

*Replacement of Soldiers*

Even the Bulk Allotment system did not solve another problem that resulted from Auxiliary status, whether under a Table of Organization or a more flexible Table of Allotment: under either system it proved difficult to determine whether a Waac had really replaced a man. The General Staff sent out repeated injunctions that Waacs must count against the Troop Basis and replace men one-for-one; a series of increasingly stringent War Department directives required a full report by skill and rank of men shipped, to be tallied against the number of Waacs received. Only thirty days—fifteen in the Army Service Forces—were allowed for the replacement, a shorter time than customary with male replacements, on the theory that a Waac could learn a job faster.

Nevertheless, it became increasingly evident that few men were actually being sent away, and might not be until the WAAC became part of the Army and its allotments could be merged with the military. Through a technicality of paper work, minor but basic, it was found that most Army posts were able to retain both Waacs and men. Each station had an allotment of military personnel and an allotment of civilian personnel; when Waacs arrived it had a third type, since each company came complete with its own Table of Organization or Allotment under which its members could be promoted and paid. Whether Waacs filled military or civilian jobs, all three allotments remained intact. All efforts, therefore, to get many posts to send a soldier away failed except

on paper. A Waac might actually be given a man's desk and see the man depart, only later to find him at a new desk a few doors down the hall, in work for which the installation often had a perfectly legitimate allotment. If the man actually departed, the station had a vacancy in its military allotment, and promptly requisitioned another man. So long as Waacs were not legally recognized as military personnel, and could not fill vacancies in military allotments, the General Staff directives concerning the Troop Basis remained administratively impossible to enforce.<sup>42</sup>

The apparently simple solution of reducing a station's military allotment for each WAAC allotment, although directed by the General Staff, was also administratively unworkable. A station's allotments, whether in the form of Tables of Organization or the later Bulk Allotments, were complicated affairs which could not be altered at station level. To reduce the allotment, it would be necessary to republish it each time a new WAAC unit arrived, or each time a Waac was promoted from one grade to another. The time lag in this process was such that, reports indicated, most stations would not apply to higher echelons for republication of their military allotments, but clung to both WAAC and Army personnel. Only approaching military status could entirely solve this problem, by making one military allotment apply to both men and women.

<sup>42</sup> (1) WD Memo W635-2-43, 10 Feb 43. (2) WD Memo W635-3-43, 31 Mar 43. (3) WD Memo W635-4-43, 31 Mar 43. (4) WD Memo W635-5-43, 26 Apr 43. (5) ASF Cir 39, 11 Jun 43.