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EXTENSION OF REMARKS OF
HON. GERALD R. FORD, JR. OF MICHIGAN
IN THE HOUSE OF REPRESENTATIVES
Wednesday, Mar. 8, 1950

MR. FORD. Mr. Speaker, I arise at this time to reaffirm my support of H.R. 87. I was one of the original supporters of this necessary remedial legislation. My testimony is included in the hearings and this statement is reprinted in the August issue of the Union Postal Clerk.

It is regrettable that a number of amendments are to be offered which will have the effect of killing the bill. This bill as modified by the substitute should be approved and I intend to support it.

I would like to review the situation in a particular community, namely, Grand Rapids, Mich., my home town. As this committee knows, all civil service examinations for the post office were "frozen" during World War II. In the period between 1941 and 1946 the Department used many temporary employees but none in this group achieved permanent status because no qualifying examinations were given.

The first examinations for post office employees were held in September 1946. The veterans of World War II who initially entered the postal service after the late war took this examination at the first opportunity, along with those who had been temporary employees during the war. I think we can validly assume that many veterans would have become post office employees during the period between 1941 and 1945 if military service had not intervened. A number of veterans passed this examination along with a few temporary employees. Those temporaries who passed examinations and became classified employees upon appointment as regulars received an automatic increase of \$400 per year. This gave them a period of only 6 years in which to reach top-grade salary. Veterans of World War II have to work 10 years to reach top-salary grade.

In my estimation, under the present law an unfair discrimination presently exists as far as World War II veterans are concerned because the former temporary employees get the benefit of a \$400 increase in salary while the veteran when he becomes a regular employee does not derive the same financial benefits even though his forced absence from the postal service was no fault of his. I have no desire to penalize the temporary employee who worked diligently during the war for the Post Office Department, but I certainly think we should give the veteran credit for his war service once he enters the postal service as a permanent career employee.

A failure to remedy this situation will be harmful to employee morale. This is best illustrated by a specific example. Rather than use names, I will refer to employee A, a veteran who took and passed a civil-service examination given in September, 1946. A was appointed January 1, 1947, as a regular because of his high rating on the examination. Employee B, a nonveteran, took the same examination but he had been hired on May 1, 1945. B did not get his regular appointment after the September 1946 examination until April 1, 1948.

What is the situation today? B is now making \$3,350 per year while A earns only \$2,750 annually. There is this differential even though A has 15 months additional seniority as a regular or permanent employee. Furthermore A has been graded "outstanding" while B has only a "satisfactory" rating. Both these men do the same job, they work side by side. Employee B, the nonveteran, now earns approximately \$11.54 more each week than his veteran co-worker, despite A's better qualifications, both on the examination and on the periodic grading system. This is only one of many such cases but it well illustrates the inequities which must be rectified.

For the committee's examination I include a table showing the precise situation in the Grand Rapids post office. It will be seen that the veterans of World War II, who make up a substantial portion of the postal employees, are being penalized and the morale of the entire service will unquestionably suffer if this legislation is not approved.

In closing, let me emphasize the need for this legislation. Veterans of World War I have received credit for time spent in military service, even those who were not employed in the Postal Service prior to their entry into the armed forces. Veterans of World War II who worked for the Post Office Department previous to entry into the armed service in the last war have received credit for their military service under present pay schedules.

I therefore strongly recommend favorable consideration of H.R. 87 by this committee in order that richly deserved benefits will accrue to those veterans who direly need financial assistance at this time and in the years to come.



CLASSIFICATION	REGU- LARS	CLASSIFIED SUBSTITUTES	TOTAL OF BOTH	NUMBER WHO ARE VETERANS OF WORLD WAR II	NUMBER OF WORLD WAR II VETERANS WHO ARE ELI- GIBLE FOR VURSELL ACT BENEFITS
Supervisors	37	0	37	3	0
Clerks	182	31	213	107	73
Carriers	205	35	240	118	81
Mail handlers	12	2	14	7	7
Motor-vehicle service	30	5	35	5	3
Special delivery	9	2	11	3	2
Custodial	19	a 1	20	3	2
Rural carriers	5	b 0	5	2	1
Total	499	76	575	248	169
a Charwoman. b Substitutes for rural carriers are not carried either as a regular or classified employees.					

Summary

Total employees - Regular and classified substitutes - - - - - 575
Total World War II veterans- - - - - 248
Total World War II veterans who would be eligible for
Vursell Act benefits- - - - 169

