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Draft

June 14, 1943



MEMORANDUM FOR: General Marshall

SUBJECT: Incorporation of Women Civilian Pilots and Trainees into Army Air Forces

I. Discussion

1. The women pilots serving with the Army Air Forces and in training have been specially selected, have special qualifications, are being specially trained, and will do specialized air work. According to the present directive, approximately 500 women pilots will be flying with the Air Forces by December 31, 1943, and approximately 1200 by December 31, 1944. All of these women pilots and trainees are in a civilian status.

2. The Commanding General, Flying Training Command, the training agency, and the Commanding General, Air Transport Command, the using agency, recommend that the women pilot group be militarized and that, for administrative and other purposes, they be incorporated into the Army Air Forces direct, rather than incorporated into the Women's Army Auxiliary Corps. The Director of Women's Flying Training urges this procedure, which is overwhelmingly favored by the women pilots and trainees, themselves.

3. I think that it is not desirable, either for administrative or functional purposes, to incorporate the women pilots, either graduates or trainees, into the WAACs, or the successor organization under pending legislation. While a comparison of qualifications for the women pilots and WAACs, set forth in Tab A, shows significant differences, the salient objection to incorporating the women pilot group into the WAACs is that, of necessity, such women pilots will be doing the same work as male pilots in the same categories and must be directed administratively and operationally from within the Army Air Forces, of which they will be an integral part. To have part of the ferry pilots (women) directed or controlled from without the Army Air Forces by the WAACs, and another part (men) controlled by the Army Air Forces, would result in confusion, conflict, and inefficiency.

II. Recommendations

1. It is recommended that the women pilots, graduates and trainees, be militarized rather than left in a civilian status.

2. It is recommended that such militarization occur through incorporation of the women pilot group into the Army Air Forces in some such manner as was effected by Public Law 38 (Tab B), which provided for the appointment of female physicians and surgeons in the Medical Corps of the Army and Navy.

3. The proposed legislation should cover the points set forth in Tab C.

H. H. ARNOLD
GENERAL, U. S. Army
Commanding General, Army Air Forces

TAB A

SOME ADMINISTRATIVE AND FUNCTIONAL DIFFERENCES BETWEEN
WOMEN PILOTS TO BE TAKEN INTO ARMY AIR FORCES AND
WOMEN'S ARMY AUXILIARY CORPS



WOMEN PILOTS

WAACS

1. Age - 19 to 32
 2. Education - 1 yr. college or equivalent
 3. Tests - Classification test corresponding to Aviation Cadet tests.
Note: Trainees have been accepted without qualifications of 2 and 3 above, where previous flying experience justified enrollment.
 4. Children - (a) Approximately 20% of trainees and graduates have children under 14 yrs. of age. (b) Approximately 15% of recruits accepted have children under 14 yrs. of age.
Note: All of foregoing have had sufficient flying hours prior to induction in Women's Flying Training Program to warrant their utilization by the Government. Most of prior training obtained at Government expense.
 5. Numbers to be Enrolled - The maximum requirements for trainees will not necessitate dealing in large numbers. Personnel must be carefully selected with special qualifications.
 6. Integral part of A.A.F. - Requires direction by specialized technicians. Discipline, controls, promotions, rank, etc., should be in conformity with A.A.F. regulations and policy.
 7. Specialized Function - Women pilot group is merely a part of a larger class (pilots), which part cannot be treated separately from remainder of classification for administration, controls, or operations.
1. 21 to 45
 2. 2 yrs. high school
 3. Minimum grade of 60 on Mental Alertness Tests (for enrolled members) and 110 on Army General Classification test for officer candidates.
 4. No dependents under 14 yrs. of age.
 5. Requirements call for enrollment of large numbers. High degree of specialized training not a prerequisite to auxiliary functions within Army.
 6. WAAC personnel requires direction by policy in conformity with other branches of armed services.
 7. WAAC organization permits of administration over and control of all categories of personnel in certain ground classifications of work.

TAB B

PUBLIC LAW 38 - 78th CONGRESS
CHAPTER 63 - 1st SESSION
H. B. 1857

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AN ACT

To provide for the appointment of female physicians and surgeons in the Medical Corps of the Army and Navy.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That hereafter during the present war and six months thereafter there shall be included in the Medical Departments of the Army and Navy such licensed female physicians and surgeons as the Secretary of War and the Secretary of the Navy may consider necessary, whose qualifications, duties, and assignments shall be in accordance with regulations to be prescribed by the Secretary and who shall be appointed and at his discretion removed by the Surgeon General of the Army or Navy, subject to the approval of the Secretary of War or the Secretary of the Navy. Those appointed shall be commissioned in the Army of the United States or the Naval Reserve, and shall receive the same pay and allowances and be entitled to the same rights, privileges, and benefits as members of the Officers' Reserve Corps of the Army and the Naval Reserve of the Navy with the same grade and length of service.

Approved April 16, 1943.

TAB C

POINTS TO BE COVERED IN PROPOSED LEGISLATION:

- a. A grade for the women trainees to correspond to that of the Aviation Cadet, including the pay and allowances and the same rights, privileges, and benefits as Aviation Cadets in the Army Air Forces.
- b. Provision for the age requirement to be from 19 to 32 years, inclusive, except that officers who will serve as administrative personnel may be up to 38 years.
- c. Provision for discharge to civilian life if eliminated from the course of training.
- d. A course of instruction to be prescribed by the Commanding General, Army Air Forces.
- e. Graduates of the above course to be appointed as flight officers.
- f. Provisions for commission as 2nd Lieutenant, if qualified, after a minimum period of 90 days' service subsequent to graduation.
- g. Provisions for higher grades to be authorized as deemed necessary by the Secretary of War.
- h. The above to include the same pay and allowances and the same rights, privileges, and benefits as members of the Army of the United States of like rank and length of service.
- i. If, for any reason (physical or otherwise), flying status is terminated after having been commissioned, provision should be made for discharge to civilian life, or retention on non-flying status if required in the best interests of the Service.
- j. The above provisions to be effective for the duration of the present war and six months thereafter.
- k. Other provisions, including discipline and administration, to be as prescribed by the Secretary of War.

