Friday, April 28th.

Cordially

A handwritten signature in dark ink, appearing to read "Mike", written over the printed name "MIKE CULLEN".

MIKE CULLEN
Chairman

MC:JB:ts

DEPARTMENT OF CONSERVATION

DIVISION OF FORESTRY
DIVISION OF MINES AND GEOLOGY
DIVISION OF OIL AND GAS
DIVISION OF SOIL CONSERVATION



SACRAMENTO, CA 95814
1416 Ninth Street

May 1, 1972

Honorable Mike Cullen, Chairman
Assembly Committee on Efficiency
and Cost Control
California Legislature
Room 440B, State Capitol
Sacramento, California

Dear Assemblyman Cullen:

This letter responds to yours of April 20, 1972, in which you present twelve additional questions concerning the operation of the California Ecology Corps and the Conservation Camp Programs administered by this department.

1. PLEASE EXPLAIN THE "LITTLE DIFFERENCE" THAT EXISTS BETWEEN ECOLOGY CORPS PROJECTS AND "CERTAIN CONSERVATION WORK:"

It would be appropriate here to simply refer back to the statement I made to your Committee on April 4. I used Ecology and "conservation-related work projects" as basically synonymous terms.

2. WHAT ARE THE "CERTAIN CONSERVATION WORKS PERFORMED BY STATE, FEDERAL AND LOCAL AGENCIES"?

I included a complete list of ecology corps projects in my written testimony before your committee on April 4, 1972.

3. WHAT IS THE STATUS OF THE INSURANCE PLAN, AND WITH WHOM ARE DISCUSSIONS ABOUT IT BEING HELD?

Details of the health benefit package are being finalized by the Department. The Department is working with the Department of General Services.

4. PLEASE SUPPLY COPIES OF ALL GRIEVANCES YOU HAVE RECEIVED:

Copies of the grievances are attached.

5. PLEASE ELABORATE ON THE STATEMENT, "ALMOST ALL GRIEVANCES AT THE CENTERS ARE BASED ON CORPSMEN RUMOR AND MISUNDERSTANDING:"

An example of a grievance based on rumor and misunderstanding is cited in my April 18, 1972, letter to Assemblyman Wilson. (See Item 4, Paragraph 4; copy attached.)

May 1, 1972

6. PLEASE EXPLAIN WHY MEETINGS OF CORPSMEN ARE PERMITTED DURING WORK TIME:

It is accepted practice in business and government for meetings relating to orientation, information and instruction of employees during normal work hours and accordingly such sessions are periodically scheduled. Corpsmen and their Division of Forestry supervisors attend.

7. BEGINNING JULY 1, 1971, HOW MUCH TIME HAS BEEN EXPENDED EACH MONTH AT EACH CENTER FOR SUCH MEETINGS?

Generally, about six hours each month, since July 1, 1971, have been devoted to the meetings described in Item No. 6, above.

8. PLEASE DESCRIBE THE CRITERIA YOU USE IN DETERMINING "THOSE PROJECTS THAT ARE GEOGRAPHICALLY LOCATED IN AREAS THAT CAN BE ECONOMICALLY SERVICED:"

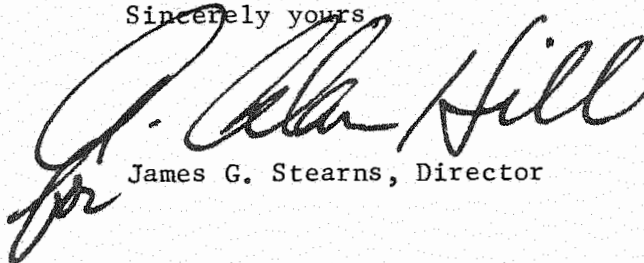
Generally, it is felt that projects which are within one hour's travel time from the Center can be economically serviced from the Center.

9. PLEASE DESCRIBE THE CRITERIA YOU USE TO DETERMINE A CONTRACT IS "NOT OF AN ENVIRONMENTAL NATURE:"

Projects not of an environmental nature would, for example, involve maintenance of facilities or general office work.

Attachments to this letter respond to Questions 10, 11, and 12.

Sincerely yours

A handwritten signature in dark ink, appearing to read "J. G. Stearns", is written over the typed name. The signature is fluid and cursive.

James G. Stearns, Director

JGS:mnr

Attachments

cc: Members, Assembly Committee
on Efficiency and Cost Control

Copies of grievances provided by the Department of Conservation may be examined in the committee office.

Department of Conservation
Division of Forestry

Conservation Camp Fire Suppression Man-hours calendar years 1969, 1970, 1971

<u>NAME OF CAMP</u>	<u>1969</u>	<u>1970</u>	<u>1971</u>
Alder	11,768	14,312	2,432
Black Mountain	11,896	19,280	12,784
Chamberlain Creek	19,216	23,616	13,688
Eel River	19,392	23,816	9,504
High Rock	16,040	17,232	2,696
Konocti	16,088	24,976	15,088
Parlin Fork	15,632	16,496	11,728
Antelope	15,712	10,832	5,488
Crystal Creek	8,552	21,264	13,424
Deadwood	6,816	6,184	3,560
Intermountain	5,872	9,992	1,960
Iron Mine	12,472	26,160	13,952
Magalia	10,736	23,896	8,056
Plum Creek	11,288	13,464	264
Baseline	24,032	31,240	18,720
Growlersburg	14,376	22,112	17,496
Miramonte	29,184	40,336	14,968
Mountain Home	27,944	38,792	15,696
Vallecito	20,848	27,296	3,288
Cuesta	15,760	20,024	1,256
Slack Canyon	17,704	23,688	19,048
Inyo-Mono	20,112	33,592	1,792
Oak Glen	16,440	33,240	11,072
La Cima	11,368	26,128	6,200
Morena	11,616	33,864	8,960
Pilot Rock	15,832	38,424	10,512
Prado	15,344	27,472	9,920
Puerta La Cruz	14,584	23,760	5,936
Rainbow	17,192	29,760	8,608
Washington Ridge	15,200	29,160	13,416
Mt. Bullion	25,152	40,032	11,808
Pine Grove	12,080	37,480	22,720
Ben Lomond	<u>12,888</u>	<u>20,992</u>	<u>12,608</u>
	522,136	828,912	336,648

Ecology Center Fire Suppression Man-hours for 1971 (6 months) and 1972 to date.

	<u>1971</u>
Humboldt Ecology Center	2,696
Tehama Ecology Center	264
Inyo Ecology Center	1,792
Calaveras Ecology Center	<u>3,288</u>
	8,040

California Ecology Corps

Average cost per man per meal by month.

	<u>HUMBOLDT</u>	<u>TEHAMA</u>	<u>CALAVERAS</u>	<u>INYO</u>
JULY, 1971	\$.604	\$.630	\$.571	\$
AUGUST	.462	.636	.531	
SEPTEMBER	.595	.930	.484	* .56
OCTOBER	.625	.634	.422	.587
NOVEMBER	.610	.695	.479	.58
DECEMBER	.594	.628	.493	.57
JANUARY, 1972	.595	.705	.496	.55
FEBRUARY	.610	.617	.506	.56
MARCH	.571	.600	.517	.513

* This figure is for the period August 16, 1971 to October 1, 1971.

DEPARTMENT OF CONSERVATION

DIVISION OF FORESTRY
DIVISION OF MINES AND GEOLOGY
DIVISION OF OIL AND GAS
DIVISION OF SOIL CONSERVATION

California Ecology Corps

SACRAMENTO, CA 95814
1416 Ninth Street



Thank you for your recent inquiry concerning the California Ecology Corps.

The California Ecology Corps was created by executive order of Governor Reagan on April 27, 1971. The Corps became operational on July 1, 1971 with the opening of three ecology Centers in Humboldt, Tehama and Calaveras Counties. The fourth center was opened on August 16, 1971 in Inyo County. The primary purpose of this program is to develop organized, well-trained wildland firefighters for use by the Division of Forestry throughout the state.

As you perhaps know, the Corps program initially was limited to young men who have been classified as conscientious objectors by the Selective Service System. It might be well at this point to clarify the term "conscientious objector". The conscientious objectors involved in the Corps program are those young men who are registered under the Selective Service Act who have been classified as conscientious objectors (I-O) by their local draft boards. The Corps program is not intended as a means of becoming exempt from military duty - it is merely one alternative civilian work a person holding the conscientious objector classification can perform. He must do this for two years, just as a person actually serving in the military.

We are happy to report, however, that California Ecology Corps membership has very recently been expanded to include all young men who want to volunteer for this state's unique environmental protection program. We will also continue to utilize C.O. participants. Volunteers, like their C.O. counterparts, will receive room, board and work clothing at no cost, and are paid \$40 a month for working eight hours per day, five days per week until 7/1/72; on July 1, 1972 corpsmen will receive a minimum of \$100 per month. They are required to remain at the center during the five-day work week during the declared fire season, which normally runs from June 1 to October 15. During their two days off they are free to come and go as they choose. During the non-fire season period, October 15 to June 1 usually, they perform a regular 40-hour work week with nights and weekends free. Corpsmen also receive ten days vacation each year, plus all State holidays (about 13). If corpsmen are required to work on fires or other emergency work beyond the eight-hour work day, they are paid \$2.80 per hour overtime.

The physical plants of the ecology centers are very modern. There is barracks accommodations for corpsmen and no family members are allowed at the center, except for visiting purposes. The Corps is operated by the California Division of Forestry. The corpsmen do a variety of work, first priority being wildland firefighting and general conservation work. They also work on recreation projects in state and national parks, and in the desert area. Timber stand improvement and fire defense improvement work are also assigned to the Corps. In addition, we have a search and rescue team in training at present at our Calaveras Center.

The procedure to be followed in joining the Corps - if you have your I-O classification from your local draft board - is to contact your draft board and inform them of your desire to serve with the California Ecology Corps. If they are not aware of the program, they can contact Major William D. McCann, Chief, Conscientious Objector Division, U. S. Selective Service System, 801 "I" Street, Sacramento, California 95814 for details. All hiring arrangements will be made through that office.

If you are not a conscientious objector, and still wish to volunteer for the Corps program, please fill out the enclosed application and return it to the Ecology Corps address listed at the bottom of the form. We will then notify you by mail when the interview date is set in your area. The requirements for non-C.O. volunteers are as follows: You must be from 18 to 31 years of age, in good physical condition, and must agree to serve with the Corps for a minimum of six months, due to the training effort necessary for new corpsmen.

Thank you again for your interest in the California Ecology Corps. We look forward to hearing from you soon.

Sincerely,

Joe E. Griggs
Joe E. Griggs, Administrator
California Ecology Corps

Enclosure

Memorandum**To :** Ecology Center Directors**Date :** January 10, 1972**Subject:** California Ecology Corps
Corpsmen Salary**From :** Department of Conservation — California Ecology Corps

Attached for your information and for the information of your staff and corpsmen, is a letter from Director Stearns approving a pay raise for corpsmen.

It should be understood by everyone that on State fires only, the \$2.80 per hour is for overtime worked only. The \$2.80 per hour for fires and other emergencies that are the responsibility of another agency, will be for all work, not just overtime. These rates may change before July 1, 1972. If they do, you will receive an insert for the Fire Control Handbook stating the new hourly rate.

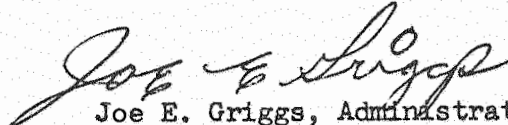
Also, it should be understood by everyone that on other than State fires, when corpsmen are receiving the \$2.80 per hour emergency rate, they will not receive the \$.60 per hour base rate. In other words, when corpsmen are dispatched to a United States Forest Service fire, floods, or other emergencies that are the responsibility of another agency, they will receive the skilled firefighter rate, but they will not receive the base rate of \$.60 per hour.

On fires that are the responsibility of the Division of Forestry, the \$2.80 per hour will be paid for overtime only and corpsmen will continue to receive the \$.60 per hour for their regular 8 hours of work.

Also, beginning July 1, 1972, corpsmen will receive pay for only those hours worked. It will be necessary for each Center to keep records of the number of hours not worked by corpsmen for each day, to be submitted at the end of the month for payroll purposes.

The only emergency work or overtime that corpsmen will be engaged in that they will not be paid for is search and rescue operations. This will have to be handled by compensatory time off, except on very special occasions.

If you have any questions concerning the pay policy, please advise.


Joe E. Griggs, Administrator
California Ecology Corps

mn

cc: All Districts

CCCC western region

an agency for military and draft counseling
140 leavenworth street • suite 201
san francisco ca 94102 • (415) 441-3700

MIKE WITTEL
Regional Secretary
DAVE McFADDEN
Field Secretary
ROBERT S. RIVKIN
Staff Attorney
WILLIAM H. LYNCH
Staff Attorney

28 March 1972

Assemblyman Mike Cullen
State Capitol Building
Sacramento, CA 95814

Dear Assemblyman Cullen:

I recently read that your Committee on Efficiency and Cost Control will be conducting hearings on the California Ecology Corps beginning April 4.

CCCC-Western Region has been working closely with conscientious objectors in the Ecology Corps since its inception. We were largely responsible for the questions raised at the Senate Finance Committee hearings on March 15. Our testimony and that of Corpsmen Nathaniel Stone are enclosed.

We feel that any hearings held should have the views of corpsmen represented, and we strongly urge you to ask that as many corpsmen as wish to be allowed to come to the hearings to present testimony.

We would also be glad to share our views with you and your committee.

Please let us know the time and location of the hearings.

Sincerely,


Dave McFadden

encl.

STATEMENT BY DAVE MCFADDEN, FIELD SECRETARY,
WESTERN REGIONAL OFFICE, CENTRAL COMMITTEE FOR CONSCIENTIOUS OBJECTORS
TO DEPARTMENT OF CONSERVATION SUBCOMMITTEE,
CALIFORNIA SENATE FINANCE COMMITTEE

March 15, 1972

Mr. Chairman and Members of the Subcommittee:

As Field Secretary of the Western Regional Office of the Central Committee for Conscientious Objectors (CCCO) in San Francisco, I work daily with counselors, attorneys, and young men on various aspects of the draft law and regulations. CCCO, an Agency for Military and Draft Counseling, was founded in 1948. Its Western Regional Office in San Francisco was established in 1966.

Since the inception of the California Ecology Corps in April, 1971, and the opening of its first center on July 1, I have been in close touch with conscientious objectors interested in the Corps, Corpsmen themselves, Ecology Corps and Conservation Department officials, and other interested persons. I have visited all four centers of the CEC, and have talked at length with Corpsmen and state foresters. Based upon both our experience with conscientious objectors over the last 25 years, and our recent experience with the California Ecology Corps, we would like to make a few observations concerning the operations of the Corps and the attitude of Corpsmen toward it. Although the Corps is now open to all male volunteers between the ages of 18 and 31, it was begun with conscientious objectors only, and it is this group of Corpsmen which I know best.

The overwhelming majority of Corpsmen with whom I have come in contact think the California Ecology Corps is a great idea - and one that they hope will work. But they are bitterly disappointed that the reality has not lived up to the promise. The criticisms they make -- and which I will attempt to detail in this testimony -- are not made because they hope the Ecology Corps will fail. Rather, they hope that such criticism will help make it an ECOLOGY Corps. The process of disillusionment pays a price. Since the Corps began, it has lost 61 CO volunteers

out of a total work force of 130. What is wrong?

1) THE CALIFORNIA ECOLOGY CORPS HAS NOT LIVED UP TO ITS PROMISE TO BE A FORCE TO PROTECT AND PRESERVE THE ENVIRONMENT.

The purpose of the California Ecology Corps, as outlined in Governor Reagan's Executive Order of April 27, 1971, was three fold: 1) to aid in the maintenance of the natural ecology and preservation of the beauty and natural resources of the state; 2) to assist in conservation and emergency projects for protection of natural resources; and 3) to assist in fire prevention and fire protection. To this date, the Corps has performed admirably in fulfilling purpose 3) and to some extent purpose 2). But there is little that can be shown to indicate that the California Ecology Corps is doing work to maintain and preserve the ecology and natural environment of the state of California.

The Corps can be most simply described as a renamed California Conservation Corps. The men in the Corps have done what honor inmates in the Conservation Camps always did: fight forest fire, clear brush, work on reforestation, fire prevention, and maintenance and construction of campsites. Since work is accepted on a contract basis with state and federal agencies, the criteria seem to be what work needs to be done and what money there is to do it -- rather than making decisions about projects according to ecology standards. There are even some blatant examples of distinctly non-ecological projects performed by Ecology Corpsmen; such as the Pacific Lumber Company logging road improvement carried out at the Calaveras Center, the splitting of downed Redwoods and the clearing away of park equipment to allow the construction of a section of highway through the Redwoods at the Humboldt Center, the construction of rock and wire dams at the Inyo Center to improve fishing, and the improvement of deer feeding areas to improve hunting at the Tehama Center. Corpsmen at the different centers have requested on many different occasions permission to engage in ecological

work but have always been turned down. It is time that it is recognized that this program is not an ecology corps. Rather, as Director of the Corps Joe Griggs has said, "the primary purpose of this program is to develop organized, well-trained wildland firefighters to use by the Division of Forestry throughout the State."

2) AS EMPLOYEES OF THE STATE OF CALIFORNIA, ECOLOGY CORPSMEN RECEIVE NEITHER COMMENSURATE WAGES NOR BENEFITS FOR THE WORK THEY DO.

Though employed by the State of California, Ecology Corpsmen are not registered on the civil service rolls -- their salary of \$40 per month plus room and board is considered compensation. Thus benefits accorded to most state employees do not have to be paid. Ecology Corpsmen are not eligible for Medi-Cal, nor for health or life insurance or retirement benefits accorded other employees of the State of California. Their only benefit is Workman's Compensation, as required by law. Two Ecology Corpsmen have died while employed by the Corps, and no compensation has been paid to their families. There are no benefits for Corpsmen with dependents -- nor are there facilities provided. Such Corpsmen are also not eligible for welfare, because they work 40 hours per week. During the fire season Corpsmen are required to remain in camp within hearing distance of the fire whistle 24 hours per day five days per week. Foresters in similar situations receive "premium pay" for such alert duty. Corpsmen receive only overtime pay (\$2.80 per hour if over eight hours) for time actually spent on the fire. And if they are called out but not used, even if bussed 2 hours to a fire site, they receive no compensation. The \$40 per month presently paid to Corpsmen includes no provision for "severance pay" when they leave the Corps and have to find other jobs.

False hopes regarding higher wages have continually been raised. An attempt was made to get money from the federal Emergency Employment Act to raise wages to the \$1.60 per hour federal minimum, but this did not occur. The

persistent rumor that wages would be raised to 60¢ per hour (or \$100 month minimum) has constantly cropped up -- and is finally supposed to be implemented July 1. Overtime fire pay, raised from 30¢ to \$2.80 per hour February 1, in many cases has not yet been paid.

It would not seem to be too much to ask that Ecology Corpsmen, performing work in lieu of military service, should receive pay which would provide a "standard of living reasonably comparable to that of a man in the armed forces" (Selective Service Regulation 1660.6). Base pay for a private, E-1 in the Army is now \$288 per month plus room, board, and numerous benefits.

3) PRESENT REGULATIONS AND WORKING CONDITIONS IN MANY CASES ARE AN UNWARRANTED AND UNNECESSARY RESTRICTION OF PERSONAL FREEDOMS.

Ecology Corpsmen are told they must abide by all regulations of the California Division of Forestry, even though they are not considered employees of the State for wage and benefit purposes. California Division of Forestry employees in charge of the centers can determine if corpsmen are performing "according to Ecology Corps standards." If the standards are not met by the individual corpsman or his conduct is in violation of Corps rules and regulations, he may be dismissed from the Corps. Periodic inspections of living quarters and food facilities are made to insure compliance. "Ecology Corps standards" include no drugs or alcoholic beverages on the premises; no women allowed in the barracks, or in the camp after 10 p.m. or after dark in one center; hair length must be above the collar with short sideburns, trimmed mustaches, and no beards. While some of these regulations may be reasonable, they have been abused and the discretionary power vested in the CDF officials has been an infringement of the rights of Corpsmen on numerous occasions. The rationale for hair length, for example, has always been safety. But corpsmen are not allowed to let it grow even during the winter months when there are no fires to fight. One corpsman at the Calaveras Center was fired when his wife moved to Angeles Camp to be

able to spend more time with him.

There have recently been two Corpsmen papers, to aid in communication among the centers and to encourage thought among the Corpsmen -- The Humboldt Hash of the Humboldt Center, and Angels C.O.Ment of the Calaveras Center. Angels C.O.Ment was discontinued by the Corpsmen because they "did not feel it represented how they felt." Each issue was censored by the center director before publication. The Humboldt Hash was published independently of the Humboldt Center. But staff members of the Hash have been threatened with "separation" from the center for publishing editorials and articles which were critical of the administration and operation of the Ecology Corps. Although these threats have been countermanded from higher up, the implication remains.

Meals are budgeted at a cost of \$.536 per man per meal -- and no allowance is made for higher prices at different centers. Each center seems to be run differently in terms of food. Some centers go over their budgeted amount, and have plenty of fresh fruits and vegetables for the vegetarian corpsmen, and other centers have little fresh produce, and allow fresh milk only at breakfast. Starch is a major component of the diet at all centers.

Each present center formerly housed 80 inmates -- in barracks situations, with little room or privacy and little storage space for personal belongings. The same situation exists today for the Corpsmen. There are too many men and not enough room.

4) CORPSMEN ARE ALLOWED LITTLE CHANCE TO DISCUSS THEIR GRIEVANCES, OR TO CONTROL DAY TO DAY OPERATIONS IN THE ECOLOGY CORPS CENTERS.

At the beginning of the Corps, the administration promised that there would be meetings at each center to discuss operational rules, projects, recreational needs, food and other common concerns. The impression was that the Corpsmen would have some say over their own living situations. Common meetings among corpsmen of the various centers and department of Conservation and Forestry

officials were also promised. Individual center meetings have in fact been infrequent, and have never been more than gripe sessions. Corpsmen do not have any say over the day-to-day operations, but rather follow orders of the foremen. A Corps-wide meeting of representatives from each camp has never been held, although it has been promised for 7 months. There is no grievance procedure that is established or uniform, and certain petitions have never been afforded the courtesy of a reply. For example, December 27 petitions from each Ecology Center, with over 100 signatures of Corpsmen, asking Director Stearns to raise wages have never been answered. The scheduled corpsmen meeting has been specifically set to exclude the following topics of discussion: hair regulations, clothing regulations, barracks regulations, work hours, choice of work, food. If any corpsman raised one of these issues, the meeting would be over.

IN SUMMARY:

The California Ecology Corps is seen by most Corpsmen as an exciting possibility, but at the moment only that. In order for it to live up to its promise, a few basic changes need to be made: 1) Either ecological and environmental projects should be instituted, or the name Ecology Corps should be dropped and Conservation or Forestry Corps substituted; 2) Corpsmen deserve to be treated as other employees of the State of California, with corresponding fair wages and benefits; 3) Regulations and working conditions need to be changed to recognize that corpsmen are not prisoners, but free men doing a job; 4) Corpsmen should be furnished a grievance procedure, and a chance to meet with each other and forestry officials to discuss common concerns.

If these changes are made, we are confident that the Corps can yet be a force for the protection of the environment of the State of California.

Respectfully submitted,

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