

lost their job guarantees. Such refusals of course reflect the well-known immobility of workers, particularly those with blue collar skills.

Although the Defense Department has made many efforts to be of assistance, the displaced workers have two major complaints. First, when an installation actually makes a job offer, the worker is allowed only 24 to 48 hours to decide whether to accept or reject it. The workers feel that this time period is insufficient and that they should be allowed at least a week for a final decision. Second, many workers are required to decide without being given an opportunity to see the areas or installations with job openings. The Department does allow workers time off to visit adjacent installations but there are no regular provisions for workers to visit distant bases.

WORKER EXPERIENCE

One advantage of the computerized central referral system is that it provides information on the placement experience of the workers who choose to register. These include well over half the workers displaced by closures of large installations; they also include workers laid off as a result of cutbacks in employment at some operating installations.

As table 5 indicates, about 92 percent of the 14,700 registered workers who have been placed have been transferred within the Department of Defense. About 6 percent have taken jobs in other government departments but only 1.4 percent of those registered took jobs in private industry. This estimate of private placements, however, is an understatement. Many workers who originally registered to transfer later chose to take advantage of the special early retirement privileges and have since found jobs privately. Even after making a rough adjustment for these retirements, it appears likely that for the Nation as a whole no more than one out of eight displaced workers who registered with the centralized referral system has entered private industry.

TABLE 5.—*Placement of civilian personnel affected by closures and cutbacks, registered in centralized referral system (CRS), Aug. 31, 1966*

	Percent
Placed by centralized referral system within department.....	44.7
Otherwise transferred within Department of Defense.....	15.0
Transferred outside Department of Defense.....	6.4
Reassigned or reinstated at same institution.....	32.6
Placed in private industry.....	1.4
Total.....	¹ 100.0

¹ May not add to 100 due to rounding of figures.

Source: U.S. Department of Defense, CRS Monthly Computer Report.

SAME PAY

Most workers who succeeded in getting other government jobs were able to maintain their pay levels. As table 6 shows, more than two-thirds of the placements were made at the same or higher grades. Moreover, not all those rehired at a lower grade took a paycut. Under the Department's transfer system, a worker's former wage rate can in many circumstances be maintained for 2 years before application of the new wage rate is mandatory. Since most workers who were rehired at a lower level lost only one or two grades, subsequent wage adjustments will minimize any loss in pay.